



HRM ADVISORY NO. 24

March 01, 2024

TO : ALL NEA OFFICERS AND EMPLOYEES

The Administrator has approved the NEA's Biggest Loser, "*Be Fit and Stronger Challenge 2024*". See attached Memorandum dated February 23, 2024.

For your information and guidance.

Thank you.

GWEN P. ENCISO-KYAMKO
Acting Department Manager
Human Resource and Administration





MEMORANDUM FOR THE ADMINISTRATOR

SUBJECT : NEA'S BIGGEST LOSER, "BE FIT AND STRONGER CHALLENGE 2024"

DATE : February 23, 2024

I. RATIONALE :

Statistics have shown a rapid increase of overweight and obesity among government employees. Research reveals that promoting health in the workplace provides benefits both to the employees and to the organization, which include increased productivity and reduced absenteeism, enhanced self-esteem and improved morale, lower healthcare cost, and improved positive image of the employer organization.

II. LEGAL BASIS :

- a) NEA Health and Wellness Program
- b) Civil Service Commission (CSC) Circular No. 6, S-1995

III. OBJECTIVES :

- 1. To have a healthier working force
- 2. To promote camaraderie and discipline of the employees
- 3. By maintaining a healthy lifestyle

IV. CATEGORIES:

- 1. Individual Challenge
- 2. Group (Office/Department) Challenge

V. PRIZES:

Individual Award	Male	Female	Total (PHP)
<i>1st Prize</i>	10,000.00	10,000.00	20,000.00
<i>2nd Prize</i>	8,000.00	8,000.00	16,000.00
<i>3rd Prize</i>	5,000.00	5,000.00	10,000.00
<i>Consolation Prizes: 4th to 10th place @PHP 3,000.00</i>	21,000.00	21,000.00	42,000.00
<i>11th to 15th place @P2,000.00</i>	10,000.00	10,000.00	20,000.00
Total Individual Awards			108,000.00

Group Awards	Prizes (PHP)
1 ST Prize	50,000.00
2 nd Prize	40,000.00
3 rd Prize	30,000.00
Consolation Prizes: 4 th - 10 th place@PHP5,000.00	50,000.00
Total Group Awards	170,000.00
GRAND TOTAL	278,000.00

Note: Any additional prizes at the discretion of the Administrator shall not be sourced from the government funds.

VI. MECHANICS:

a. Individual Challenge:

- 1) The competition is open to all NEA officials and employees. Project officers and service partners (TSI Manpower, D' Triumph and Alexis Security) shall only be eligible to join the Administrator's Biggest Loser Challenge.
- 2) An application form will be signed by the participants including Waiver of Liability to NEA;
- 3) The Biggest Loser Challenge, "*Be Fit and Stronger Challenge 2024*" will start on **March 01, 2024 until December 13, 2024**. Awarding of Winners shall be announced on December 16, 2024 or during Employees' Convocation or other activities deemed appropriate;
- 4) The final weigh-in will be on December 9-13, 2024. Non-appearance during the final weigh-in dates shall disqualify the participants in the competition;
- 5) For initial and final weigh-in, all accessories of the participants shall be removed;
- 6) To monitor the progress, **a monthly weigh-in will be conducted to get the percentage of weight loss;**
- 7) Picture taking/recording of the weigh-ins is encouraged for documentation purposes. Weighing-in will be done at the NEA Clinic only; and
- 8) The results of the competition shall be based on the percentile of body weight loss.

o Group (Office/Dept) Challenge:

- 1) The competition is open to all NEA Division/Unit only;
- 2) To be qualified to join the competition, interested Division/Unit should submit a letter of intent to show its intention to join the contest;
- 3) There shall be a minimum of ten (10) participants per group. Offices with less than 10 participants may join other group/unit/dept. All drivers shall be considered as one (1) group.

- 4) All officers and employees in said office/department will be the participants for the said Division/Unit;
- 5) The Biggest Loser Challenge, "Be Fit and Stronger Challenge 2024" will start on **March 01, 2024 until December 13, 2024**. Awarding of Winners shall be announced on December 16, 2024 or during Employees' Convocation, or other activities deemed appropriate;
- 6) Weigh in schedules are as follows:
 - March 1-15, 2024 (1st weigh-in)
 - June 3-7, 2024 (2nd weigh in)
 - September 2-6, 2024 (3rd weigh in)
 - December 2-9, 2024 (4th and Final weigh-in)

Failure to complete the quarterly weighing-in will be grounds for disqualification. Likewise, initial, quarterly, and final weigh-ins should involve the same number of participants. Non-appearance of one or more members during weigh-ins will be a ground for disqualification;

Weighing-ins will be done at NEA Clinic only. Picture taking/recording of the weigh-ins is encouraged for documentation purposes;

6. The results of the competition shall be based on the following formula:

$$\frac{\text{Total weight beginning} - \text{Total weight ending}}{\text{Total weight beginning}} \times 100$$

VII. FUNDING SOURCE:

Health and Wellness Fund for 2024 included in the Approved Cash Operating Budget

For your consideration and approval.

Submitted by:


GWEN P. ENCISO-KYAMKO
 Acting Department Manager
 Human Resources and Administration
 Department



Recommending Approval:


VIC P. ALVARO
 Deputy Administrator for
 Corporate Resources and Financial
 Services

Approved by:


ANTONIO MARIANO C. ALMEDA
 Administrator 

NATIONAL ELECTRIFICATION
 ADMINISTRATION
 Office of the Administrator



NEA-0A273377

REMINDERS ON HOW TO LOSE WEIGHT SAFELY:

1. Participants must drink plenty of water throughout the competition.
2. We discourage non-consumption of food and taking Diet/Pills Supplement. Remember that the best way to lose weight is to eat healthy foods. Further, the NEA will not be liable for any untoward incident caused by wrong diet and side effects of drugs/or diet pills
3. Excessive exercise is discouraged.
4. Free Zumba/Nirvana Fitness sessions is available every Mondays and Fridays.
5. We encourage to Organize group workouts. Some people are more motivated to exercise when other people are around. Help your contestants stay motivated by planning group exercises where everyone can partake. Schedule 1 or 2 workouts a week so you don't overwhelm your contestants.
6. A group jog after work or on the weekend is a simple way to encourage group workouts.
7. Remember to keep these workouts low-intensity. Everyone is at different fitness levels, so don't exclude people who can't keep up.
8. It is important to remember that the goal of the fitness challenge is to **FEEL HEALTHIER AND FIT!**
9. You should challenge yourself, but not at the expense of your overall physical emotional, and psychological wellness.