

Lifestyle-related diseases among Philippine National Police personnel: It's impact to the delivery of services

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Abstract

The Philippine National Police (PNP) plays a crucial role in enforcing the law, preventing and controlling crimes, maintaining peace and order, and ensuring public safety. However, the increasing number of lifestyle-related diseases among PNP personnel raises concerns about their health. This study investigates lifestyle-related diseases among PNP personnel, among 150 uniformed personnel from Batangas City who participated in a survey questionnaire and twelve (12) underwent face-to-face interviews. The data on the impact of lifestyle-related diseases on the delivery of services by PNP personnel was analyzed using descriptive statistics, the Weighted Mean method, Frequency and Percentage analysis, the Likert scale, and Collaizi's method. The results support the notion that police officers are a heterogeneous population in terms of health with some officers being more at risk for poor health. A healthy lifestyle has a significant impact on their performance. The study recommends interventions to enhance health management and improve service delivery.

Keywords: lifestyle, lifestyle-related diseases, health management

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1. Introduction

The Philippine National Police (PNP) shoulders a critical responsibility: enforcing laws, preventing and controlling crime, ensuring peace and order, and maintaining internal security alongside the community. However, officers' health can hinder their ability to protect and serve effectively.

Health, as defined by Encyclopaedia Britannica (2023), encompasses an individual's ongoing physical, emotional, mental, and social ability to thrive in their environment. Non-communicable diseases (NCDs), also known as lifestyle-related diseases, pose a significant threat globally and locally, according to the Department of Health (DOH). These include diabetes, lung and respiratory problems, cancer, and cardiovascular issues (stroke, hypertension). Poor lifestyle choices are the primary culprit behind these conditions. Their increased prevalence is concerning due to the public health and economic burden they create, fueled by modifiable risk factors like excessive alcohol, smoking, unhealthy diet, and physical inactivity. The World Health Organization reports that NCDs are responsible for a staggering 41 million deaths worldwide annually, representing 74% of all global fatalities. An alarming 17 million people under 70 succumb to NCDs each year, with cardiovascular diseases claiming the most lives (17.9 million), followed by cancers (9.3 million), chronic respiratory diseases (4.1 million), and diabetes-related kidney failure (2.0 million). The PNP actively promotes officer well-being through various initiatives, including Body Mass Index monitoring, Pulisteniks exercise programs, Physical Fitness Tests, Annual Physical Examinations, and the newly launched Enhanced Monitoring of Police Overall Wellness (EMPOw) program, which specifically targets the rising prevalence of lifestyle-related diseases among PNP personnel. In line with the tour of duty and services as a Nurse Police Non-Commissioned Officer at the Batangas Provincial Health Team, personally witnessing the first hand lifestyle-related diseases severely impacted police officers' ability to function effectively. Sudden changes in their bodies, including early morning headaches, nosebleeds, irregular heartbeats, vision changes, nausea, vomiting, and weakness, hampered their performance. Police work is physically demanding, and officers not in optimal health face additional risks. Exposure to extreme heat and cold during checkpoints and traffic duties can exacerbate existing conditions, particularly blood pressure issues. Furthermore, stress and workload can lead to neglecting prescribed medications, hindering effective treatment and recovery.

This study highlights the danger that lifestyle-related diseases pose to the lives and health of PNP personnel, despite their constant deployment to ensure law and order within communities. The findings can inform the development of effective health management plans for PNP members, reminding them that good health is paramount to their role. By understanding the prevalent diseases, the organization can implement preventive measures and provide necessary medical support. This research serves as a wake-up call for PNP members to adopt healthier habits and prioritize their well-being. Ultimately, enhancing PNP personnel's health management not only protects their lives but also ensures their effectiveness in maintaining community safety.

Objectives of the Study - This study aimed to determine the Lifestyle Diseases among PNP personnel thereby assessing its impact in the delivery of services of PNP personnel with lifestyle related diseases. Specifically, this study aims to determine the demographic profile of the PNP personnel in terms of gender, rank, age, years of service in the PNP and current designation; determine the existing lifestyle-related diseases of the respondents; lifestyle assessment of the personnel; determine the impact of lifestyle-related disease to the delivery of services and based on the findings, what interventions may be proposed to improve the delivery of service of PNP personnel suffering from lifestyle related disease.

Theoretical Framework - The researcher used the Health Lifestyle Theory of William C. Cockerham.

Health lifestyles are defined as collective patterns of health-related behavior based on choices from options available to people according to their life chances. According to health lifestyle theory, people's choices about their healthful lifestyles do not just happen at random, rather, they tend to cluster into specific patterns according to factors like gender, class, and other structural variables.

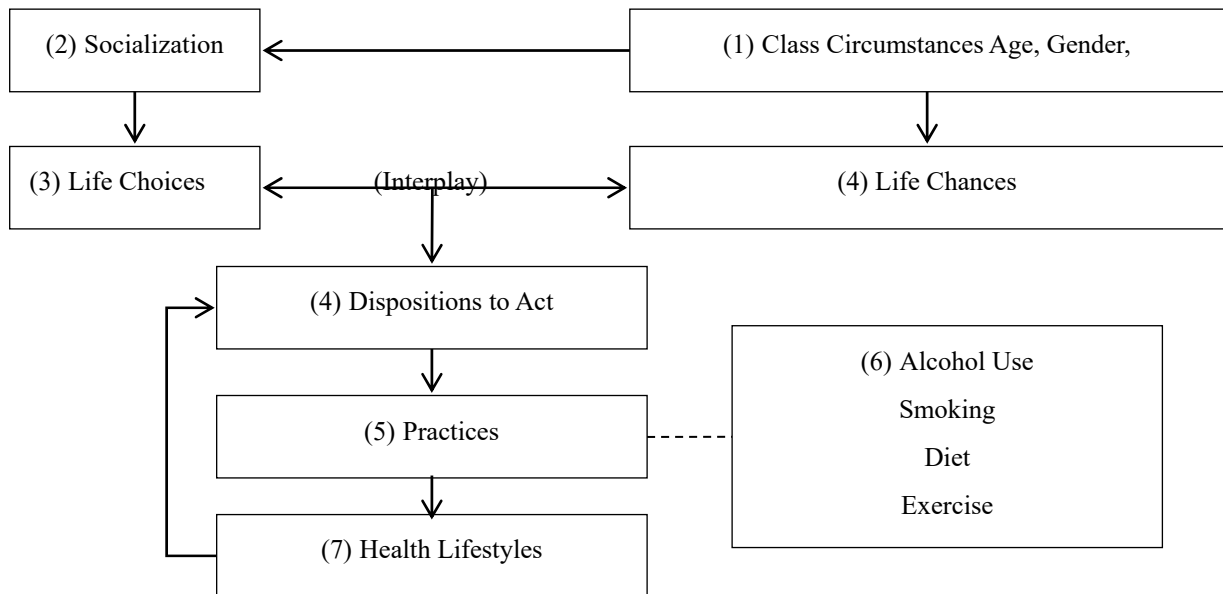


Figure 1 Health Lifestyle Theory of William C. Cockerham

These patterns were shaped from the top down by conditions and structural forces that dictated the possibilities and choices that were accessible. Although people could exercise any decision they wanted, they typically did so based on their class and the structural factors that affected them. The idea behind the notion is that healthy lives are not the disorganized actions of lone individuals, but rather individual habits that combine to create a collective identity that is typical of particular social groups and classes and that in turn affects individuals' practices. Cockerham's health lifestyle theory values structure, but it also recognizes the importance of choice or agency. According to the health lifestyle theory, there are four categories of structural variables that affect life choices: collectivities such as social networks of kinship, religion, politics, and the workplace; living conditions such as housing quality, access to basic utilities, neighborhood amenities, and public safety; and age, gender, and race/ethnicity. These variables provide the social context for socialization and experience that affect life choices (agency). Additionally, these structural factors add up to life chances (structure). Decisions and opportunities work together to create dispositions to act (habitus), which in turn trigger behaviors (actions) related to alcohol consumption, smoking, food habits, and other health-related behaviors. Health practices are the elements of healthy lives that, when reenacted, cause feedback to the habitus, which in turn causes repetition (or change) of the practices. The resulting lifestyle choices have the potential to either maintain, improve, or worsen health.

2. Methods

Research Design - The researcher employed both quantitative and qualitative methods. They distributed a survey questionnaire to collect quantitative data and then conducted face-to-face interviews with participating personnel to gather qualitative data. These interviews provided valuable insights into the participants' experiences and perspectives, deepening the understanding of their lifestyle assessments and the impact of lifestyle-related diseases on their service delivery. The Cronbach alpha test was used to assess the questionnaire's internal consistency, with a high value indicating reliable measurement of the intended variables.

Setting and Participants - The research focused on 150 uniformed personnel from the Batangas City Police Station, the largest in the area chosen due to its high personnel count and the city's growing population

necessitating a strong police presence. Permission to conduct the study, including the research title, objectives, and sample questionnaire, was granted by the Provincial Director and Chief of Police. Next, twelve personnel from various sections were interviewed face-to-face.

Research Instruments - To collect information and data, the researcher utilized a self-made questionnaire and interview guide questions. The questionnaire was divided into four parts, with Part I focusing on the demographic profile of the respondents, and Part II determining the presence of lifestyle-related diseases. Part III was a lifestyle assessment with a Cronbach alpha score of .800, while Part IV determined the impact of personnel services with a score of .924. Lastly, the respondents provided recommendations for health and wellness programs for the PNP to assist personnel with lifestyle-related diseases. Additionally, qualitative data was gathered through face-to-face interviews.

Data Gathering Procedures

Quantitative Phase. One hundred fifty (150) uniformed personnel from Batangas City actively participated in the initial stage of data collection, which involved filling out a survey questionnaire. The researcher ensured that the objectives of the study were clearly explained to the participants and obtained their informed consent before they proceeded with answering the survey. The collected data was meticulously encoded, summarized, and then subjected to thorough analysis.

Qualitative Phase. The face-to-face interview involved a group of twelve (12) police officers, who collectively provided a substantial amount of data. The participants' responses reached a point of data saturation, indicating that the information gathered was sufficient. Throughout the interview process, consistent themes, ideas, and opinions emerged repeatedly from the participants, reinforcing the validity and reliability of the data obtained.

Data Analysis

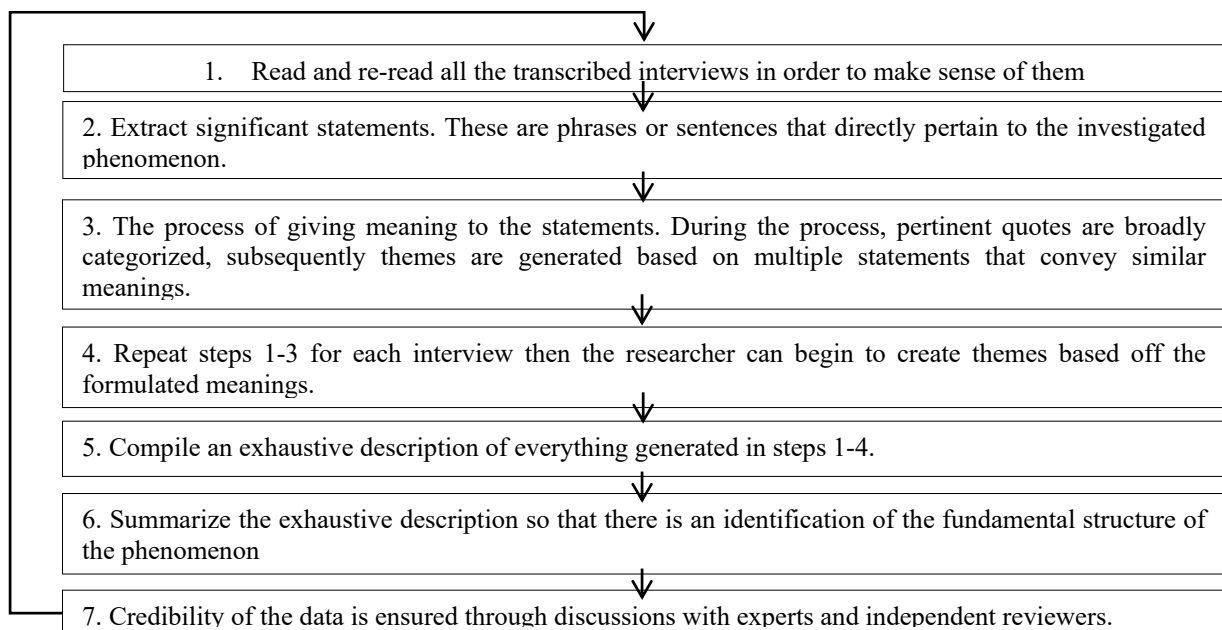


Figure 2 Collaizi's Method

Descriptive statistics analyzed the data on the impact of lifestyle-related diseases on service delivery by Philippine National Police (PNP) personnel. Both their lifestyle choices and the impact on service delivery were assessed using the Weighted Mean method. Frequency and percentage analysis of the demographic profile revealed respondent characteristics and disease prevalence. To gauge opinions and attitudes on the survey, a Likert scale with options like "Always" and "Never" was used, providing nuanced insights into perspectives.

Qualitative data analysis followed Colaizzi's method. Interviews were transcribed, reviewed, and significant statements categorized. Themes were generated, the data's structure identified, and finally, verification for accuracy and reliability was conducted.

Ethical Considerations - Approval from the Provincial Director of Batangas Police Provincial Office before the distribution of the research questionnaire to the respondents was ethically considered. Included on the questionnaire was the brief explanation of the study and its purpose. The respondents were informed that they had the option to opt out and withdraw from the study at any point. Informed consent was explained and secured with the assurance that their answers will remain confidential.

3. Results and discussion

Table 1

Percentage Distribution of the Respondents Profile

DEMOGRAPHIC PROFILE	Frequency	Percentage %
GENDER		
Male	122	81.3
Female	28	18.7
TOTAL	150	100
RANK		
Patrolman	40	26.7
Police Corporal	48	32.0
Police Staff Sergeant	33	22.0
Police Master Staff Sergeant	9	6.0
Police Senior Master Sergeant	5	3.3
Police Chief Master Sergeant	10	6.7
Police Executive Master Sergeant	5	3.3
TOTAL	150	100.00
AGE:		
20- 29 years old	40	26.7
30-39 years old	71	47.3
40-49 years old	29	19.3
50 years old onwards	10	6.7
TOTAL	150	100.00
YEARS OF SERVICE IN THE PNP:		
1-5 years	39	26.0
6-10 years	52	34.7
11-15 years	19	12.7
16-20 years	19	12.7
20-25 years	15	10.0
26 years and above	6	4.0
TOTAL	150	100.00
CURRENT DESIGNATION		
Patrol	49	32.7
Intelligence	20	13.3
PCR	15	10.0
Operation	25	16.7
Supply and Logistics	4	2.7
Investigation	25	16.7
Admin	12	8.0
TOTAL	150	100.00

As gleaned from the table above, the total number of respondents who participated in the study was 150. Categorically they were surveyed according to Gender, Rank, Age, Years of service, and Current Designation. In terms of Gender, the male police officers outnumbered the female ones with survey results as; males garnered 81.3% of the total respondents while the female police got only 18.7 percent of the total respondents. The depiction of demographic profile in terms of gender was justified by Bacay, 2022 saying that, 17.87 percent or 2,820 out of the 15,777 commissioned officers were female, while 21.51 percent or 49,400 out of the 180,223 non-commissioned personnel were female. This gave the picture that operationally policemen were composed

mostly of male comprising 82.13 percent of the total police human resource, being occupied by male policemen.

In terms of Age, police respondents within the bracket of 30-39 years old were seen as the highest number of respondents comprising 46.7 percent followed by the 20-29 years age group with 26.7 percent. However, 40-49 years of age were seen with 19.3 percent, being the third among the respondents and the least were identified in the age group of 50 years onward which manifested 6.7 percent only. It is widely known that the age of retirement in the police service is 56 years old. Whilst this is a fact only few good men are left and the massive proliferation of the younger generations in the police services served as a benchmark that the most productive years in the service are seen among 30-39 years old and those in the middle age group of 20-29 years old.

In terms of Rank, the most participated rank by the police organization came from the group of Police Corporals comprising 32.0 percent of the total respondents followed by Patrolman with 26.7 percent. However, third among the ranks was seen in Police Staff Sergeant rank with 22.0 percent while the least was seen among the group of Police Sergeant with 3.3 percent as seen in the table above. Patrolmen and Corporals were almost at par in numbers as they work commonly as a team. In the field Operation are those Patrolmen commonly seen and responding immediately in the streets and other forms of event while the Corporals supervises the performance of police personnel under his/her command as assigned by the Sergeant.

In terms of years of Service, highest among were seen in 6-10 years of service with 34.7 percent while 1 to 5 years total number of years of service was identified with 26.0 percent. However, both 11 to 15 years and 16-20 years of service garnered the same number of frequencies with 12.7 percent. Least among was seen in 26 years and above with 4.0 percent. For the Current Designation, Patrolmen were seen as the highest group of respondents which manifested 32.7 percent followed by both Operation Officers and investigators with the same percentage of 16.7. Administration police participated gained 8.0 percent while the least among was seen with 2.7 percent only. True enough that the police enforce whatever rank they have, the average length of service with dedication covers 6 to 20 years in service.

Table 2

Existing Lifestyle- Related Diseases (n=150)

ITEMS	Frequency	Percentage %
1. Heart disease (ischemia, myocardial infarction)	3	2.0
2. Hypertension 140/90 above	16	10.7
3. Stroke	2	1.3
4. Type 2 Diabetes	4	2.7
5. Obesity	12	8.0
6. Non-Alcoholic Fatty Liver	5	3.3
7. Chronic Obstructive Pulmonary Disease	0	0.0
8. Asthma	2	1.3
9. Cancer	0	0.0
10. Hyperlipidemia (high uric acid, high cholesterol level, HDL, LLD, high triglycerides)	15	10.0
11. No Identified Illness	50	50.00
12. Undisclosed	41	33.3
TOTAL	150	100.00

As seen from the table above, In the Police force, it is necessary that an officer, whatever rank and age they have, shall be freed from any illness, though sometimes, sickness is inevitable. 50 percent of the total respondents denied that they have debilitating or detrimental illness while 41 percent did not answer. However, a total of 59 percent of the respondents categorically claimed their illness as follows; 16 policemen said they have hypertension which garnered 10.7 percent of the respondents with known disease such as Hypertension which seemed as the highest followed by Obesity with 8.8 percent. Third on the list was Non-alcoholic fatty liver with 3.3 percent and least cited was among those with Asthma with 1.3 percent. However, it was good to know that among the respondents no one suffered from Chronic Obstructive Pulmonary Disease and Cancer.

This information is significant as it provides insights into the prevalent health conditions among the

surveyed group of policemen. The high percentage of respondents with hypertension suggests that this is a prevalent issue within the police force. Obesity is also a concern, as it was the second most cited illness. However, It is concerning to see that a significant number of respondents did not answer about their illness, which could indicate a lack of awareness or hesitation to disclose personal health information. The fact that no one reported suffering from Chronic Obstructive Pulmonary Disease and Cancer is encouraging, as these are serious and potentially life-threatening conditions. More so, further research and awareness are needed to better understand the reasons behind the high prevalence of hypertension and obesity among the surveyed policemen, in order to devise appropriate preventive measures and interventions. It is possible that the high prevalence of hypertension and obesity among the surveyed policemen could be attributed to the demanding and stressful nature of their job. Stress and long working hours may lead to unhealthy lifestyle choices and poor self-care. Additionally, the lack of access to healthy food options and limited opportunities for physical activity within the police force may contribute to these health issues. Therefore, addressing these underlying factors and implementing wellness programs tailored to the specific needs of policemen could help in reducing the prevalence of hypertension and obesity among them. According to the Memorandum Circular No.029 series of 2020 of the Philippine National Police, physically and mentally fit police can deliver efficient and effective services being the law enforcers of the land, thus health maintenance shall be enforced by engaging in physical and mental check-ups, healthy lifestyle check and compliance to the activities relative thereto. This described the result that 50 percent of the total respondents were seen with no illness and only a few of 59 respondents were seen with identified illnesses.

Table 3

Lifestyle Assessment Among Respondents

ITEMS	WM	VI	Rank
1. I exercise for at least 30 mins. Daily	2.51	<i>Often</i>	16
2. I make an effort to eat a healthy, well-balanced diet.	2.98	<i>Often</i>	3
3. I restrict the amount of fat in my diet.	2.76	<i>Often</i>	7
4. I do not drink alcoholic beverages.	2.63	<i>Often</i>	10.5
5. I do not smoke cigarettes or use vape.	2.62	<i>Often</i>	13
6. I can work-out emotional problems without turning to alcohol.	3.00	<i>Often</i>	2
7. I read nutrition fact labels before I eat or buy food.	2.71	<i>Often</i>	8
8. I love eating dessert after every meal.	2.47	<i>Sometimes</i>	18
9. I usually eat street foods.	2.33	<i>Sometimes</i>	20
10. I drink 3 in 1 coffee daily on a daily basis.	2.40	<i>Sometimes</i>	19
11. I drink artificially sweetened drinks like Coca-Cola.	2.26	<i>Sometimes</i>	21
12. I usually add salt to my food.	2.23	<i>Sometimes</i>	22
13. I am positive in making positive lifestyle changes.	3.08	<i>Often</i>	1
14. I feel stressed most of the time.	2.15	<i>Sometimes</i>	25
15. I take my medications based on its prescription.	2.82	<i>Often</i>	5.5
16. I sleep for at least 8 hours a day.	2.52	<i>Often</i>	17
17. I have fruits and vegetables for every meal.	2.53	<i>Often</i>	15
18. I prefer to eat in a fast-food restaurant.	2.21	<i>Sometimes</i>	23
19. I feel disrespected because of my body weight.	1.82	<i>Sometimes</i>	26
20. I like candies and chocolates.	2.23	<i>Sometimes</i>	24
21. I still do my regular spiritual activities	2.91	<i>Often</i>	4
22. I attend family and social gatherings as a breather	2.63	<i>Often</i>	10.5
23. I read and attends upgrading activities for both personal and professional matter	2.63	<i>Often</i>	10.5
24. I find time to relax and treat my family outside	2.82	<i>Often</i>	5.5
25. I am fond of eating food with free or less fat, sugar, and salt	2.61	<i>Often</i>	14
26. I refrain from drinking alcoholic beverages and smoking	2.69	<i>Often</i>	9
COMPOSITE MEAN	2.56	<i>Often</i>	

Legend: 4.0-3.5 (Always), 3.49-2.5 (Often), 2.49-1.5 (Sometimes), 1.49-1.0(Never)

Table 3 shows the Lifestyle Assessment of Police Force which gained 2.56 composite mean and has a verbal interpretation as “Often”. Therefore, adopting a healthy lifestyle is paramount to achieving a balanced and fulfilling life. By making conscious choices about our diet, exercise regime, and overall well-being, we empower ourselves to thrive in both our professional and personal pursuits. Prioritizing healthy habits equips us with the

energy, resilience, and clarity needed to navigate the complexities of modern life, ultimately creating a foundation for a more balanced and fulfilling existence. The findings suggest the need for respondents to review their lifestyle practices to prevent future health problems that could impede their ability to perform their duties effectively.

As such, the highest among the parameters was seen in their claim as positive in making positive lifestyle changes which garnered 3.08 mean score followed by work-out emotional problems without turning to alcohol with 3.00 mean score and the same interpretation as the latter. Making an effort to eat a healthy well- balanced diet, and doing regular spiritual activities are the next among the highest garnering 2.98 and 2.90 mean score correspondingly and adjectival interpretation as Often. Lifestyle practices like, eating fruits and vegetables every meal, sleeping for at least 8 hours a day, and exercising at least 30 minutes daily, are the identified average mean scores of 2.56, 2.52 and 2.51 respectively with the same verbal interpretation as above. Hence lowest among the items that respondents disrespected due to body weight with 1.82 mean score and with verbal interpretation as Sometimes. This suggested that participants in the study do not often feel disrespected based on their body weight. Overall, the results indicated that maintaining a balanced diet, engaging in regular spiritual activities, consuming fruits and vegetables at every meal, getting enough sleep, and exercising daily are all important factors in leading a healthy lifestyle. As per Memorandum on the guidelines on Health and Fitness of Police by the Philippine National Police issued in April of 2020, All PNP personnel are required in regular physical activities conditioning otherwise known as Pulisteniks, wellness and healthy activities every Tuesday and Thursday thus following the rules in engaging in a healthy lifestyle program. Also, following the guidelines, all PNP personnel shall maintain personal and health records for monitoring her or his conditions which suggest that they shall follow healthy lifestyle modifications including eating healthy and balanced foods that will not implicate the standards of having a healthy lifestyle. Moreover, the Philippine National Police organization ensures that PNP personnel have access to fitness facilities and training programs to help them stay physically fit. In addition to regular exercise, the PNP emphasizes the importance of mental and emotional well-being, providing resources and counseling services to support their overall wellness. By implementing these measures, the PNP aims to create a workforce that not only excels in their duties but also leads a healthy and balanced lifestyle.

Theme 1: Insights on Lifestyle-related diseases

This theme identified how the respondents acquire their current disease. This also determined the coping mechanisms of the respondents and their daily activities. While the Western lifestyle is often blamed for the rise in metabolic disease, research by Wieggers et al. (2023) suggests a more complex picture. While some dietary factors like added sugar intake have increased, they have stabilized or declined in recent years. Additionally, while urbanization and life expectancy show some correlation with metabolic disease prevalence, no clear association exists between most dietary factors and the rising rates of the disease. This suggests that other factors, possibly environmental or societal, may play a significant role. Future research should delve deeper into these complexities to develop more comprehensive and effective strategies for preventing and managing metabolic disease.

Subtheme 1: Physical health and fitness

This sub theme tackled the lifestyle of the respondents which connects on how respondents with lifestyle related disease acquire their unwanted health problem. Most of the 12 participants confessed that they are the one who caused them to have a lifestyle-related disease.

As Participant 7 stated *“I think I’m hypertensive because I have a family history of hypertension and I also drink alcoholic beverages”* same with Participant 10 and 11 statement which is *“Honestly, I used to drink carbonated beverages and I like sweet foods”* and it is actually my fault due to my diet which is usually consist of fat from red meat and excess sugar from rice and sweets”. Lastly, as per Participant 12 who has asthma said that *“Maybe because I smoke cigarettes. I can consume twelve sticks per day.* This statements confirmed that having a

lifestyle related disease is caused by unhealthy lifestyle which is supported by the study of Bhavana et.al (2021) which concludes that it is essential to prioritize the inclusion of physical exercise in our daily routines, ensuring that it becomes an integral part of our lifestyle. A balanced and nutritious diet should be emphasized, as it plays a vital role in maintaining overall health and well-being. Furthermore, it is important to avoid harmful habits such as smoking and excessive alcohol consumption, as these can greatly increase the risk of developing chronic diseases. Regular medical check-ups and screenings should also be encouraged to detect any potential health issues early on. Overall, making conscious efforts to adopt a healthy lifestyle can significantly reduce the prevalence of lifestyle-related diseases and contribute to a better quality of life.

Theme 2: Work-Life Balance

This theme talked about how PNP personnel perform their job effectively despite having lifestyle related disease. This also talked about the coping mechanisms of the PNP personnel and how they maintain a healthy lifestyle despite their duties and responsibilities as a public servant. One of the coping mechanisms discussed in this theme is the importance of physical fitness. PNP personnel prioritize regular exercise routines and engage in activities that help them stay fit and healthy. By taking care of their health and well-being, PNP personnel can continue to serve the public effectively while managing their lifestyle-related diseases. By showing the differences in the effects of the work–family balance and the work–health balance on job satisfaction for different categories of workers, the study demonstrated the importance of individual differences in the work–life balance process. That is, the balance between work and life is not absolute, but it is related to the importance that is given by the worker to the various domains.

Subtheme 1: Coping Mechanisms.

This sub theme is about how PNP personnel cope up with their current condition to deliver service to the community. People have different ways to cope with stress, work, health and mental problems and as to Participant 4 *“As a police officer, again, I continue to stay physically and mentally fit. I make sure and get enough rest and nutrition and find time to exercise and practice mindfulness and relaxation techniques. I also focus on the positive aspect of my job, and always remind myself the reason I choose to become a police officer in the first place, which is to make a difference in my community.* Participant 5 also stated that *“In seven years of service, I used to work out and diet for me to keep physically conditioned so that I can perform my duties and responsibilities well while engaging in the community.”* Participant 7 who is hypertensive stated that *“I drink my maintenance and maintain a healthy living. I also monitor my blood pressure every day.* Participant 10 and 11 who have high blood sugar levels, respectively said that *“I just follow the advice of my doctor, I also have a blood sugar monitoring kit. I also exercise during my free time, avoid sugary foods and “I try to eat healthy foods. I make time to at least walk in an hour. Technically, my designation does not entail physical demands.”* More so, Participant 12 said that *“I am doing my best to stop smoking”* and lastly, Participant 9 who does not have existing lifestyle related diseases advised that *“I think they must give extra attention to their health because our work is for the community. They must eat healthy foods, avoid different vices and have some exercise.*

These coping mechanisms stated by the participants showed that drinking prescribed medications, exercising, eating health foods and avoiding sugary and fatty foods are the best way to prevent and cope up with having a lifestyle related disease and according to Yamani (2022), there are several fundamental lifestyle practices that can have a significant impact on one's health, such as unhealthy eating habits, inadequate water intake, insufficient sleep, lack of physical activity and fitness, excessive consumption of harmful substances, inadequate monitoring of mental and physical health, and insufficient exposure to natural sunlight and fresh air. Therefore, it is crucial to adopt healthy lifestyle habits and make them a part of one's daily routine to maintain good health and prevent the onset of chronic diseases.

Subtheme 2: Proactive health practices

This sub theme is about how PNP personnel maintained their healthy lifestyle despite having different duties and responsibilities while serving a wide range of communities. Maintaining a healthy lifestyle for police officers is extremely important to their overall well-being and performance at work. Regular exercise, such as strength training and cardiovascular activity, helps maintain physical strength and endurance. Additionally, a balanced, nutritious diet with less processed foods provides the fuel to stay energized during long shifts. Prioritizing your mental health through stress management techniques and seeking support when needed will further contribute to overall health and resilience. By prioritizing their own well-being, police officers can better serve and protect their communities.

Participant 2 said that “*I see to it that I am doing what I am supposed to do so that I will not have any problem*” while Participant 8 stated that “*I exercised during my rest day. I eat fruits and vegetables and refrain myself from eating fatty foods*” and lastly, Participant 9 said that “*I always make sure that I prioritize my health because as a police officer, we always need to be in a good health condition to be able to serve the community*”. This implies that maintaining a healthy lifestyle depends on how a person will keep himself from being healthy. Researcher Sevid et al (2020) highlighted three key factors: the presence of motivation for change, coping mechanisms for emotional balance, and self-regulation skills for successfully adopting a healthy lifestyle. Their findings emphasized that lifestyle changes are more likely to be initiated and maintained when goals are achievable, autonomously motivated, and intrinsically valuable.

The benefits of an effective healthy program among police officers are Better Job Performance. Studies have found that physically fit officers generally receive higher job performance ratings. Some additional job performance benefits are as follows, improved performance of essential physical tasks. For the unfit, this improvement may equate to satisfactory performance in areas that were previously below par. For the already fit, it may mean improving satisfactory performance to an even higher level. Reduced likelihood of using excessive force. Officers who are more confident and fit are less likely to be involved in use-of-force situations for several reasons. For instance, a suspect may think twice about challenging a physically fit officer. Or, a physically fit officer may be able to meet a physical challenge without resorting to the next level of force (e.g., going from grappling to using a baton). Finally, a physically fit officer is likely to overcome a suspect on foot and avoid having to use more force than necessary to prevent someone from fleeing the scene. The impact of lifestyle-related diseases on the delivery of services has been assessed and determined with a composite mean of 1.51 and a verbal interpretation of “Sometimes.” Therefore, lifestyle-related diseases have minimal effect on the delivery of services by PNP personnel. Moreover, PNP personnel with lifestyle-related diseases prefer working in the office rather than being exposed to the field, which garnered a mean score of 2.01 with a verbal interpretation of “Sometimes”.

Table 4

Impact of Lifestyle-Related Disease in the Delivery of Services

ITEMS	WM	VI	Rank
1. I am not able to finish my paperwork because of my condition.	1.47	<i>Never</i>	8
2. Too much sun exposure makes me feel dizzy.	1.81	<i>Sometimes</i>	2
3. I cannot run fast and apprehend violators because of my condition	1.52	<i>Sometimes</i>	7
4. I am being disrespected because of my appearance	1.41	<i>Never</i>	11
5. I have experienced losing my consciousness	1.37	<i>Never</i>	12.5
6. I prefer working in the office rather than working in the field	2.01	<i>Sometimes</i>	1
7. My blood pressure prevents me from doing strenuous activities.	1.45	<i>Never</i>	9
8. I cannot do my job properly	1.37	<i>Never</i>	12.5
9. I have a lot of absences because of my condition	1.34	<i>Never</i>	15
10. I believe that my health condition has a negative effect on my job.	1.53	<i>Sometimes</i>	4
11. I easily get mad.	1.57	<i>Sometimes</i>	3

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12. I find my job difficult because of my condition.	1.44	<i>Never</i>	10
13. I am not happy when I am at work.	1.51	<i>Sometimes</i>	5.5
14. I do not want to interact with many people.	1.51	<i>Sometimes</i>	5.5
15. I sleep a lot during working hours.	1.37	<i>Never</i>	12.5
COMPOSITE MEAN	1.51	Sometimes	

Legend: 4.0-3.5 (Always), 3.49-2.5 (Often), 2.49-1.5 (Sometimes), 1.49-1.0(Never)

According to table 4, there is also an impact on the delivery of services by PNP personnel depending on the weather. Some personnel feel dizzy during hot weather, representing a mean score of 1.81. Moreover, some personnel also believe that their health condition has a negative effect on their job and they also get mad easily, as represented by mean scores of 1.57 and 1.53 with a verbal interpretation of "Sometimes." However, the same interpretation with a mean score of 1.51 and rank number 5.5 was that personnel are not happy when at work and do not want to interact with other people. Moreso, it is good to know that personnel never left their work unfinished and they never let their condition prevent them from doing strenuous activities, as seen on mean scores of 1.47 and 1.45. It is also good to know that they never felt disrespected because of their appearance. The lowest mean score is 1.34 with verbal interpretation of "Never" showing that personnel never had habitual absences because of health conditions.

With the manifestation above, The A MANCOVA assessing effects of risk clusters, police divisions and risk clusters-by-police divisions interaction on health indicators (years of duty, gender and social desirability as covariates) showed simple main effects for gender (depressive symptoms and for social desirability (perceived stress, depression symptoms posttraumatic stress symptoms and physical symptoms (PMC, 2016). In summary, results support the notion that police officers are a heterogeneous population in terms of processes linking health-related indicators. This appeared to be only to some extent related to division-specific work environments and may be more dependent on individuals' perception of their own work conditions as well as personal factors. Hence, some officers may be more at risk for poor health than others. It is crucial to consider the unique experiences and perspectives of police officers when addressing their health-related issues. Factors such as gender, social desirability, and personal perception play a significant role in determining an officer's vulnerability to poor health outcomes. By understanding these individual differences, interventions and support systems can be tailored to target those who are most at risk, ultimately promoting the overall well-being of the police force. It is important to prioritize the mental and physical health of police officers to ensure their ability to effectively serve and protect their communities.

Theme 4: Resilience

This theme highlighted the challenges faced by police officers who are grappling with lifestyle-related diseases such as diabetes or hypertension. Despite their illness, these dedicated officers strive to maintain their composure and fulfil their duty to protect and serve the community. Their unwavering commitment to their profession serves as an inspiration to others and showcases the resilience and determination of law enforcement officers in the face of personal health struggles.

Subtheme 1: Maximum Tolerance

PNP personnel face dangerous situations on a daily basis and must quickly adapt to unpredictable circumstances. This resiliency extends beyond their professional lives and helps them overcome personal challenges as well. Whether it is dealing with high-stress situations or managing the emotional toll of the job, police officers learn to bounce back and continue to serve their communities with unwavering dedication.

Participant 3 stated that "Being a police officer is one of the busiest professions in terms of workload. Lifestyle of a police officer depends on how we manage our time, balancing work and other things. As to my age and health, I have no lifestyle acquired disease. So, in terms of law enforcement responding to eventful situations during duties and over all work performance, I can say that I can perform my duties and responsibilities effectively and efficiently" while Participant 4 said that "I'm balancing work and life. It is a daily challenge for

us as police officers. I tend to prioritize time and energy, maintain physical and mental fitness, and prevent lifestyle diseases by maintaining a balanced diet. I have regular checkups and taking vitamins and supplements. This help us stay focused and efficient in our duty. That will ensure that our service will be effective.” Participant 6 gave his insight by saying “Uh, maybe it can affect law enforcement in a way that if a personnel is not on good shape, he cannot perform well his duties and responsibilities as a police officer. But we all know that we must always be physically fit because our work is to serve and protect the community. “Some participants with lifestyle related diseases state that despite having bad health conditions, they still need to perform their job effectively. Participant 7, 10 and 11 stated that “I can still enforce law even though I am hypertensive but sometimes I'm not feeling well because of my condition”, “I'm currently on maintenance medication for my diabetes, but I think it does not have any effect on my job as a law enforcer because I can still do my job well even though I have diabetes and “: I already have diabetes. As a police officer, I balance my work and my personal life. The work stress may be hard in law enforcement, but we are well trained to work in stressful situations despite of my health issues,” Contrary to Participant 9, he stated that “I think it has minimal effect on law enforcement, because some of my colleagues that I know who are suffering from illness can still enforce the law effectively” and Participant 12 also stated that “Sometimes when I'm on my duty, I am having an asthma attack” which explains that it affect his work as a law enforcer.

Applying practical stress and emotion self-regulation skills by police officers can decrease negative physiological and psychological consequences of stress and positively influence both personal and occupational aspects of their lives. However, enhancing the capacity of individual resources through a resilience program without accessing working environment resources and policies that protect police officers reduces the ability to negotiate for resources to be provided in culturally meaningful ways.

Subtheme 2: Responding to the call

This sub theme tackled the effect of having a lifestyle related disease in responding to different situations. Police officers must always respond to the call for help in a timely manner. Whether it is a report of a crime in progress or a request for assistance, their duty is to ensure the safety and well-being of the community they serve. Prompt response not only helps mitigate potential dangers but also instill a sense of trust and confidence among the citizens, knowing that the police are always there to provide support and maintain law and order.

Participant 1 stated “I do not panic, I stay calm and think of what should be done so that I can respond appropriately to the situation. “Participant 4 also stated that I think as a police officer it is essential to be physically and mentally prepared for any situation. If I am not in the best physical condition, I may not be able to respond as quickly or effectively to a dangerous situation. Therefore maintaining a healthy lifestyle has been essential to my service as a police officer. Participant 6 said that “all PNP personnel are properly trained in responding to different situations. So, I think that police officers with lifestyle related diseases can still perform their job well” while Participant 7 confirmed that it affects his work by saying “Sometimes, because I'm experiencing headache and I feel nauseated which limits me from working.” Participant 10, 11 and 12 said that they do not have any difficulties in responding to different situations because they always have their medications and verbalized the following ng statements “No, because I am taking my medications on time and I always make sure that I am living now in a healthy lifestyle,” “I just follow and do what is instructed to me. I also have my medication so I do not feel any difficulties in doing my job” and “Not really, because I have my inhaler with me and I am an office personnel.”

Burton et al (2020) studied that even seemingly minor ailments such as a cold or influenza can have a negative effect on an employee's ability to perform their job effectively. Productivity loss among employees encompasses not only time taken off work due to illness, but also absences resulting from short- or long-term disabilities caused by injuries or conditions, as well as workers' compensation time due to on-the-job injuries.

Subtheme 3: Effect to the Overall Work Performance

This sub theme tackled the effect on the overall work performance of the personnel with lifestyle related disease. The impact of lifestyle-related diseases on the work performance of PNP personnel can be significant and detrimental. Lifestyle diseases such as obesity, diabetes, and high blood pressure can lead to decreased energy levels, decreased productivity, and increased absenteeism. These illnesses can also affect cognitive functions and decision-making abilities, which are important for fulfilling duties and responsibilities. Therefore, it is important for PNP personnel to develop healthy lifestyle habits to maintain optimal work performance and ensure the safety of the communities they serve.

Participant 7 said that *“It does not really have a bad effect on my overall performance because I always have my medications with me. I also make sure that I take my maintenance medications. As per Participant 11 “I do not let it affect my service delivery. I do not absent myself from work just because I feel bad. I see to it that I perform at my best every day.”* Based on the observation of Participant 9, *“Their overall work performance is still productive and efficient because they are doing their best in performing their designated task.”* Participant 5 *“For me, I used to keep everything in the calendar of activities for me to remember every activity and compliance so my overall work performance will be good.”* Participant 5 believes that keeping a calendar of activities helps them stay on track with their medications and ensure their overall work performance remains at a high level. They understand the importance of compliance and believe it is crucial to their success in the workplace. By being organized and proactive, they are able to effectively manage their health and responsibilities without it affecting their service delivery.

According to Human Kinetics International, Healthy lifestyle promotes physical, emotional, and mental fitness improves productivity. Fitness and productivity tend to be positively related. Data from occupations such as sales, textile work, and office work indicate that active workers have higher productivity. Studies of law enforcement officers who analyzed their supervisors' ratings of performance indicated that the physically fit, active officers obtained higher ratings. It also reduced health care costs. Data consistently suggest that the introduction of a worksite fitness program reduces worker health care costs thus improving performance.

Theme 5: Exhortations to the personnel and PNP organization

This theme is about the satisfaction of PNP personnel and recommendations on the health programs of the PNP. This emphasized the importance of prioritizing the well-being of every member. It is crucial for the PNP to implement comprehensive health programs that cover physical, mental, and emotional aspects. These programs should include regular check-ups, access to counseling services, and fitness initiatives to ensure that each personnel is equipped to perform their duties effectively and maintain a healthy lifestyle. By investing in the health of its members, the PNP can foster a more resilient and productive workforce, ultimately leading to a safer and more secure society.

Subtheme 1: Areas for Improvement

This sub theme is about the recommendations of the participants for the improvement of PNP health related programs. The participants offered valuable suggestions for enhancement of the different programs, particularly for personnel with underlying health conditions.

Participant 1 suggested that *“Let us all be concern about the mental and emotional health as well as on physical health because I believe that we can have a healthy lifestyle if we have healthy mind and body”* while Participant 2 talks about boosting the morale of the personnel *“to boost the morale of everyone and may the organization support the PNP personnel especially on difficult times.”* Participant 3 and 4 are more concerned about the medical tests of PNP personnel, For Participant 3, *“The PNP might provide our equipment for the conduct of laboratory tests to personnel having lifestyle diseases”* and for Participant 4 *“focus more on the preventive measure when it comes to lifestyle related diseases, which involves supporting the healthy lifestyle choices like regular physical activity and monitoring their nutrition, if possible, avoiding bad habits like smoking and excessive drinking. In addition, the PNP should educate and give resources to our personnel on how to*

detect and manage the signs of lifestyle related diseases, as well as the necessity of maintaining regular health check-ups and screening.” Participants 7, 8, 9 and 10 are all satisfied with the programs of the PNP. They believe that the emphasis on preventive measures and education is crucial in promoting a healthier lifestyle among personnel. Participant 7 commends the PNP for prioritizing the well-being of its members and stresses the importance of regular health check-ups and screenings. Participant 8 agrees, stating that these initiatives not only benefit the individual but also contribute to a more efficient and productive workforce. Participant 9 adds that by promoting healthy habits, the PNP is setting a positive example for the community they serve. Participant 10 concludes by expressing gratitude for the PNP's efforts in prioritizing the health and well-being of the personnel.

The Health Service Branch of the PNP is continuously conducting organizational change to enhance its impact to the PNP personnel especially those with medical needs by strengthening its ability to deliver strategic healthcare programs, respond quickly to increasing health demands, maximize resource distribution, improve care quality, improve communication, create career ladders, and allow flexibility. It aimed to improve communication within offices, regional health units, and other government facilities, and establish a team of health providers with expertise to ensure better healthcare delivery. Meanwhile, the NCRPO launched the OPLAN BANTAY KALUSUGAN that aimed to improve the well-being of police officers by prioritizing their physical and mental health, promoting efficient law enforcement, building public trust, minimizing healthcare costs, creating a health-centric work environment, and strengthening safety protocols. The plan addresses concerns about overweight and obesity, focusing on lifestyle changes, dietary adjustments, and physical activity to achieve normal BMI. This only showed that the PNP leaders are concerned with the health of their personnel.

Subtheme 2: Personnel Satisfaction

This sub theme is about the satisfaction of the PNP personnel to the programs offered by the PNP. All participants have expressed immense satisfaction with the health programs offered by the PNP. These programs not only prioritize the physical well-being of the personnel but also cater to their mental and emotional health. The comprehensive healthcare initiatives implemented by the PNP have significantly improved the overall morale and motivation of the personnel, ensuring their full dedication and commitment to their duties.

As to Participant 1, *“Yes, I am satisfied because our office does monthly health checks to supervise who has a medical condition. And if they discover that a PNP personnel has a medical condition, they do not include them in strenuous activities”* while Participant 3 talked about one of the programs of the PNP *“In the Philippine National Police. They have established the program called EMPOW, which stands for the Enhanced Monitoring of Police Overall Wellness. This program aims to assess, monitor the overall health of personnel and address the health-related problems found during the monitoring process. Health interventions are provided to address these health-related problems to include medications, health teachings regarding nutrition, and diet, and dental services. Personnel included in this program were satisfied with the services they've been receiving in terms of addressing their health-related problems.”* Participant 4 also gave positive feedback to the PNP stating *“Uh, yes. I am satisfied with the programs and intervention. Interventions which aim to improve the health of the personnel. The PNP understands the value of a healthy workforce and are committed to provide their employees with access to health care or any health related resources. The PNP is always analyzing their tactics to ensure that they are effective in boosting employees or the police officers' health, and welfare.”* Participant 5 also affirmed *“Yes, because it is very effective because they do not only focus on the physical aspect. They also have programs for spiritual enhancement, moral and mental development.”* While Participants 6, 7, 8,9 and 10 also verbalized that they are satisfied by the programs of the PNP. Meanwhile, Participant 11 suggested that *“Maybe our organization can improve the intervention if they can really set up a free use facility for physical fitness. We have it at the camp, but I do not know if it is well maintained.”*

Improvements can be achieved through motivation, better pay, more benefits, and other opportunities. Overall, the participants in the study expressed their satisfaction with the programs provided by the PNP. They

believed that the programs were effective not only in promoting physical fitness but also in enhancing spiritual, moral, and mental development. However, Participant 11 suggested that the organization could further improve the intervention by ensuring the proper maintenance of the physical fitness facility at the camp or by setting up a new and free-to-use facility. This suggestion highlights the importance of providing accessible and well-maintained resources for the police officers' health and welfare.

Table 5

Interventions to Improve the Delivery of Service to PNP Personnel Suffering from Lifestyle-Related Diseases

Key Result areas	Interventions	Time frame	Key Performance Indicators	Person Responsible
P-hysical health monitoring	Take the baseline Health status of policemen especially among the newly hired police officers Monitor of Health Indicators and parameters Recording and reporting of health Status in a monthly basis or as the need arises Surprised monitoring and check-up of medical team of Police Continuous Individual Indexing	1 st month of the following year All year round	Number of reported Health risk Index of every PNP personnel Number of days of absences and tardiness	Health Service Medical Section
U-ndertake mental health evaluation	Provide neuropsychiatric evaluation to PNP personnel Initiate mental health seminar especially to personnel belonging in operatives	Once a year All year round	Number of personnel who seek psychological counselling	Neuro-Psychiatric Section
L-ifestyle modification	Make a diary of lifestyle practices Initiate seminar related to smoking and drinking cessation. Initiate seminar that will encourage lifestyle changes Implement quarterly laboratory testing	Quarterly All year round	Number of personnel who attended seminar on smoking and drinking cessation Number of personnel who stop from smoking and drinking alcoholic beverages Number of personnel who underwent laboratory monitoring	Medical and Neuro Section
I-mprove service delivery	Ensure continuous career enhancement of personnel Initiate seminar on personnel duties and responsibilities based on their designation	Every 6 months	Improve performance as per Individual Performance Evaluation Rating	Admin Section
S-tress Management	Emphasize importance of “ Knowing Yourself” Initiate training and seminars on how to deal with work stress	Weekly up to 1 year	Number of personnel who underwent psychological counselling and mental health seminar	Neuro Psychiatric section
P-ersonnel training	Develop health-related plans and programs for the PNP personnel Implement enhancement seminar to personnel with medical-related course Ensure that all police stations have medically-inclined personnel	Every 6 months	Number of medical-related personnel who underwent enhancement training	Human Resource Doctrine and Development Section and Medical Section
N-utrition/ Diet Modification	Provide list of personnel with their corresponding BMI Offer diet counseling	Every 3 months	Number of personnel who loose and add weight	Medical Section
P-ersonnel satisfaction	Conduct survey on the level of satisfaction of PNP services to the personnel Reiterate importance of work-life balance Conduct personal life assessment	Every 3 months	Number of personnel who are satisfied to the PNP programs. Number of personnel who are involved in work-related problems	Administrative Section

4. Conclusions and recommendations

Based from the findings and results of the study the following are hereby concluded: The study surveyed a

representative sample of police officers, focusing on demographic characteristics. The findings suggest a younger workforce dominated by male Patrolmen and Corporals, highlighting the need for potential future recruitment strategies to address workforce diversity and experience levels. Further research could explore the specific challenges and needs of these demographics within the police force. While half of the surveyed police officers reported no current illness, hypertension and obesity emerged as the most common health concerns among those who did. Notably, no respondents reported chronic obstructive pulmonary disease or cancer. Police officers in this study generally reported adopting positive lifestyle practices, with an emphasis on personal improvement, emotional well-being, and healthy habits like balanced diet and spiritual activities. Moderate engagement was observed in practices like daily fruit and vegetable intake, sufficient sleep, and regular exercise. Notably, the lowest score related to feeling disrespected due to body weight, suggesting potential concerns around body image and self-esteem within the force. *Lifestyle Assessment of the Police officers should be assessed and monitored. Though some of the participants did not deny that they have related illnesses like hypertension, diabetes, etc. they claimed that despite the illness they need to attend to their duties by complying with what has been instructed to them to do and to comply with the demands of their work.* While the overall impact of lifestyle-related diseases on service delivery was perceived as "Sometimes," officers reported varying specific challenges. Common concerns included a preference for office work over field duty, feeling dizzy from sun exposure, and occasional anger management issues. However, officers rarely reported feeling unable to perform their job or averse to public interaction. *For the unfit, this improvement may equate to satisfactory performance in areas that were previously below par. For the already fit, it may mean improving satisfactory performance to an even higher level. Reduced likelihood of using excessive force. Officers who are more confident and fit are less likely to be involved in use-of-force situations for several reasons. For instance, a suspect may think twice about challenging a physically fit officer. All participants said that the healthy lifestyle disease has a significant impact on their performance thus meeting the needs for a healthy mind, heart, and physical well-being is always considered by them in order to perform well and serve the community better. Fewer sick leave, better output and performance is credibly observed.* A designed Intervention table is presented to improve the services and lifestyle interventions among policemen suffering from lifestyle diseases.

Based from the Conclusions drawn, the following recommendations are hereby given: Utilization of the proposed interventions for the health and welfare of the PNP personnel. To better understand the physical, social, mental, and performance variations among police personnel, the study proposes implementing regular lifestyle checks and health monitoring. This initiative aims to establish a baseline level of individual health and track subsequent changes, providing valuable insights into potential issues or strengths across these crucial aspects. Strong motivation and encouragement shall be observed to all the Police personnel to avoid detrimental effects of their present debilitating illnesses. As such a Health and Wellness Program shall be followed religiously to instill the positive impact of healthy lifestyle among police personnel in relation to their work performance and dealing with people in different case scenarios. Nutrition Intervention program may be added as part of Health and Wellness Program and also some traditional medicines applications that will help domestically. A need Analysis can be adopted by the Police Authority to be able to enhance the program on Health and Wellness so the compliance to the guidelines set forth for Healthy Policemen as Per Memorandum series of 2020. Future researchers shall be encouraged to make more research with this kind to be able to further improve the life of the policemen whom people are usually looking up to.

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