



Republic of the Philippines  
NATIONAL POLICE COMMISSION  
NATIONAL HEADQUARTERS, PHILIPPINE NATIONAL POLICE  
OFFICE OF THE CHIEF, PNP  
Camp Crame, Quezon City

January 15, 2014

**PNP MEMORANDUM CIRCULAR  
NO. 2014-001**

**PNP Integrated Health and Physical Fitness Program**

**I. REFERENCES:**

- a. PNP In-Service Training Program for CY 2013; and
- b. LOI 09/2009 re PNP Physical Fitness Test.

**II. RATIONALE:**

The PNP subscribes to the principle that "A Sound Body Breeds a Sound Mind". Towards this end, the PNP adopted a Physical Fitness and Sports Development Program (PFSDP) which is geared towards the promotion and development of sports in the PNP and the implementation of physical conditioning and physical fitness program for its personnel. Thus, the Physical Fitness Test (PFT) Standard was made with a program designed to complement the sports activities in the PNP and in developing as well as maintaining the physical fitness of every PNP personnel.

The PFT Standard is conducted according to age group every semester of the year which is scheduled in the first quarter and last quarter of the year. PNP personnel are expected to obtain a passing raw score equivalent to a grade of 70% in each event required in their age category, while the lowest grade that could be given is 50%. The PFT is conducted from PNP NHQ down to the police provincial offices nationwide.

Elite forces such as the Special Action Force (SAF), the Aviation Security Group (AVSEG) and the Maritime Group (MG) have set their respective physical fitness activities/standards that suit the needs of their personnel in the performance of their mandated tasks.

The Directorate for Personnel and Records Management (DPRM) requires yearly update of the medical examination of all uniformed personnel to be incorporated in their personal data records.

Scientific evidence/data shows that the aging process starts at age 40 wherein both underlying disease and/or disorders, whether genetically inherent in addition to external factors brought by lifestyle and environmental stressors will start to manifest and needs regular monitoring of their condition in an attempt to either prevent, maintain and/or delay the degenerative process of any disease. This will entail certain monitoring tools like a regular monthly, quarterly, semi-annual or yearly check-up involving physical, dental, mental and laboratory examination and ancillary procedures.

Thus, the Integrated Health and Physical Fitness Program is designed to complement the sports activities in the PNP and in developing, as well as maintaining the physical fitness and wellbeing of every PNP personnel.

### **III. PURPOSE:**

- a. To improve and put the state of physical fitness of Philippine National Police (PNP) members at par with the standards of other police forces in the world;
- b. To keep the PNP members physically and mentally fit to readily carry out the rigorous duties and obligations that police officers are called upon to perform;
- c. To support and contribute to the promotion and enhancement of National Fitness and Sports Development Program of the government;
- d. To detect and identify health risk factors affecting PNP personnel;
- e. To monitor and manage the health of PNP personnel who might be afflicted with infectious disease that might be physically and mentally detrimental to himself and the community;
- f. To ensure efficiency and uniformity in the conduct of physical and medical examinations and the reporting of P.E. findings; and
- g. To determine the individuals Physical Health Profile in accordance with current PNP P.E. Manual and standards.

### **IV. DEFINITION OF TERMS:**

- a. Annual Physical Examination (APE) – refers to a series of medical examinations intended to address or prevent a more serious health condition before it begins to cause problems. It includes evaluation of the patient's general appearance and specific organ system.
- b. Physical Fitness Test – refers to the method of evaluating the physical condition of PNP members in terms of stamina, strength, speed and agility.
- c. Body Mass Index (BMI) – is a measure of body fat based on height and weight that applies to both men and women.
- d. PNP uniformed personnel – refers to Police Commissioned Officers (PCOs) and Police Non-Commissioned Officers (PNCOs) of the PNP in the active service.
- e. PNP Health Facilities – pertain to the PNP General Hospital, Regional Health Hospital or Dispensaries and established PNP clinics in the PPO.
- f. P1 – police personnel categorized as P1 has good muscular development with ability to perform maximum effort for indefinite period. May withstand the rigors of prolonged police work. May engage in fatiguing work.
- g. P2 – may be exposed to rigors of work for prolonged period, the same as those categorized as P1, but may have minor defects, light or slight limitation of movement, may perform normal police duties and can cope with the requirements of police works.
- h. P3 – unable to perform full effort except for brief or moderate period. May have medical conditions or physical defect that may require significant limitations. Have the ability to perform at least eight (8) hours of duty per day with rest. Able to defend himself.
- i. P4 – functional level below the standards of the first three (3) classifications may have one or more medical conditions.

## **V. GUIDELINES:**

The PNP shall require all uniformed personnel with the age of thirty-nine (39) years and below to undergo the PFT at least once a year preferably on the first (1<sup>st</sup>) week of their birth month. PFT Performers who will be marked "NO GO" (pregnant, with temporary disability and other health conditions as determined by the PNP Medical Officer) shall be recommended to undergo the APE. Forty (40) years old and above shall be required to undergo the APE to be conducted/supervised by the PNP Health Service or by the Regional Health Service.

### **a. Concept of Operations:**

#### **a.1 Physical Fitness Test**

a.1.1 All PNP personnel with the age of 39 years and below shall be required to undergo the PFT following the standard set by the NHQ except for the elite forces such as SAF, MG and AVSEG which shall design the PFT Standard for their personnel.

a.1.2 PROs and NSUs shall conduct and supervise the PFT of their respective personnel. The PFT shall be conducted at the RHQ, PHQ, Headquarters of NSUs or at venues that may be designated by respective commanders taking into consideration the safety of their personnel.

a.1.3 PFT for the Directorial and Personal Staff shall be at the NHQ and supervised by PNPTS.

a.1.4 The following tests/measurements are recommended for PNP personnel before taking the PFT:

a.1.4.a Body Mass Index;

a.1.4.b ECG (for 30 year old and above);

a.1.4.c Tread Mill Stress Test (upon physician's recommendation based on ECG results); and

a.1.4.d Blood Pressure (BP).

#### **a.2 Annual Physical Examination**

a.2.1 PNP personnel with age of forty (40) years old and above shall be required to undergo the APE to be conducted/supervised by the PNP Health Service or by the Regional Health Service on their birth month at the PNP Health Facilities. All laboratory procedures not available at any PNP Health facilities shall be referred by PNP Medical Officer to any Department of Health (DOH) accredited laboratories. It should be composed of the following examinations:

a.2.1.a Physical Examination

a.2.1.b Psychiatric Examination

a.2.1.c ECG (Stress Test/2D Echo)

a.2.1.d Chest x-ray

a.2.1.e Laboratory Examinations

a.2.1.f Dental Examination

a.2.2 PNP personnel with abnormal results will be advised to report back to PNPGH/RHS for further evaluation work-up and treatment.

a.2.3 PNP personnel reporting for APE shall bring with them all pertinent medical examinations result (if any), personal Medical Record Book and other documents that will be needed in the conduct of APE. They shall be in proper athletic attire.

**b. Tasks:**

**b.1 TDHRDD**

b.1.1 Monitor the activity; and

b.1.2 Perform other tasks as directed.

**b.2 TDPRM**

b.2.1 Evaluate the fitness for promotion and placement to key position of the personnel classified under P3;

b.2.2 Evaluate for attrition the personnel classified under P4;

b.2.3 Issue orders for the detail of PFT Teams;

b.2.4 Direct/inform all PNP uniformed personnel scheduled to undergo the annual PFT and APE;

b.2.5 Endorse PNP personnel who are entitled to a subsidy; and

b.2.6 Perform other tasks as directed.

**b.3 TDIDM**

b.3.1 Conduct pre-charge evaluation on those PNP personnel who were absent/failed to report during their scheduled PFT and APE; and

b.3.2 Perform other tasks as directed.

**b.4 TDC**

b.4.1 Provide funds for the proper implementation of PFT and APE; and

b.4.2 Perform other tasks as directed.

**b.5 TDL**

b.5.1 Provide logistical requirements in the conduct of the PFT; and

b.5.2 Perform other tasks as directed.

**b.6 Directors, D-Staff**

b.6.1 Provide enough personnel to assist the PNPTS in the conduct of the PFT to include the physical arrangement of the venue for the activity; and

b.6.2 Perform other tasks as directed.

**b.7 D, PNPTS**

b.7.1 Office Primary Responsible (OPR) for the conduct of PFT for Command Group, D-Staff and P-Staff;

b.7.2 Consolidate the PFT results of all units;

b.7.3 Submit the attendance report to DIDM through DPRM as the basis in the conduct of pre-charge evaluation; and

b.7.4 Perform other tasks as directed.

**b.8 D, HSS**

b.8.1 Provide personnel to assist in the traffic flow during the conduct of PFT;

b.8.2 Provide the PA system for the entire duration of the PFT in coordination with CES;

b.8.3 Make available the PFT venue to be used during the conduct of the PFT;

b.8.4 Assist PNPTS in the conduct of PFT for the Command Group, D-Staff and P-Staff; and

b.8.5 Perform other tasks as directed.

**b.9 C, PIO**

b.9.1 Provide media/photo coverage and press releases during the conduct of the PFT; and

b.9.2 Perform other tasks as directed.

**b.10 D, HS**

b.10.1 Conduct physical and medical examination to PNP uniformed personnel;

b.10.2 Coordinate with other government health institution/facilities accredited by DOH for referral;

b.10.3 Maintain database for the physical profile (P1, P2, P3 and P4) of all PNP uniformed personnel;

b.10.4 Provide the concerned units the result of the APE of their personnel; and

b.10.5 Perform other tasks as directed.

**b.11 RDs, PROs and Dirs., NSUs**

b.11.1 Conduct the PFT to their uniformed personnel;

b.11.2 Provide the needed support in the conduct of PFT and APE of their personnel; and

b.11.3 Perform other tasks as directed.

**c. Coordinating Instructions:**

c.1 The cost of the APE (Php. 2,717.00 per capita) shall be shouldered first by the concerned PNP personnel and the PNP shall subsidize a maximum amount of Three Thousand Pesos (Php. 3,000.00) per personnel.

c.2 In case the total cost of APE is less than the maximum amount of Php. 3,000.00, the exact amount will be reimbursed to the PNP personnel who will initially shoulder the cost and in case the APE exceeds the maximum amount, the excess will be borne by the PNP personnel.

c.3 Additional Diagnostic Procedures such as Stress Test, 2D Echo and other procedures may be requested subject to the recommendation of the Examining Medical Officer.

c.4 For the entitlement to the subsidy, the following requirements shall be submitted to DPRM for endorsement to DC:

c.4.1 Unit endorsement

c.4.2 Proof that the APE was conducted such as:

- i. Certification from the hospital PNPGH/RHS
- ii. Receipts

c.4.3 Birth certificate

c.5 Personnel who applied for optional retirement shall be exempted from undergoing PFT upon approval by the National Police Commission (NAPOLCOM);

c.6 PNP personnel who will be deployed for UN Peacekeeping Mission as well as those who will be posted as Police Attaché, shall undergo the annual PFT/APE prior to their deployment. PNP personnel who are schedule for foreign schooling coinciding with their birth month, shall undergo the PFT/APE before attendance to such training program;

c.7 The APE and the PFT will commence on January 2014 and every month thereafter; and

c.8 Lateral coordination is highly recommended.

**VI. RESCISSION:**

All rules, regulations and other issuances, or portions thereof, inconsistent with these guidelines are repealed or modified accordingly.


**VII. EFFECTIVITY:**

This MC shall take effect immediately.



**ALAN LA MADRID PURISIMA**  
Police Director General  
Chief, PNP

Distribution:  
Command Group  
D/P-Staff  
RDs, PROs  
Dir's, NSUs  
PPSC  
SPA to SILG

CPNP Ltrb '14 S056697  
  
S056697