

TO AL NAVADMIN (uc)  
CC CNO WASHINGTON DC (uc)  
PASS TO ALL OFFICE CODES:  
FM CNO WASHINGTON DC//N1NT//  
TO NAVADMIN  
INFO CNO WASHINGTON DC//N1NT//  
UNCLAS //N06110//  
NAVADMIN 180/05  
MSGID/GENADMIN/CNO WASHINGTON DC/N1NT/JUL//  
SUBJ/PHYSICAL READINESS PROGRAM//  
GENTEXT/REMARKS/

1. TO ENSURE OUR PHYSICAL READINESS PROGRAM TRULY SUPPORTS OUR SAILORS AND COMMANDS IN MAINTAINING A FIT, FULLY CAPABLE AND MISSION READY FORCE; AN EXHAUSTIVE REVIEW OF THE NAVY'S PHYSICAL READINESS PROGRAM IS IN PROGRESS. EXTENSIVE FLEET INPUT HAS MADE IT CLEAR THE NAVY MUST ADAPT OUR PHYSICAL READINESS POLICY TO REFLECT THE FLEXIBILITY AND AGILITY OUR MISSION ENVIRONMENT REQUIRES. **A FIT FORCE INCREASES THE WELLNESS AND PRODUCTIVITY OF OUR PERSONNEL AND DECREASES LOST MAN-HOURS OVER TIME.** WE MUST THEREFORE RECOGNIZE THAT PHYSICAL FITNESS IS A READINESS ISSUE BEST ADDRESSED BY CREATING A CULTURE THAT PROMOTES HEALTHY LIFESTYLES AND PROVIDES SAILORS THE LEADERSHIP, TOOLS, AND TIME TO ACHIEVE AND MAINTAIN FITNESS GOALS.

2. REVISION OF THE PROGRAM WILL OCCUR IN THREE PHASES: REESTABLISHING COMMAND AUTHORITY AND RESPONSIBILITY, PROGRAM EXECUTION IMPROVEMENT, AND ULTIMATELY, CREATING A CULTURE OF FITNESS. WE ARE HOLDING INDIVIDUALS, AS WELL AS COMMANDING OFFICERS, ACCOUNTABLE FOR MAINTAINING A FIT LIFESTYLE. COMMANDERS WILL HAVE ADDITIONAL FLEXIBILITY IN HANDLING SAILORS WHO HAVE FAILED TO MEET STANDARDS AS WELL AS ADDITIONAL TOOLS AND INCENTIVES FOR SAILORS WHO NEED HELP. THE GOAL IS TO ESTABLISH A POSITIVE CULTURE OF FITNESS IN WHICH EXERCISE DURING THE WORKDAY, PURSUIT OF HEALTHIER LIFESTYLES, AND INCREASED OVERALL WELLNESS IS THE STANDARD FOR OUR SAILORS. THESE POLICY CHANGES ARE ABOUT PROMOTING FITNESS AND INSTILLING THAT INTO OUR NAVY. **EFFECTIVE IMMEDIATELY, THE BELOW LISTED ACTIONS ARE IN EFFECT.**

3. LEADERSHIP (IMMEDIATE SUPERIOR IN COMMAND (ISIC)): EMPHASIZE THAT PHYSICAL READINESS IS BOTH A LEADERSHIP AND INDIVIDUAL RESPONSIBILITY. STRESS THE IMPORTANCE OF PHYSICAL FITNESS, THE PHYSICAL READINESS PROGRAM, AND ENCOURAGE PERSONNEL TO PURSUE FIT LIFESTYLES. PROVIDE TIME FOR PHYSICAL TRAINING DURING THE WORK WEEK AND EVALUATE THE PROGRAM TO ENSURE COMPLIANCE WITH TESTING AND REPORTING, FITNESS ENHANCEMENT PROGRAM (FEP), AND OTHER ASPECTS OF THE PROGRAM. TREAT PHYSICAL READINESS AS YOU WOULD RETENTION/ ATTRITION IN FUTURE FITNESS REPORTS ON YOUR SUBORDINATE OFFICER AND SENIOR ENLISTED LEADERS.

4. COMMAND ACCOUNTABILITY: CO/OICS ARE REMINDED THAT THEIR COMMAND WILL HAVE AN EFFECTIVE FEP IN PLACE FOR THOSE SAILORS WHO ARE NOT, OR ARE ONLY MARGINALLY WITHIN STANDARDS. SAILORS IN THE FEP WILL BE DOCUMENTED TO INCLUDE, BUT NOT BE LIMITED TO, A RECORD OF THE SAILOR'S PHYSICAL FITNESS ASSESSMENT (PFA) DEFICIENCY AND A DETAILED PLAN ON HOW THE COMMAND AND MEMBER WILL OVERCOME THIS DEFICIENCY. A LOG OF THE SAILOR'S PROGRESS WILL BE KEPT AND AT A MINIMUM WILL INCLUDE THE FREQUENCY, INTENSITY, TIME, AND TYPE (FITT PRINCIPLE) OF PHYSICAL TRAINING (PT) SESSIONS HE/SHE ACTIVELY PARTICIPATED IN, AND MONTHLY PFA RESULTS AS RECORDED IN PRIMS. FEP SHALL BE CONDUCTED DURING THE WORKDAY AT LEAST THREE TIMES WEEKLY FOR ONE HOUR PER SESSION.

FOR BODY COMPOSITION ASSESSMENT (BCA) FAILURES, COMMANDS ARE DIRECTED TO CONCENTRATE ON DECREASING BODY FAT. MINIMUM ACCEPTABLE FITNESS PROGRESSION FOR SAILORS WHO FAILED THE BCA IS A ONE PERCENT DECREASE IN BODY FAT PER MONTH, BUT NO GREATER THAN A FIVE PERCENT LOSS OF BODY WEIGHT IN ANY WEEK.

5. SAILORS WHO DO NOT ATTEMPT TO MAINTAIN STANDARDS WILL BE PROCESSED FOR ADMINISTRATIVE SEPARATION (ADSEP) PER MILPERSMAN ARTICLE 1910-170 UTILIZING THE FOLLOWING PHASED APPROACH:

A. JULY 2005: CO/OICS AUTHORIZED, WITH ISIC CONCURRENCE, TO INITIATE ADSEP PROCESSING OF PERSONNEL WHO FAILED THE PFA THREE OR MORE TIMES IN THE MOST RECENT FOUR YEARS AND IN THEIR JUDGEMENT ARE NOT TRYING, OR INDICATE THEY ARE UNWILLING TO TRY, TO MEET STANDARDS.

B. JANUARY 2006: CO/OICS SHALL REVIEW PERSONNEL WHO FAILED THE PFA THREE OR MORE TIMES IN THE MOST RECENT FOUR YEARS AND ALSO FAILED THE FALL 2005 PFA. CO/OICS ARE AUTHORIZED WITH ISIC CONCURRENCE TO INITIATE ADSEP PROCESSING FOR THOSE SAILORS WHO ARE NOT MAKING REASONABLE PROGRESS TOWARD MEETING STANDARDS.

C. JULY 2006: MANDATORY ADSEP PROCESSING FOR PERSONNEL WHO FAILED THE PFA THREE OR MORE TIMES IN THE MOST RECENT FOUR YEARS AND FAILED THE SPRING 2006 PFA. CO/OICS MAY REQUEST THE ISIC WAIVE ADSEP PROCESSING FOR SPECIAL CASES. PERSONNEL WHO FAILED THE PFA THREE OR MORE TIMES IN THE MOST RECENT FOUR YEARS BUT PASSED THE SPRING 2006 PFA MUST CONTINUE PASSING THE PFA DURING EACH SUBSEQUENT CYCLE UNTIL NO LONGER POSSESSING THREE FAILURES IN A FOUR-YEAR PERIOD.

6. PROMOTION AND ADVANCEMENT: OFFICERS AND ENLISTED MEMBERS WILL BE INELIGIBLE FOR PROMOTION, ADVANCEMENT, OR FROCKING IF THEY FAILED THE MOST RECENT OFFICIAL PFA. MEMBERS MAY REGAIN ELIGIBILITY BY PASSING A MONTHLY PRACTICE FEP PFA. IF THE MEMBER IS NOT WITHIN STANDARDS BY THE PROMOTION CYCLE LIMITING DATE, THE ADVANCEMENT AUTHORITY WILL BE WITHDRAWN PER BUPERSINST 1430.16E (FOR ENLISTED PERSONNEL) OR DELAYED PROMOTION OR REMOVAL FROM THE PROMOTION LIST (FOR OFFICERS) PER SECNAVINST 1420.1A.

7. PFA RETAKE: PERSONNEL THAT FAIL THE PFA, MAY RETEST AND RECORD THE BEST SCORE ACHIEVED WITHIN THE COMMAND'S OFFICIAL PFA CYCLE.

8. BODY COMPOSITION ASSESSMENT (BCA) EXCEPTION: FOR PERSONNEL WHO SCORE AN OVERALL OUTSTANDING OR EXCELLENT, WITHOUT A SINGLE EVENT ON THE PHYSICAL READINESS TEST SCORED BELOW "GOOD", CO/OICS ARE AUTHORIZED TO INCREASE NAVY BCA CRITERIA TO THE DOD MAXIMUM STANDARD OF 26 PERCENT FOR MALES AND 36 PERCENT FOR FEMALES. THE INDIVIDUAL MUST PRESENT A PROFESSIONAL MILITARY APPEARANCE TO BE ELIGIBLE FOR CONSIDERATION.

9. THE NEXT PHASE IS TO ENACT PROGRAM IMPROVEMENTS TO REFLECT THE TWENTY-FIRST CENTURY NAVY IN WHICH WE SERVE. THE NEW PROGRAM WILL NOT ONLY ENCOURAGE POSITIVE BEHAVIORAL CHANGES, BUT MAY INCLUDE NEW TESTING OPTIONS AND INCENTIVES, AND WILL ALSO PROVIDE ACCOUNTABILITY AND REWARDS FOR COMMANDERS. THE ULTIMATE GOAL IS TO TRANSITION FROM OUR CURRENT CULTURE OF TESTING TO A CULTURE OF FITNESS. SOME OF THE CHANGES AND RATIONALE THAT WE ARE CONSIDERING ARE:

A. ADDING THE ELLIPTICAL AND STATIONARY CYCLE AS OPTIONS FOR THE AEROBIC PORTION OF THE TEST.

B. SIMPLIFYING THE CURRENT PRT SCORING CATEGORIES TO SUPERIOR, AVERAGE, AND MARGINAL AND TO REFLECT THOSE CATEGORIES IN BLOCK 20 ON THE FITREP/EVAL. FOR THOSE SAILORS WHO SCORE A SUPERIOR ON THE PFA, THE NEXT PFA COULD BE WAIVED AT THE CO S DISCRETION. SAILORS WHO FAIL OR SCORE MARGINAL WOULD BE PLACED IN THE FITNESS ENHANCEMENT PROGRAM.

C. ADDING BODY FAT MEASUREMENTS FOR ALL SAILORS TO HEIGHT, WEIGHT, BLOOD PRESSURE AND CHOLESTEROL DATA COLLECTED DURING THE ANNUAL HEALTH EXAMINATION TO AID THE NAVY, AS WELL AS THE SAILOR, IN JUDGING OVERALL FITNESS AND HEALTH.

D. INCORPORATING A STANDARDIZED PT UNIFORM THAT WILL BE WORN DURING PFAS AND COMMAND GROUP PT.

E. IMPROVING INFORMATION TECHNOLOGY (IT) SOLUTIONS TO PROVIDE THE NECESSARY TOOLS TO ALLOW ISIC VISIBILITY OVER SUBORDINATE COMMAND FITNESS SCORES AND PROGRAM TO COMPARE THEIR SUBORDINATE UNITS.

10. THE APPROVED CHANGES OUTLINED IN THIS NAVADMIN AND OTHERS ARE REFLECTED IN OPNAVINST 6110.1H WHICH WILL SOON BE AVAILABLE AT:

WWW:/NEDS.DAPS.DLA.MIL/6110.HTM. THE NAVY PHYSICAL READINESS PROGRAM (COMNAVPERSCOM (PERS-676) WEBSITE AT

[WWW.NPC.NAVY.MIL/COMMANDSUPPORT/PHYSICALREADINESS](http://WWW.NPC.NAVY.MIL/COMMANDSUPPORT/PHYSICALREADINESS) WILL ALSO CONTAIN THIS DIRECTIVE AND OTHER FITNESS, NUTRITION, AND WEIGHT MANAGEMENT REFERENCES.

11. TO ACHIEVE BOTH THE CURRENT REVISIONS AND THOSE TO FOLLOW, COMMAND SUPPORT IS PARAMOUNT. IT IS THE RESPONSIBILITY OF LEADERSHIP TO ESTABLISH A COVENANT WITH SAILORS TO PROMOTE FITNESS BY PROVIDING THE TOOLS FOR SUCCESS TO OUR SAILORS, ESPECIALLY THOSE WHO HAVE FAILED, TO HELP THEM SUCCESSFULLY COMPLETE THE FEP AND SUBSEQUENTLY PASS THE PFA.

12. AS WITH ANY CHANGE, THERE WILL BE CHALLENGES. THE CURRENT CHANGES ARE THE FIRST STEP IN THE PROCESS TO ESTABLISHING A CULTURE OF FITNESS. COMMANDERS WILL BE CHALLENGED TO FOSTER A POSITIVE FITNESS CULTURE AND SAILORS WILL BE CHALLENGED TO LIVE THIS CULTURE AND HOLD THEIR FELLOW SHIPMATES TO THE STANDARD. THIS WILL BE A JOURNEY LONG OVERDUE. WITH YOUR HELP, WE WILL GET THERE.

13. RELEASED BY VADM G. L. HOEWING, N1NT.//