



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

April 15, 2014

**PNP MEMORANDUM CIRCULAR
NO. 2014-011**

PNP Physical Conditioning and Combat Sports Program

1. REFERENCES:

- a. Verbal Instruction of the CPNP;
- b. Memo from TDPCR re: Regular Conduct of Pulis "Hataw Na" Program dated January 17, 2014;
- c. LOI 26/2012 "LABANANG PAMPALAKASAN" (Combat Sports Program);
- d. Circular No. 2001-004re: Revised PNP Physical Fitness and Sports and Development Program (3rd Revision) dated April 11, 2001; and
- e. Training Directive Number 2012-06 re: Weight Loss Management Program.

2. RATIONALE:

This PNP Memorandum Circular sets the guidelines, procedures, and schemes of the implementation of the PNP Physical Fitness and Sports Development Program (PFSDP) with emphasis on physical conditioning and combat sports. It aims to create a standard of proficiency and a regular program of maintaining good health and developing the skills of PNP personnel in combat sports and hand-to-hand combat. Adopting martial arts and combat sports will immensely improve the ability of PNP personnel on self-defense, and help them develop self-confidence in handling difficult situations.

3. SITUATION:

Human rights-based policing, an established principle, has long been adopted by the PNP in the exercise of its duty as the primary law enforcement agency of the government. PNP Operational Procedures call for the use of reasonable force when dealing with suspects and other stubborn members of the community. The facts remain that most police officers are dependent on the use of their issued firearms in difficult situation even if unnecessary. Human rights-based policing can be better achieved if PNP members are confident to defend themselves with the use of their bare hands.

4. PURPOSE:

The PNP shall institutionalize the conduct of physical conditioning and combat sports as part of the PNP PFSDP for the purpose of instilling self-discipline, enhancing skills on self-defense, maintaining good health, and building self-confidence of its members.

5. DEFINITION OF TERMS:

As a used in this circular, the following terms shall be understood to mean as follow:

- a. Combat Sports - any sport, martial art or activity in which each contestant in a contest, display or exhibition of that sport, art or activity is required to

- strike, kick, hit, grapple with, throw or punch one or more other contestants and that is prescribed by the regulations;
- b. Good Health – refers to the state of being vigorous and free from bodily or mental disease;
 - c. Non-Uniformed Personnel (NUP) – refers to permanent civilian employees of the PNP with plantilla positions and salary grades as attested by the Civil Service Commission and NAPOLCOM;
 - d. Physical Conditioning - refers to any bodily activity that enhances physical fitness and maintains overall health and wellness;
 - e. Physical Fitness – the physical condition of every individual specifically his stamina, strength, speed, agility, and suppleness;
 - f. PNP Personnel – refers to the uniformed and non-uniformed members of the PNP in the active service;
 - g. PNP Uniformed Personnel – refers to Police Commissioned Officers (PCOs) and Police Non-Commissioned Officers (PNCOs) in the active service;
 - h. Self-Defense – the defense of one's person through the use of physical force, which is permitted in certain cases as an answer to a charge of violent crime;
 - i. Tae-bo - an exercise system combining elements of aerobics and kick-boxing; and
 - j. Zumba – an aerobic fitness program featuring movements inspired by various styles of Latin American dance and performed primarily to Latin American dance music.

6. GUIDELINES:

a. Concept of Operations:

PNP personnel shall be required to attend an hour of physical conditioning (Tae-bo/Zumba), from 4:00 PM to 5:00 PM, every Tuesday and Thursday. On the other hand, Combat Sports Program consisting of taekwondo, karatedo, arnis, or boxing, shall be voluntary and maybe availed of from 3:00 PM to 4:00 PM of even dates.

PNP uniformed personnel are likewise required to attend an hour of physical conditioning (Tae-bo/Zumba) and another hour of physical fitness activities from the choices of fun run, fun walk or fun bike this time every Saturday.

To simplify and to ensure adherence to the program, below is the schedule to be observed:

Tuesday	Combat Sports (Taekwondo, Karatedo, Arnis& Boxing)	Optional	3:00 PM to 4:00 PM	33% (PNP Uniformed and Non-Uniformed Personnel)
	Physical Conditioning (Tae-bo/Zumba)	Mandatory	4:00 PM to 5:00 PM	
Thursday	Combat Sports (Taekwondo, Karatedo, Arnis& Boxing)	Optional	3:00 PM to 4:00 PM	33% (PNP Uniformed and Non-Uniformed Personnel)
	Physical Conditioning (Tae-bo/Zumba)	Mandatory	4:00 PM to 5:00 PM	
Saturday	Physical Conditioning (Tae-bo/Zumba)	Mandatory	6:00 AM to 7:00 AM	34% (PNP Uniformed Personnel only)
	Physical Fitness (Fun run, Fun walk or Fun bike)		7:00 AM to 8:00 AM	

Administrative Officer (AdmO) and Chief Clerk of each office/unit shall submit the list of attendees to DPRM (Crime-based only) for appropriate issuance of orders. They shall supervise and ensure the attendance of their respective PNP personnel during the activity.

b. Tasks:

1) TDHRDD

- a) Monitor the activity; and
- b) Perform other tasks as directed.

2) TDPRM

- a) Issue orders to qualified PNP personnel as members of pool of instructors on combat sports to be detailed with the PNP Training Service;
- b) Issue orders for the entitlement of the qualified instructors to Instructor's Duty Pay (IDP) in accordance with NAPOLCOM Resolution 91-18;
- c) Issue appropriate orders to all participants/attendees;
- d) Detail personnel to check the attendance;
- e) Ensure the attendance of detailed personnel during the activity; and
- f) Perform other tasks as directed.

3) TDIDM

- a) Conduct pre-charge evaluation against PNP personnel who failed to attend the scheduled activity; and
- b) Perform other tasks as directed.

4) TDC

- a) Provide funds to support the activity including fee for the three Tae-bo instructors amounting to Seven Thousand Five Hundred Pesos (Php7,500.00) only (Php2,500.00/instructor per session);
- b) Include financial requirements in the Annual Program of Expenditures (POE); and
- c) Perform other tasks as directed.

5) TDL

- a) Provide logistical support for the program; and
- b) Perform other tasks as directed.

6) TDPCR

- a) Provide competent instructors on physical conditioning (Tae-bo/Zumba) during Saturday schedule; and
- b) Perform other tasks as directed.

7) Dir, PNPTS

- a) Plan and conduct the Instructors Development Training for the Trainers and Instructors; and
- b) Perform other tasks as directed.

8) D, HSS

- a) Designate OPR of the program for Crime-based PNP personnel;
- b) Designate Chief, SSU as Action Officer;
- c) Detail personnel to check the attendance in coordination with DPRM;
- d) Provide competent instructors on physical conditioning (Tae-bo/Zumba) during Tuesday and Thursday schedule;

- e) Prepare the venues that will be utilized for the program such as the NHQ Gym, Transformation Oval and other sports facilities inside and outside of Camp Crame;
- f) Identify, screen, and maintain a pool of qualified and competent instructors in coordination with the PNPTS;
- g) Coordinate with other stakeholders for assistance, in terms of instructors services and/or logistical resources;
- h) Supervise the physical arrangement of the venue;
- i) Provide markers and supervise formation of personnel;
- j) Provide personnel to assist in the traffic flow during the activity;
- k) Provide PA system for the entire duration of the activity in coordination with CES; and
- l) Perform other tasks as directed.

9) D, HS

- a) Prepare a physical wellness program designed to keep all PNP personnel physically fit;
- b) Determine overweight or obese PNP personnel who will undergo Weight Loss Management Program;
- c) Provide appropriate number of Medical Teams for emergency health care needs;
- d) Conduct pre-medical screening to the participants as needed; and
- e) Perform other tasks as directed.

10) C, PIO

- a) Promote/disseminate the activity to media;
- b) Provide media/photo coverage and press releases during the conduct of the activity;
- c) Conduct press releases; and
- d) Perform other tasks as directed.

11) RDs, PROs

- a) Conduct similar activity in respective AORs down to the City/Municipal Police Station level;
- b) Determine overweight or obese PNP personnel who will undergo Weight Loss Management Program;
- c) Ensure the physical well-being of their personnel by following the health program to be develop by the Health Service;
- d) Provide competent instructors on physical conditioning (Tae-bo/Zumba) within respective AORs;
- e) Prepare an Implementing Plan for this CMC; and
- f) Perform other tasks as directed.

12) Dirs, SAF and AVSEG

- a) Conduct similar activity in respective AORs;
- b) Determine overweight or obese PNP personnel who will undergo Weight Loss Management Program;
- c) Ensure the physical well-being of their personnel by following the health programs devised by the Health Service;
- d) Provide competent instructors on physical conditioning (Tae-bo/Zumba) within respective AORs;
- e) Prepare an Implementing Plan on this; and
- f) Perform other tasks as directed.

13) Other Dirs, Crame-based Offices/Units

- a) Ensure the physical well-being of their personnel by following the health program to be develop by the Health Service;
- b) Direct the Administrative Officer and Chief Clerk to supervise and check the attendance of respective personnel;
- c) Send participants to the said activity;

- d) Initiate administrative proceedings to personnel who will fail to attend the activities; and
- e) Perform other tasks as directed.

c. Coordinating Instructions:

- 1) RDs, PROs shall prepare a monthly report to be submitted to DHRDD (Attn: C, UTPD) every 25th of the month;
- 2) All Chiefs of Offices/Units shall recommend and submit the names of their respective PNP personnel who are qualified instructors on combat sports to DHRDD for consolidation and reference;
- 3) PNP personnel already joining combat sports are advised to continue their attendance in the said sports;
- 4) PNP uniformed personnel who are detailed/directed to attend the Saturday schedule shall be excused during the Saturday Rank Inspection;
- 5) Lateral coordination among tasked offices/units is encouraged; and
- 6) Attire: PNP Athletic Uniform.

7. RESCISSION:

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

8. EFFECTIVITY

This circular shall take effect 15 days from filing a copy thereof at the UP Law Center in consonance with Section 3, Chapter 2, Book VII of Executive Order 292 otherwise known as the "Revised Administrative Code of 1987," as amended.



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Police Director General
Chief, PNP

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