



ARMY COMPASS

1st Quarter 2020

The Official Philippine Army Quarterly Publication



PHILIPPINE ARMY
124
YEARS
OF

**EXCELLENCE AND COMMITMENT IN
SERVING THE PEOPLE AND SECURING THE LAND**



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**ACTING COMMANDING GENERAL
PHILIPPINE ARMY**
Fort Andres Bonifacio, Metro Manila

Message

As the Philippine Army marks its 124th Founding Anniversary, let us look back with great pride and honor at the extraordinary saga of this storied organization, whose ranks are made up of heroes and whose history is replete with stories of the Filipino people's legendary courage, determination, and compassion.

Over the course of time, the Philippine Army has transformed into a highly-professional organization. Since its formation as a flagbearer of revolutionary might and freedom, it has evolved into a modern, responsive, and formidable force ready to serve the people and secure the land.

The 100,000-strong Army of the people stands on the solid foundations built by the sacrifices of our forefathers, whose standards of honor, patriotism, and duty remain timeless.

Hence, as we commemorate **"124 Years of Excellence and Commitment in Serving the People and Securing the Land,"** let us embody these core values towards our country's peace and progress while braving the challenges of natural and man-made disasters, terrorism, and the COVID-19 pandemic.

Let us enter a new year of service with the same passion and resolve in accomplishing our mission to enable the national government to triumph over every challenge to win the peace.

As one TEAM ARMY, buoyed by our love for God, love for country, and love for our people, let us remain steadfast in our duties as we march closer to our vision of becoming a world-class Army that is a source of national pride.

Maligayang ika-isangdaan at dalawampu't apat na Anibersaryo!

Mabuhay ang Hukbong Katihan ng Pilipinas!

JOSE C FAUSTINO JR
Lieutenant General PA

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The **ARMY COMPASS**, the official quarterly publication of the Philippine Army, was borne out of the desire to continually highlight the giant strides of the Philippine Army in order to create deeper awareness and appreciation on the organizational efforts toward mission effectiveness. The magazine's editorial philosophy is rooted in providing the readers relevant information through objective reportage of the current thrusts and achievements of the PA leadership, thereby inspiring the readers about their Army. True to its title, being a symbol for guidance, the contents of the magazine will point the readers in the right direction where the Army is leading towards organizational excellence.



Gearing up for

Service to GOD, COUNTRY and PEOPLE

• LYDIA V CABAJAR

INTERVIEW WITH : MAJ CATHERINE S GULLE II (SC) PA
CARINA C. PASTRANO AND KAREL S. DABU

Introduction

To lead the 100,000-strong Philippine Army personnel entails a gargantuan responsibility and a lot of expectations to fulfil.

As LT. GEN. JOSE FAUSTINO JR PA assumed leadership of the premier major service of the Armed Forces of the Philippines, the Philippine Army is assured the man at the helm could deliver. His vast experiences, both in combat and administrative management, equipped him with the expertise in steering the Command to greater heights.

In this article, the Acting Commanding General, Philippine Army (ACGPA) elucidates on a variety of topics that will motivate and inspire his corps of Officers and Enlisted Personnel to always strive for excellence, the trademark of a reliable and disciplined soldier of the Philippine Army.

On Addressing COVID-19 for the New Normal

The Philippine Army (PA) leadership mustered their expertise in mobilizing personnel in support to civil authorities as the pandemic rises in the enforcement of health guidelines and protocol. The PA recruited health-allied personnel, truck drivers, mechanics, and other essential workforce to help address the ongoing pandemic.

In preparation for the New Normal, the Army revised its internal processes of recruitment, promotion, and the mandatory Physical Fitness Test (PFT). Likewise, an Alternative Working Arrangement to continually adapt to the evolving and unseen threat.

The PA is now embarking to the full-vaccination program of its 100,000-strong personnel as soon as the National Vaccination Roll-out is fully-implemented taking into consideration the prioritization set by the National Government. Moreover, the PA is continuously recruiting health-allied personnel to compose the PA-Wide Medical Teams in order to readily deploy them to the centers of gravity of the pandemic.

In addition, the ACGPA pushed for the completion of its own testing laboratory to ascertain that all deployed and returning personnel shall not become a liability to the recipient units or agencies. The HPA has downloaded to PAMUs fund support for the procurement of COVID-19 personnel protective equipment (PPE) amounting to PhP233 million.

The Command also integrated the PA Human Resource Management Information System (PAHRMIS) Project now on its testing phase for the 5 out of 9 priority sub-programs. Relatedly, the PAHRMIS shall reduce the manual

processes within the Command in line with restricting face-to-face transaction while the health threat of COVID-19 is still existing.

On Mental Health Program

The Mental Health Program has been part of the PA, at least in the tactical level of command. One of the Command priorities is the Force Protection Program (FPP) which is an overarching platform ranging from providing Individual Force Protection equipment such as the ballistic helmet and the body armour for each deployed soldier; and, the overall mental well-being of our personnel.

The PA Comprehensive Mental Health Program (PACMHP) was launched in mid-2020. The program follows a framework that is proactive, holistic and comprehensive and integrates effective strategies into policies and programs that will strengthen the vital responses to mental health. Said program has been institutionalized down to the Battalion level to be responsive to the needs of our soldiers most especially those suffering from the 'psychological' wounds of conflict in order to standardize the system of care to identify, prevent, treat and track behavioral health issues affecting soldiers.

Relatedly, the Mental Health Resiliency Center (MHRC) was

Base Camp 2022

inaugurated at the Army General Hospital designed to assist for the prevention, early detection, treatment and management of mental disorders; provide directed resilience training and Post-traumatic Stress Disorder (PTSD) psychological interventions; and conduct comprehensive neuropsychiatric evaluation for enlistment, promotion, schooling, and employment.

Likewise, as one components of our Mental Health Advocacy, the Trauma Risk Management (TRIM) training is being cascaded to PA Major Units (PAMUs) to capacitate our units in Trauma Management to detect early identification of signs and symptoms of stress and assist those who require help and supports to seek it. This is a peer group activity that aims to proactively intervene and identify signs of mental stress and fatigue as well as support individuals following exposure to a traumatic event.

On Ending the Local Communist Threat/Terrorism

The Communist Terrorist Group (CTG), after more than 52 years in existence, failed to advance further its armed struggle since it remains in the strategic defensive stage of its

three-stage insurgency strategy. The dilemma of the CTG could be attributed to the successful implementation of various counterinsurgency campaign plans in 1988 starting from OPLAN “*Lambat Bitag I*” to DSSP Kapayapaan. Complementing the effort of the Army is the implementation of EO 70 which institutionalized the Whole-of-Nation-Approach from national to local government agencies. The CTGs downward trend in parameters and violent incident will continue to plummet as the NTF-ELCAC gain headways in ensuring the collaboration of different government agencies to help former rebels.

In 2020, a total of 95 high-value individuals were neutralized wherein 19 were killed, one was captured, 36 surrendered, and 39 were apprehended/arrested. The neutralization of key cadres, lack of ideologically-founded leaders and other key personalities with standing warrants of arrest contributed to the leadership crisis of the CTG.

Regarding the Local Terrorist Groups (LTGs), a total of 73 were neutralized personalities and 45 firearms were seized at the start of the year. The neutralized personalities are broken down to 16 killed, 47 surrenderers, and nine apprehended individuals. The most significant achievement of the Command against the LTGs is the apprehension of nine potential suicide bombers in Sulu, all women, three of whom are daughters of Hajan SAWADJAAN. Their capture foiled another suicide bombing from the group of Mudzrimar SAWADJAAN @MUNDI of the Daulah Islamiyah — Abu Sayyaf Group.

Last year, the troops were able to neutralize top leaders from the LTGs and were able to foil another suicide bombing through the apprehension of an identified foreign terrorist and two other women. Although these achievements impacted great setbacks on the LTGs, the fight against terrorism will continue to be a challenge for the country because of the groups’ resiliency given their capability to recruit members, conduct trainings, fabricate explosive devices, generate funds both through local and international sources, procure firearms and ammunition undetected, and collaborate with each other when needed.

On Base Support Functions

The transfer of Base Support function by Unified Commands (UCs) to the PA is envisioned to further operationalize the force provider and force employer concept. Thus, the responsibility of providing support in terms of base functions/services, facilities and base personnel will be squarely put on the Major Service concerned.

With said transfer of responsibility, the UC Headquarters will be essentially unburdened of base support functions and can concentrate on operational. The UC Headquarters will be a tenant unit inside the base and the Camp administrator will be a Major Service concerned. The restructuring includes the transfer of real state, building, personnel and facilities plus the responsibility of providing Base Support Services.

For the camps occupied by NOLCOM and SOLCOM, it will be administered by the Philippine Army through its Installation Management Command.





On AFP Self-Reliant Defense Posture Program

There are ongoing initiatives that the Philippine Army pursues such as:

- 1) Revision of the SRDP policy to be more applicable to the AFP’s current operating environment and to align some of its provisions to the Procurement Law (RA 9184) and the Revised AFP Modernization Act (RA 10349).
- 2) Capacitating the PA RDC thru the RAFFMP - A study was already conducted on enhancing the capability of the PA Research and Development Center (RDC). Included in this is the 2nd List 2nd Horizon of the RAFFMP amounting to PhP162,960,898.00. Among the capabilities proposed are:
 - a) Ordnance Laboratory;
 - b) Ammunition Laboratory;
 - c) Ordnance/Small Arms Prototyping Shop;
 - d) Environmental Condition Room;
 - e) Ballistic Chamber;
 - f) Mobility Test Bay;
 - g) Ordnance Chemical Laboratory; and
 - h) Other Research Facilities
- 3) Engage with private defense firms manufacturers for partnership – to help meet the requirements of the Command.

On Addressing the Capability Gaps (Find, Fix, And Finish)

Back in 2020, the PA conducted its ISO Capability Assessment and found a few gaps in the ability to Find, Fix, and Finish the enemy.

Since the PA is constantly making efforts to improve, we are able to identify gaps and provide solutions to address them. Most recently, the PA Medium-Term Capability Development Objectives and Priorities was approved for this purpose. This is the blueprint for developing the 25 identified capabilities needed to efficiently perform internal and external defense mission, including Humanitarian Assistance and Disaster Response, and UN peacekeeping operations. This document will be the basis for all capability development proposals.

For short term, the PA intends to fast track projects that include force protection equipment and Harris Radios, 155mm SPs, and other various transportation platforms. Moreover, the PA UAS project is also expected to be delivered within the year. This will be deployed immediately to assist the operations in priority areas.

For CMO, multiple projects intended to enhance the conduct of CMO have already been proposed to the General Headquarters, AFP and awaiting funding.

Lastly, for our gaps in training, several catchup plans are already being crafted by different training institutions to ensure that our training requirement will be met.

On Gearing Up Towards Basecamp 2022 of Becoming a Respectable Army in Asia

Since its adoption in 2010, the PA, through the Army Transformation Roadmap (ATR), has gained accolades not only from the national arena but

also from the international stage. In 2014, the Command successfully attained the Institutionalized Status in the Performance Governance System, and in the following year, we were hailed as one of the first Islands of Good Governance. Ultimately, the PA was awarded the Palladium Hall of Fame for Executing Strategy in 2018. With the local and global recognition that the Army has achieved, it is right on track in triumphing over the last basecamp of the roadmap, that is, to become a modern and respected Army in Asia.

As proof of success in this endeavor, the Army is constantly engaged by institutional governance partners and organizations such as the Bureau of Customs, Philippine Coast Guard, Philippine Coconut Authority, and the Department of Public Works and Highways. Likewise, the respectable perception of the Army is reflected in the consistent uptrend of the Nationwide Trust and Satisfaction rating for the past seven years.

As we heed the words of our Commander-in-Chief, President Rodrigo Roa Duterte, during the 124th Founding Anniversary of the organization, the PA shall continue to modernize and transform as it traverses the basecamps to become a world-class Army that is a source of national pride.

On ACGPA’s 5-fold Thrusts

First, fast-track the development of the Philippine Army’s capabilities that will cover the concept of “DOTMLPF-P” or Doctrines, Organization, Training, Materiel, Leadership; Personnel, Facilities,

and Policies. Given the approval of the General Appropriations Act for CY 2021 under Republic Act 11518, the Philippine Army will ensure the judicious spending of its financial resources.

Second, further increase the readiness status of Army units, particularly on personnel, training, equipment, and maintenance. The Philippine Army's traditional role as a force provider, its men and women must always be ready to be called upon to perform their mandate anywhere and anytime. Hence, the organization will ensure that the requirements of individual soldiers must also be available whenever needed.

Third, continue to significantly improve the morale and welfare of personnel. Despite the prevailing COVID-19 pandemic, the Philippine Army personnel continuously perform their assigned tasks. Thus, it is only fitting to provide them with the necessary programs in order to enhance their morale and welfare for them to focus on the mission and pursue their individual and collective endeavors. As I always say, *"kapag ang sundalo ay high morale, mas nabibigay niya ang maayos at magaling na serbisyo para sa bayan."*

Fourth, anticipate and address proactively the Philippine Army's operational, administrative, and resource requirements such as personnel competencies and cybersecurity. Given the vast and multifaceted challenges the Philippine Army confronts, it must identify requirements and recommend preparatory actions such as proposed legislations, among others, in order to properly address its organizational and operational gaps and loopholes.

Fifth and lastly, expand and strengthen the Philippine Army's stakeholder engagements. The concept of security is a shared responsibility. Hence, the Philippine Army must continue to enhance its relationships with partners and stakeholders to get the support that the organization needs for its priority programs.

On the Role of CMO in Ending Local Communist Threat/ Terrorism

As a Force Provider, HPA through the OG7, PA has programmed supports for the enhancement of CMO Mission Essential Equipment to all CMO Units, particularly CMO Battalions under Infantry Division and CMO Regiment, PA, and also priority Infantry Divisions, Brigades and Battalions.

Further, the Headquarters also capacitates its Army troops in enhancing their skills and competencies in CMO through specialization courses and other CMO-related courses. CMO equipment and trainings shall equip our CMO operators in accomplishing their mission that would eventually contribute to the accomplishment of the National Government's efforts to end local communist armed conflict and terrorism in the country.

On Other Matters That Needs to be Addressed During His Tenure as ACGPA

Given the complex and dynamic operational environment, the Philippine Army must always be prepared to deliberately address the current and projected threats. Hence, the organization must take into account its lessons learned and best practices to lessen tactical blunders in combat operations. Also, the Philippine Army must continue to improve on its training and education programs for its personnel in order for the organization to have a continuous pool of competent, professional, and a dedicated generation of leaders that can sustain the Army's long-term goals.



The Philippine Army will also optimize the utilization of its resources and implement ways to further improve the stewardship of public funds through proper planning, programming, and budgeting at all levels.

Further, the Philippine Army will continue to review its existing policies to respond and address the evolving security landscape as well as propose relevant policies to the Congress for policy areas beyond the control of the Army and the AFP. One of what we are looking into is the Retirement Law. It has very big effect to what is happening now especially on the Officer Corps. I hope with the remaining months with this Congress we could do something about that. That is one big legislation that we really want to support.

Moreover, the Philippine Army's partners and stakeholders and the Filipino people expect a high level of public service from the organization. Hence, the Army will continue to innovate and institutionalized its systems and processes to maintain its performance as a responsive and effective organization in service to the country and people.

Finally, the Philippine Army will continue to provide its full support and trust to the national government during the vaccine roll-out. To preserve the force, the organization will remind its personnel to strictly adhere to the health and safety protocols prescribed by the Inter-Agency Task Force (IATF) on COVID-19.

"Dahil dito, maaasahan ng sambayanang Pilipino ang ating magaling at maayos na serbisyo para sa bayan."

Message to the Troops

While the Army is battling this pandemic, we see the effects of the health crisis to people in all walks of life. The Army has adjusted to it but nevertheless some of our programs will be affected even as far as the modernization program is concerned. We really have to prioritize or give emphasis to our

efforts which will be prioritized. Right now, the Army is doing good in its diverse functions. The Army supports the overall AFP campaign, to finish the insurgency before the end of the term of the President.

I have just came from assignments where I have seen how the Army works and it is really effective. The programs, the training we conduct, the doctrine that we develop, they are really very effective against the insurgents. I see an irreversible trend on the decline of the CPP-NPA. A big part of that are efforts being put in by Major Army Units. Here at HPA, we will continue to support all the efforts of our major units in support to the higher objective of the mission AFP. Pandemic or not, the Army will always be there to perform its functions.

I would like to emphasize to our troops, like I always emphasize in my speeches, our service to GOD, to COUNTRY and our PEOPLE.

Our core values of duty, honor, patriotism particularly patriotism right now, with what's happening to our external fronts. It's high time that the Army should concentrate on our shift from internal to territorial defense. We are doing that in our capability build-up.

To our soldiers all over the country, we really have to stand our ground and be careful because of this pandemic. We will not allow this to affect us. HPA will continuously provide all the necessary support, protocol-wise and material-wise so that our troops will be protected. We have to continue to function and do our mission.

Conclusion

As the situation unfolds with regards to the pandemic and the volatile security environment, the Philippine Army will tackle head on these challenges complemented by the dedication and commitment of its officers, men and women in fulfilling their mandated mission to serve the country and their fellow Filipinos.



PHILIPPINE ARMY WELCOMES ITS NEW COMMANDING GENERAL

• ANTHONY J EMBRADO



FORT BONIFACIO, Metro Manila – LT. GEN. JOSE C. FAUSTINO JR. assumes stewardship of the Philippine Army, February 16, vice Lt. Gen. Cirilito E. Sobejana who was appointed as the 55th AFP chief of staff.

In a simple Change of Command Ceremony held here, LT. GEN. FAUSTINO JR. PA, as the 63rd Army Commanding General, said he was elated to be selected for the leadership position and expressed his appreciation for the opportunity to lead the Army towards its vision of becoming a world-class Army. “My utmost gratitude to our Commander-in-Chief, President Rodrigo Roa Duterte, for his trust and confidence in my ability to lead the 100,000-strong Philippine Army,” he also said.

He vowed to sustain the command’s high productivity and engagement with the people. “Let us stand tall in this dark hour. Empathy and genuine concern shall be the hallmarks that accompany every soldier’s discharge of his duty. The Philippine Army’s credibility hinges on transparency and accountability, which instil confidence in the organization’s support of the administration’s actions to get us through these challenges,” he added.

Meanwhile, LT. GEN. SOBEJANA was awarded the Distinguished Service Star Award for his meritorious service rendered to the country and the Filipino people and for his achievements as the outgoing Commanding General. During his term, LT. GEN. SOBEJANA sustained the command’s operational excellence as displayed in the past year’s successful combat

operations, strong multilateral relations, and Humanitarian Assistance and Disaster Response (HADR) efforts. He also put higher emphasis on the Army personnel’s welfare especially amidst the global health crisis. LT. GEN. SOBEJANA became the 55th AFP Chief of Staff last February 4. In his speech as outgoing Army Chief, he said, “I am truly grateful for the opportunity to have been at the helm of the 123-year-old institution whose ranks are made of genuine heroes; ordinary Filipinos imbued with extraordinary passion and selfless motivation. Commanders come and go, but the Philippine Army’s core purpose stays the same, that is to serve the people and secure the land.”

On the same occasion, Defense Secretary Delfin Lorenzana, as the guest of honor and speaker, said LT. GEN. FAUSTINO proved himself “most deserving to lead the Army. Like GENERAL SOBEJANA and those who came before them, he also went through the ladder of the command in the Philippine Army.” He cited that the new Army commander is expected to ensure that the Army would be responsive not only to the military’s multi-faceted challenges but proactive in addressing emerging threats at the same time.

Defense Secretary Lorenzana also expressed his gratitude to Mrs. Sobejana and Mrs. Faustino and their respective families for their understanding, support, and care for their husbands and children so that the two generals can serve the country well. “Their successes are yours, too, because the strong support system you provided to them is indispensable to the success of their military career,” he further said.

LT. GEN. FAUSTINO is a member of Philippine Military Academy (PMA) “Maringal” Class of 1988. He held various key command roles throughout his 36 years in service including his stint as commander of Eastern Mindanao Command; Chief of Staff, PA; Commandant of Cadets and Head Tactics Group, PMA; Assistant Chief of Staff for Education and Training, PA; and Assistant Chief of Staff for Intelligence, 10th Infantry “Agila” Division. Among the units he commanded also included the 7th Scout Ranger Company, 35th Infantry Battalion and 501st Infantry Brigade. His efforts as 10ID Commander led to the dismantling of six Pulang Bagani Commands and four NPA Guerrilla Fronts in one year of Military Campaign implementation.



Philippine Army

Marks 124th Founding Anniversary in Simple Rites



PHILIPPINE ARMY
[124]
YEARS
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EXCELLENCE AND COMMITMENT.

**in Serving the People
and Securing the Land.**

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FORT BONIFACIO, Metro Manila – Officers, men and women of the Philippine Army commemorated the 124th Founding Anniversary in a virtual and face-to-face ceremony, March 22, 2021.

LT. GEN. JOSE C. FAUSTINO JR PA, Army Acting Commanding General, led the celebration highlighted by simultaneous Flag Raising ceremony participated in by Army Major Units. Army personnel also recited their reaffirmation of Oath of Allegiance.

National Defense Secretary Delfin N. Lorenzana virtually graced the ceremony as Guest of Honor and Speaker. He offered his sincere gratitude and commendation to the Officers, Enlisted Personnel, and Civilian Human Resource of the Philippine Army. “The dedication to duty you have manifested truly deserves the nation’s recognition,” he said.

“Your core values of honor, patriotism, and duty, in which the Philippine Army takes pride in, remain your guide in accomplishing your sworn mandate to serve the people and secure the land,” Secretary Lorenzana added.

Relatedly, General Faustino emphasized, “As one Team Army, inspired by our love for God, love for country, and love for our people, let us remain steadfast in our duties as we march closer to our vision of becoming a world-class Army that is a source of national pride.”

Army personnel who have performed with excellence of their duty were feted with a fitting

recognition rites. Awarded personnel included Col. Oscar P. Partuza, Distinguished Service Star; Brig. Gen Ramil M. Bitong, Meritorious Achievement Medal; Col. Michelle D. Anayron, Distinguished Service Medal; 1Lt Nelson V. Victoria and Cpl. Fritz Floyd T. Prejoles, Gold Cross Medals each; 1Lt. Jei-em B. Tagufa and TSg. Sherwin S. Hernandez, Silver Cross Medal each; 1Lt. Lizalyn Y. Sotero and Pvt. Bernadette R. Cabalquinto, Bronze Cross Medal each; Cpl. Fritz Floyd T. Prejoles, adjudged as Best Enlisted Personnel of the Year, CAA-I John Paul D. Gunong as Best CAA of the Year, Lt. Col. Antonio T. Esmero as Best Reservist Officer, Sgt. Mercedes Menchie S. Luis as Best Reservist Enlisted Personnel, Cdt. Lt. Col. Gerald B. Reyes and Cdt. Col. Destinee A. Noor as Best Male and Female ROTC Cadets; Ms. Elsie R. Rubio as Model Supervisor of the Year, and Ms. Feriza A. Masola as Model Employee of the Year.

Army stakeholders who played a prominent role in the Philippine Army’s operational and humanitarian endeavors, at the onslaught of the pandemic, were also recognized during the ceremony. Stakeholders who were awarded included Philip Morris Fortune Tobacco Corporation Inc. which donated Medical-Dental equipment, COVID-19 essentials, and Mobile Kitchen through its Project EMBRACE; Mr. Manny V. Pangilinan who donated the BO 105 rotorcraft helicopter; Asian Development Bank which donated Php250M worth of food packs for 174,000 families affected by the pandemic; Landers Superstore, which also helped in the

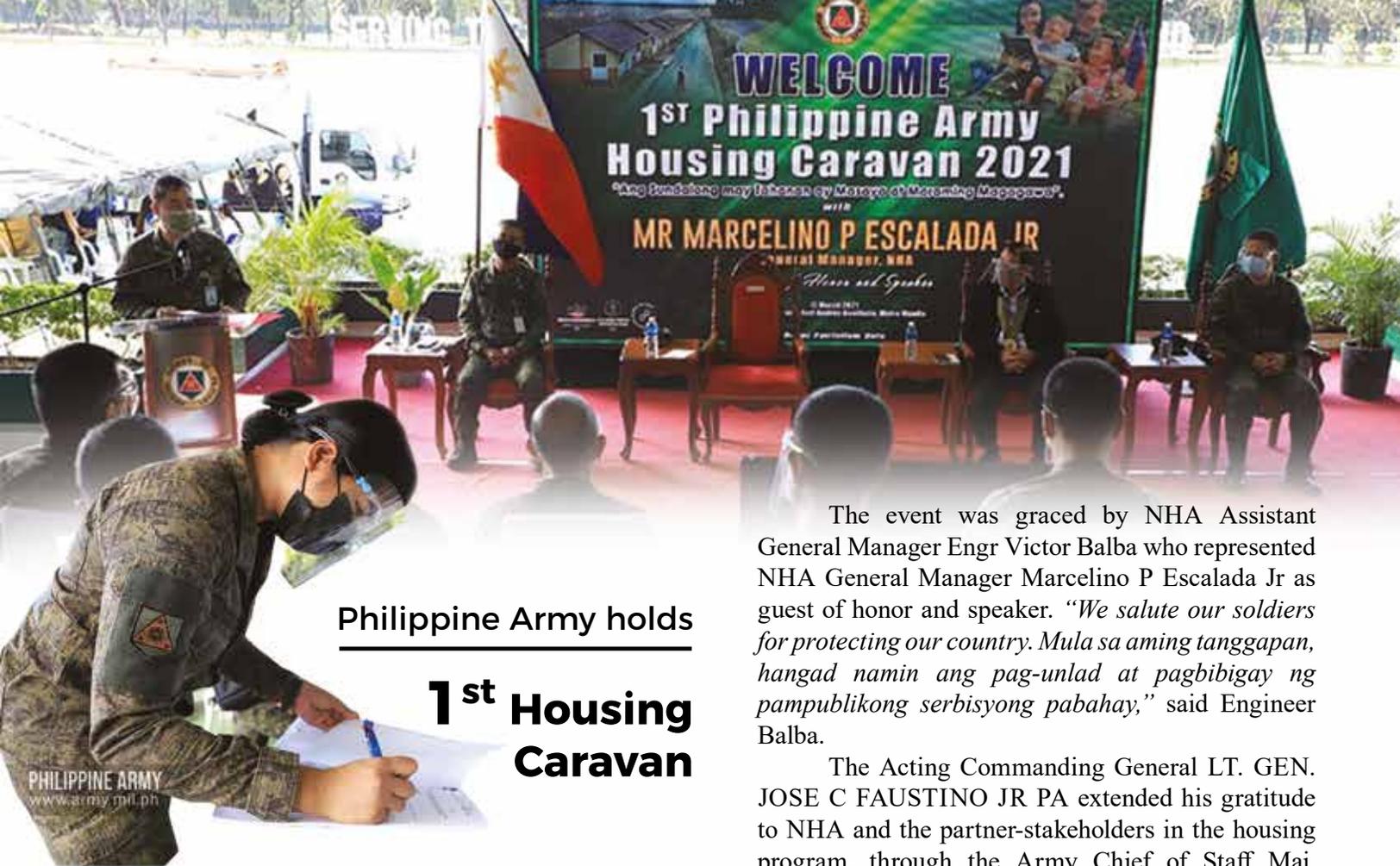
distribution of family food packs during the pandemic and during the eruption of Taal Volcano; BDO Foundation that contributed in the establishment of the Army Literacy Program; and Gian Matteo Vittorio F. Guidicelli who spearheaded the “One Voice Pilipinas” Concert that raised a total of Php13.2M worth of relief packs for COVID-19 relief operations.

As the country faces the challenges brought by the health crisis, the Philippine Army focused on its COVID-19 operations on top of serving the Filipino people and securing the land from the terroristic activities of the enemy forces earning the Filipino people satisfaction provided by the Army which was evident in the net satisfaction rating of +81 and net trust rating of +83 in the past year’s Social Weather Survey.

In a related development, the Philippine Army, through the Office of the Assistant Chief of Staff for Civil-Military Operations, G7, also launched virtually the 2nd Army Band Music Video Contest in connection too with the Army’s 124th Founding Anniversary celebration. Bands from different major units of the Command joined the contest. The music video competition aimed to leverage music as a platform to inspire and influence people and eventually take action and responsibility towards the attainment of peace and security.

The winning top three entries were featured and uploaded in in the Army’s YouTube channel on the actual day of the celebration, March 22. Winners included: IID- Band - Champion; 8ID Band- 1st runner up; and 3ID Band; 2nd runner up.





Philippine Army holds

1st Housing Caravan

The Philippine Army held the 1st Housing Caravan with the theme *“Ang Sundalong may Tahanan ay Masaya at Maraming Magagawa”* on March 17 as part of the pre-anniversary activities in line with its 124th Founding Anniversary.

The caravan was conceptualized by the Army Housing Office through the leadership of COL. MAYNARD G CAMARAO GSC (CE) PA and subsequently approved by the chairperson of the Philippine Army Housing Board, Army Vice Commander MAJ. GEN. ROBERT C DAUZ PA for the Army personnel to be guided on acquiring housing units, be given updates on Government Employee Housing Programs, and discounts from partner developers. A total of 695 Army personnel, Civilian Human Resource and a couple of PNP personnel were accommodated by 21 partner-developers including the National Housing Authority (NHA), Home Development Mutual Fund (HDMF) popularly known as Pag-IBIG Fund, and six financial institutions. Other than real property and volume of loan inquiries, two personnel reserved under Saballe Realty; two purchased a condormitel unit under Summithome Realty Corp; six reservations were made under Bellavita Land Corp; nine signed up under New APEC Development Corporation and 92 Loyalty Card applications were processed by HDMF (Pag-IBIG Fund).

The event was graced by NHA Assistant General Manager Engr Victor Balba who represented NHA General Manager Marcelino P Escalada Jr as guest of honor and speaker. *“We salute our soldiers for protecting our country. Mula sa aming tanggapan, hangad namin ang pag-unlad at pagbibigay ng pampublikong serbisyong pabahay,”* said Engineer Balba.

The Acting Commanding General LT. GEN. JOSE C FAUSTINO JR PA extended his gratitude to NHA and the partner-stakeholders in the housing program, through the Army Chief of Staff Maj. Gen. Rowen S. Tolentino who represented him in the event. *“To the men and women of the Philippine Army, I hope that this endeavor has helped you to become more prudent in the management of your respective finances and judicious in the utilization of your resources for your families and loved ones. Rest assured that the Philippine Army will continue to look after your welfare as we pursue our vision to become a world-class Army that is a source of national pride,”* as quoted by the Army Chief of Staff.



A two-day PA Senior Leaders Conference (SLC) virtual conference was also held from March 18 to 19, 2021 as part of the Army Day celebration.

Through the Office of the Assistant Chief of Staff for Plans, PA senior leaders and subject matter experts from the military and the academe discussed current operational environment in terms of cognitive domain, technology, and changes due to pandemic. The 13 SLC is hybrid with a combination of

virtual and limited face-to-face participants while all speakers delivered their talks virtually. It was anchored on the theme “Philippine Army: Focused on the Present, Confident in the Future.”

Secretary Hermogenes C. Esperon Jr., National Security Adviser and Director General of the National Security Council, emphasized the role of military leaders in addressing security threats amid the pandemic.

“[The PA SLC] brings fresh ideas and traditional ideas for us. With your support and patriotism, I am confident that we will thrive towards the challenges ahead of us,” he said as guest of honor and speaker.

The PA SLC started in 2004 as a leadership development program that informs Army senior leaders on the advancement in military affairs and contemporary leadership concepts.



PHILIPPINE ARMY

124th Anniversary Awardees

The Philippine Army extends its deepest felicitations to the following awardees for this year's 124th Founding Anniversary!

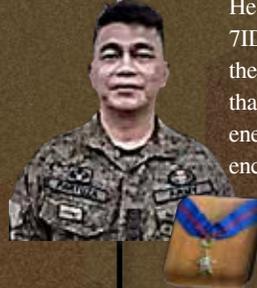
MERITORIOUS ACHIEVEMENT MEDAL



He demonstrated exceptional leadership skills as the Commander of Installation Management Command that conceptualized and implemented the peaceful regaining of the Artillery Training Unit area from illegal settlers who have been occupants for more than 30 years.

BGEN RAMIL M BITONG PA
IMCOM (P), PA

DISTINGUISHED SERVICE STAR



He commanded the 3rd Infantry Battalion, 7ID, PA against the Communist Terrorists of the Southern Mindanao Regional Committee that resulted to the neutralization of several enemy personalities and the seizure of enemy encampments, improvised explosive devices, and assorted high and low powered firearms.

COL OSCAR P PARTUZA INF (GSC) PA
3IB, 7ID, PA

BRONZE CROSS MEDAL



She performed as triage nurse of the Army General Hospital and Biosafety Officer of the Ninoy Aquino Stadium Mega Swabbing Facility that assisted the government during its fight against the height of COVID-19 Pandemic.

1LT LIZALYN Y SOTERO (NC) PA
AGH, HHSG, PA

BRONZE CROSS MEDAL



She ignored the risk of being infected in performing her task as health care provider and a member of the medical team of the Philippine Army Treatment Facility to look after the welfare of military personnel diagnosed with COVID-19.

Pvt Bernadette R Cabalquinto (Inf) PA
AGH, HHSG, PA

RESERVIST EP OF THE YEAR



She demonstrated her patriotic duty as a model public servant by being both a Barangay Secretary and a Reservist. She was a recipient of numerous awards and commendations from the government and civilian sector.

Sgt Mercedes Menchie S Luis (QMS) PA (RES)
NCRRCDG, ARESKOM, PA

MODEL SUPERVISOR OF THE YEAR



She worked beyond normal hours to achieve her office' mission. As a result, all property and equipment of the units serviced by 14FPAO were reconciled with the Book of Accounts. She was also instrumental in the activation of the 17th FPAO, APAO, PA stationed at Jolo, Sulu.

Ms Elsie R Rubio
APAO, PA

MODEL SUPERVISOR OF THE YEAR



She led the development of APAO SOP number 5 Information System, the PA Civilian Human Resource Information System, the Office of the Army Chief for Ethical Standards, Public Accountability Information System, the PA Recruitment Information System, and the PA Individual Performance Management Information System.

Ms Feriza A Masola
ASR, PA

GOLD CROSS MEDAL



He led the 2nd Platoon, Charlie Company, 37th Infantry Battalion, 6ID, PA against more or less 25 armed Communist Terrorists operating in the southern area of Mindanao resulting to the neutralization of three enemy personalities and the seizure of several firearms, subversive documents and personal belongings.



1LT NELSON V VICTORIA (OS) PA
37IB, 6ID, PA

GOLD CROSS MEDAL



He led one section of the Intelligence Platoon of 53rd Infantry Battalion, 1ID, PA in an armed engagement against undetermined number of Main Regional Guerilla Unit members that resulted to the wounding and eventual apprehension of the enemy Commander.



Cpl Fritz Floyed T Prejoles (MI) PA
53IB, 1ID, PA

SILVER CROSS MEDAL



He conceptualized and implemented the Intelligence Plan "Lagtang" of 67th Infantry Battalion, 10ID, PA that led to the series of armed encounters against the Communist Terrorists of Davao Oriental resulting to the neutralization of several enemy personalities and seizure of assorted firearms.



1LT JEI-EM B TAGUFA (FS) PA
67IB, 10ID, PA

SILVER CROSS MEDAL



He effectively performed his duty as an agent handler who provided timely and actionable intelligence resulting to a decisive engagement against the Communist Terrorists in the Bicol Region.



TSg Sherwin S Hernandez (MI) PA
96IB, 9ID, PA

DISTINGUISHED SERVICE STAR



He worked closely with the Division General and Special Staff to facilitate the proper utilization and administration of the resources of the 4th Infantry (Diamond) Division thereby ensuring the unit's effectiveness and mission accomplishment in the eastern area of Mindanao.



COL MICHELLE B ANAYRON JR MNSA (INF) PA
4ID, PA

ENLISTED PERSONNEL OF THE YEAR



He led his squad on six successful combat encounters against the Communist Terrorists that eventually led to the successful dismantling of the Main Regional Guerilla Unit and HQ KALAW operating on the western area of Mindanao.



Cpl Fritz Floyed T Prejoles (MI) PA
53IB, 1ID, PA

CAA OF THE YEAR



He served as an Intelligence CAA for the 37th Infantry Battalion, 6ID, PA who facilitated the surrender of several enemy personalities. He was also instrumental on the conduct of successful combat operations against the Communist Terrorists of the Far South Mindanao Regional Committee.



CAA-I John Paul D Gunong PA
6DCAU, 6ID, PA

RESERVIST OFFICER OF THE YEAR



He set the example for the 701st Ready Reserve Infantry Battalion by manifesting the skills, quality and traits of a leader. He is a graduate of several military trainings and a recipient of various awards.



LTC ANTONIO T ESMERO GSC PA (RES)
7RCDCG, ARESKOM, PA

MALE ROTC CADET OF THE YEAR



He is a young leader in community service who is an advocate of peace and environmental protection. He is a member of the Blue Feathers Society, the official honor society of Bicol University.



C/LTC GERALD B REYES, 1CL
5RCDCG, ARESKOM, PA

FEMALE ROTC CADET OF THE YEAR



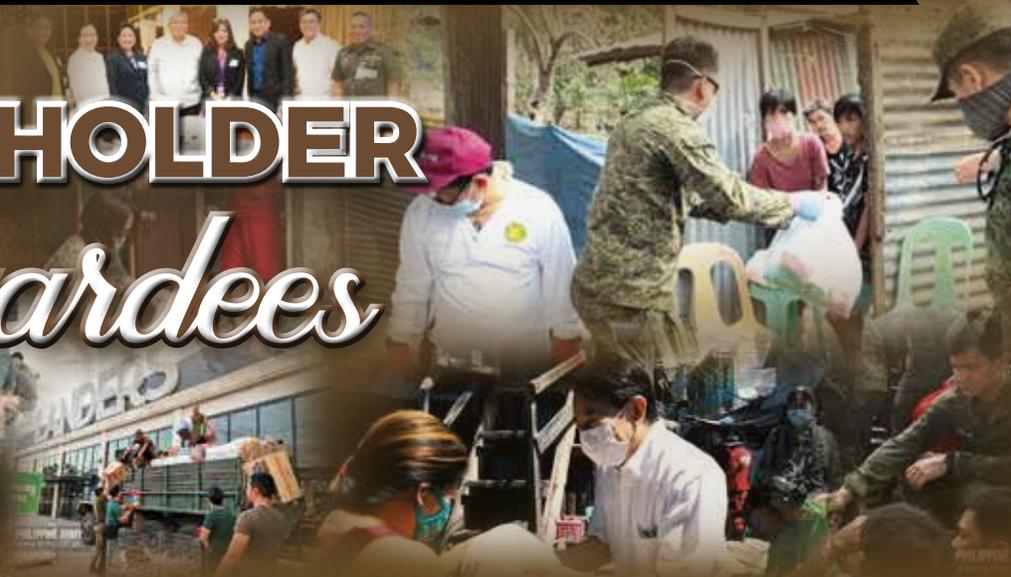
She is an active outreach program volunteer who teaches basic languages to elementary students. She is also instrumental in the conduct of several relief operations, feeding program and tree planting activities.



C/COL DESTINEE A NOOR, 1CL
7RCDCG, ARESKOM, PA

Growing Seed of Excellence Award

STAKEHOLDER *Awardees*



PMFTCI, thru Project EMBRACE, donated Medical-Dental Equipment, COVID-19 Essentials, and Mobile Kitchen



Spearheaded the “One Voice Pilipinas” Concert which gathered PHP 13.2 Million worth of Relief Goods that greatly contributed in the Army’s effort to mitigate the impact of COVID-19 pandemic.

2LT GIAN MATTEO VITTORIO F GUIDICELLI PA (RES)



MVP donated a BO 105 rotorcraft helicopter which greatly aids in enhancing the competency of the Army Aviation Regiment, especially in the conduct of Reconnaissance, Humanitarian Assistance, and Disaster Response mission.

MANUEL V PANGILINAN



Landers partnered with the Philippine Army in distributing relief goods and family food packs to communities affected by the Taal volcano eruption and COVID-19 pandemic.



ADB partnered with the Philippine Army in distributing P250M worth of family food packs which benefitted 174,000 families heavily impacted by the COVID-19 pandemic.

MASATSUGU ASAKAWA
President, Asian Development Bank



BDO Foundation contributed in the establishment of the Army Literacy Program. Uplifted the morale and welfare of the Philippine Army personnel by contributing in the establishment of the Financial Literacy Program for Soldiers.

LAUNCHING OF FINANCIAL EDUCATION PROGRAM



Army Starts COVID-19 Vaccination Rollout to Personnel

The first dose of the vaccine was distributed to 5,000 personnel and the nationwide vaccination rollout to all Army units in 18 Army hospitals was conducted. COVID-19 response personnel such as Army medical professionals, Army responders, and Command and Control was prioritized in the distribution of said vaccines.

Acting Army LT. GEN. JOSE C. FAUSTINO JR. PA led the Ceremonial Vaccination receiving the first dose of CORONAVAC Vaccine, March 2.



The Acting Army Chief was joined by the Vice Commander MAJ. GEN. ROBERT C. DAUZ PA, CHIEF OF STAFF, MAJ. GEN. ROWEN S. TOLENTINO PA, and Army General Hospital Executive Officer LT. COL. TERESITA R. MERIOLES PA during the vaccination in the presence of Deputy Chief Implementer on the National Policy Against COVID-19 and Bases Conversion and Development Authority President Vivencio “Vince” B. Dizon, Department of Health’s (DOH) Disease Prevention and Control Bureau Director Dr. Aleli Annie Grace Sudiagal, and Department of Interior and Local Government Assistant Secretary Marcelo Morales.

Other senior officers and members of the general, personal and special staff as well as some commanders of the Army major units were also vaccinated on same day.

LT. GEN. FAUSTINO PA in his address to the Army personnel said, “Remember that being inoculated is our duty to the country and to the Filipino people whom we have sworn to serve and protect.”

“And to our countrymen, please know that the relentless trust and confidence you accord the Army drive us more to continue our efforts to effectively perform our mandate to serve the people and secure the land,” he added.

As of this writing, the Army is rolling out its second dose to complete the inoculation of its personnel. 🇵🇭





PHILIPPINE ARMY OFF-BASE HOUSING:

“A SHELTER FOR EVERY SOLDIER”

• MAJ DEBBIE S IGLESIA (FS) PA, Chief, HABr, AHO

The Army Housing Office (AHO) is a distinct office of the Philippine Army (PA) that is responsible on all matters pertaining to the administration, management and utilization of all PA housing, transient quarters, AFP Transient Facilities (ATF) and other housing projects. The AHO serves as a liaison between the military community, government housing authority and civilian real estate agents and developers.

The PA housing, on the other hand, refers to on-base and off-base housing accorded to every soldier as part of the morale and welfare program of the PA. On-Base Housing is typically built within the proximity of the military base intended for personnel assigned therein. While Off-Base Housing is a community of uniformed personnel located outside military bases. These housing units are offered by the government and by private developers to uniformed personnel at absolutely affordable prices as compared to other properties with the same features. Additionally, PhP 100,000.00 government subsidy on all GEHP projects is being given to all awardees.

Off-Base Housing Projects

The PA Off-Base Housing under President Rodrigo Roa Duterte (PRRD) was formulated in line with

Philippine Government Administrative Order No. 9, s. 2011 purposely to improve the welfare of government employees, including military and police personnel, by providing them and their families with decent and affordable shelter with the National Housing Authority (NHA) as the lead agency. It is also in recognition of the sacrifices of military and police personnel who put their lives at risk to uphold the laws of the land and maintain peace and order in the country. This is a significant improvement in the quality of materials and, more importantly, in the prime locations in every region.

The government's housing program dubbed as “Government Employees Housing Program” aims to build 10,910 housing units for soldiers, policemen, firemen, bureau of corrections and jail personnel and other government employees. However, the 10,910 housing units are apportioned into several agencies. Only 35% of which will go to the Armed Forces of the Philippines (AFP) to include their respective Civilian Human Resource (Civ HR) which was further apportioned to its major services namely, the Philippine Army (PA) with 47%; the Philippine Navy (PN) with 23%; the Philippine Air Force (PAF) with 19% and the Technical and Administrative Services (TAS) with 11%.

Most of the government's housing projects are still ongoing except for the Scout Ranger Ville located in Brgy Calumpang and Brgy Tartaro-Sibul of San Miguel Bulacan which was recently completed with 1,000 units with 60 square

PROJECT SITES	TARGET NO. OF UNITS	PA ALLOCATION
Santa Monica Homes Sta. Asuncion, San Nicolas, Ilocos Norte	500	82
Masskara Village, Brgy. Sum-ag, Bacolod City, Negros Occidental	500	82
Crown Estates, Brgy. Bobonon, Alangalang, Leyte	400	65
Cabaluay Place, Brgy. Cabaluay, Zamboanga City	925	152
Vista Alegre, Dos Hermanas, Talisay City, Negros Occidental	1,000	164
South Park Residences, Cebu City	850	139
Madayaw Residences, Brgy. Bangkal, Talomo Dist. Davao City	640	105
Christine Villas Brgy. Maria Cristina, Balo-I, Lanao del Norte	1,000	164
Maresca Homes, Brgy. Guilon, Island Garden City of Samal, Davao del Norte	1,000	164
Ciudad de Dahican, Mati, Davao Oriental	500	82

meters (sqms) floor area and 150 sqms lot area single-storey duplex. The housing project is very much suited to the lifestyles of today's engineering designs. These existing GEHP designs will be the benchmark for all housing intervention of the government that are far better than the old AFP/PNP Housing Projects.

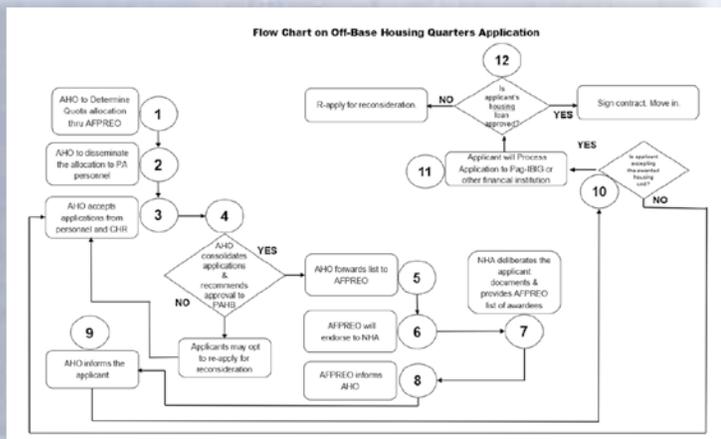
Amidst the COVID-19 pandemic, the government, thru NHA, is very resilient in hitting its target of accomplishing all its projects nationwide. Among the priority projects this CY 2021 includes the following 2-storey and low-rise 5-storey buildings:

Lined up projects listed below are still open for application thru the AHO based on the existing provisions of Circular Nr 01, GHQ, AFP dated 15 January 2021 which states that all applications should be coursed through the respective Major Services' Housing Office and shall be pre-deliberated by the Major Services' Housing Boards prior to endorsement to the AFP Real Estate Office Housing Management Division.

In further compliance with Circular Nr 01, GHQ, AFP, the PA has formulated its standard procedure in applying for off-base housing shown in the chart below. Also, a set of requirements for married and single applicants are readily available.

PROJECT SITES	TARGET NO. OF UNITS	PA ALLOCATION
REGION I		
St. Gregory ParkVille, Bantay, Ilocos Sur	500	82
Springview Heights, Tuba Benguet	1,000	164
Woodstowne, Brgy. Tabtabungao, Rosario, La Union	500	82
REGION III		
Mt. Samat Ville, Balanga, Bataan	500	82
Mt. Arayat Residence Arayat, Pampanga	732	120
Camp Magsaysay Place, Nueva Ecija	500	82
Pandi Encamp, Bulacan	750	123
REGION IV		
Our Lady of Mount Carmel Ville Lipa, Batangas	1,000	164
Palm Tree Hauz Puerto Princesa City, Palawan	500	82
REGION VII		
South Park Residences (MRB) Pandan, Cebu	850	139
REGION XI		
Xavier Heights Catalunan Grande, Davao City Davao del Sur	550	90
Kapyaan Heights Digos City, Davao del Sur	750	123
Balai San Agustin Panabo City, Davao del Norte	700	115
Holy Rosary Park Homes Tagum, Davao del Norte	500	82
T. Mascardo Street, Project 4, Quezon City	162	26
Felix Avenue, Brgy. Santolan, Pasig City	171	28

However, the selection of awardees is classified into four (4) categories as follows:



UPDATED GOVERNMENT EMPLOYEE HOUSING PROGRAM REQUIREMENTS

For Married Applicants

- TAB A – Duly accomplished Application to Purchase House & Lot Form
- TAB B – Latest 3 original consecutive months Pay-slip
- TAB C – Original BIR Certified Income Tax Return (ITR)
- TAB D – Employer’s Certificate of Compensation
- TAB E – Photocopy of Birth Certificate from PSA
- TAB F – Photocopy of Marriage Certificate from PSA
- TAB G – Photocopy of any two (2) government-issued ID with signature (borrower and spouse) inscribed with three (3) specimen signature
- TAB H – DLO, PA from Army Adjutant & Cert. of Non-pending Case by unit (Original)
- TAB I – 2x2 I.D. picture (2 pcs)
- TAB J – Duly accomplished Housing Loan Application (HQP-HLF-068) with recent 1x1 ID photo of borrower (2 original copies)
- TAB K – Notarized Borrower’s conformity (HQP-HLF-108) (1 original copy)
- TAB L – Authority to Deduct Loan Amortization (HQP-HLF124/634) (1 original copy)

For Unmarried or Single Applicants

- TAB A – Duly accomplished Application to Purchase House & Lot Form
- TAB B – Latest 3 original consecutive months Pay-slip
- TAB C – Original BIR Certified Income Tax Return (ITR)
- TAB D – Employer’s Certificate of Compensation
- TAB E – Photocopy of Birth Certificate from PSA
- TAB F – Photocopy of any two (2) government-issued ID with signature (borrower) inscribed with three (3) specimen signature
- TAB G – DLO, PA from Army Adjutant & Cert. of Non-pending Case by unit (Original)
- TAB H – 2x2 I.D. picture (2 pcs)
- TAB I – Duly accomplished Housing Loan Application (HQP-HLF-068) with recent 1x1 ID photo of borrower (2 original copies)
- TAB J – Notarized Borrower’s conformity (HQP-HLF-108) (1 original copy)
- TAB K – Authority to Deduct Loan Amortization (HQP-HLF124/634) (1 original copy)

1. First (1st) Priority – Medal of Valor awardees and legal beneficiaries, legal beneficiaries of KIA military personnel, KIA reservist while on active status and KIA CAA who have not yet availed of free off-base housing program.

2. Second (2nd) Priority – Military personnel/CAA with Total Permanent Physical Disability (TPPD) who has acquired the disability either in Line of Duty (LOD) or in battle. In addition, personnel who are Wounded-In-Action (WIA), limited to major injuries, as prescribed in SOP Number 11, GHQ, AFP dated 18 October 2001, entitled “Classification of Battle Injuries for Payment of Cash Remuneration from the President”

3. Third (3rd) Priority – Regular military personnel with priority given to married / accompanied, especially those married with another AFP personnel, over single military personnel. In addition, all active military personnel who have reached retirement but with pending application filed at least one (1) year before their retirement upon approval of the Circular Nr 01.

4. Fourth (4th) Priority – Regular Civ HR. Priority shall be given to married/ accompanied, especially those married with another AFP personnel, over single Civ HR.

Way Ahead

To emphasize the continuing thrusts of uplifting the morale of PA personnel, AHO is committed to extend utmost assistance to all interested applicants. An advocacy called “Army Housing Caravan” will be sustained to promote and showcase the commendable housing projects of the government and to aggressively raise awareness for soldiers to avail PA housing programs. Contrarywise, the sudden change brought by the state of public health emergency will not hamper the office to continuously educate and inform PA personnel. AHO will design a social media page that will provide updates on housing programs related to its mission to improve services by digital transformation and availability of online transaction.

For inquiries, contact the Housing and Accommodation Branch of AHO at mobile numbers 0915 265 5519 and email at habranchaho@gmail.com. 



PHILIPPINE ARMY NEW POL FACILITIES ON STRATEGIC LOCATIONS

• CPT LOUIE M. OCAMPO (CE) PA

The Office of the Assistant Chief of Staff for Logistics, G4, PA saw the importance of providing the immediate requirements of the troops. As a result, gradually, the PA frontloads supplies to Combat Service Support Units (CSSUs) for accessibility of endusers. One of the major commodities is the Petroleum, Oil and Lubricants (POL) which are the primary requirement during movement operations. PA POL Dumps are enhanced to better cater the needs and meet the fuel requirements of the units in the field. PA POL dumps were improved, and other camps were built with new POL facilities, With the proper utilization of Repair, Maintenance, and Construction (RMC) funds and accumulated rebates from the purchase of POL goods.

The OG4, PA has successfully facilitated the implementation of the construction and rehabilitation of POL facilities PA-Wide. The project aims to build strategic fuel stations within military camps and maximize the effectiveness and readiness of PA units in conducting operations and mobilization.

For Fiscal Year 2020, a total number of five (5) POL facilities were rehabilitated amounting to Sixteen

Million Forty-Five Thousand Nine Hundred Fifty-Three Pesos and 17/100 (PhP16,045,953.17).

Currently, the rehabilitation of existing three (3) POL facilities are still on the bidding process: HMID in Capas, Tarlac, H2MIB, MID in Iligan City, and H71D (Phase 2) in Palayan City, Nueva Ecija. Similarly, the construction of new POL facility within the three (3) PA camps is currently on the bidding process: H31D (Phase 1, 2 & 3) in Jamindan, Capiz, H51D (Phase 1 & 2) in Upi, Gamu, Isabela, and HI IID in Jolo, Sulu.

Furthermore, a total amount of Ninety-Seven Million Seven Hundred Seventy-One Thousand Three Hundred Forty-Two Pesos and 50/100 (PhP97,771 ,342.50) charged to POL rebates of CY 2019 was approved to support the construction of new POL storage facilities at ARESCOM in Tanza, Cavite, MATG, TRADOC, and FSRR in San Miguel, Bulacan.

The enhancement and development of POL facilities in strategic areas would aid in the continued mobilization of the Philippine Army (PA) units throughout the country in their mission of “Serving the People, Securing the Land.”



Modular Facilities for PA Units

• CPT LOUIE M. OCAMPO (CE) PA

Since 2019, the Philippine Army (PA) has been looking into the possibilities of utilizing modular facilities for the troops' ground operations. Recently, the Office of the Assistant Chief of Staff for Logistics, G4, Philippine Army facilitated a successful implementation of the fabrication of Modular Facilities to selected PA units. The project aims to provide a field facility that can be conveniently installed and disassembled every time a maneuvering unit moves from one location to another.

A total number of 130 modular facilities for the various PA maneuver units amounting to Thirty-Four Million Eight Hundred Eleven Thousand Three Hundred Sixty-Four and 50/100 (PhP34,811,364.50) was allocated for the fabrication of Modular Barracks (3mx6m), Modular Toilet and Bath with Partition (23 units), and Modular Office (23 units) (Tactical Operation Center). Additionally, PA proposed a two-year initiative for fund allocation to enable the provision of more modular facilities to PA maneuver units.

Moreover, a Capital outlay fund of One Hundred Thirty Million (PhP130,000,000.00) was authorized for Fiscal Year 2020 to finance the fabrication of modular facilities for PA brigades and battalions, with the following breakdown: 30-units Modular Storage Facility (Armory), 10-units Modular Storage Facility (Supplies), 200unit Mobile Facility (Barracks), 40-units Multi-Purpose Hall/Clubhouse, 130-units Modular Facility (Officers' Quarters), and 10-units Modular Facility (Sgt Majors Quarters).

The OG4, PA continues to use PA-Wide Logistics Funds to fabricate modular facilities in order to improve the maneuver units' facility readiness. AFPCEs, or Army Field Stores, are another modular facility that has been built. 🇵🇭

The Integration of PA Logistics Management Information System (PALMIS)

• LORIE JANE RUANTO ESPIRITU

The Philippine Army through the Office of the Assistant Chief of Staff for Logistics, G4 has developed the Philippine Army Logistic Management Information System (PALMIS) which is designed and formulated to generate a reliable and accurate web-based information system. It features a safer server and strong security and serves as a foundation for making decisions in the organization's best interests.

The purpose of PALMIS is to institutionalize the logistics information system of the PA and a mechanism where we can establish an efficient line of communication to our supported units down to the battalion level. Further, this could also serve as a feedback mechanism to gain more perspective, ideas and innovations to improve the logistics systems and processes of the PA.

The automation of the logistics information and data is a major contribution in becoming a world-class army. The PA has been a witness to the rapid changes in the security environment, which includes the cyber space as one of the domains of security operations. The rapid technological advancement is an eye opener for the organization on the vulnerabilities of our information system, however, it also opened doors for growth and development of our system. Hence, the PA should let be adept, be proactive and be flexible in embracing technological breakthrough concepts and allow our organization to adapt to this fast-changing security environment. 🇵🇭



PA C4S Capabilities: Paving Towards Modernization

OG6, PA

The Commanding General, Philippine Army, LTGEN JOSE C FAUSTINO JR stresses the need to develop resilient C4S infrastructure and C2 systems with enhanced protection against cyber threat through defensive and active cyberspace operations. This is in accordance to the CSAFP's guidance to prioritize the development of C4ISTAR as one of the "game changer capabilities" and the need to fortify the protection of network and systems to prevent and mitigate cybersecurity incidents.

Playing a significant role in providing C4S support to ground forces as a part of the Joint Forces of the AFP, the PA carries out these thrusts and guidance through these strategic programs: development and integration of information systems; enhancement of common operational picture; and

development of functional cyber units. Looking through these, following are the C4S updates and way-ahead:

On the Development and Integration of Information Systems, MITHI, DICT endorsed the Philippine Army Information System Strategic Plan (PAISSP) 2021-2023 last May 14 2020. For FY2021, the PA will pursue the enhancement of Army Personnel Information System, PA Payroll System Enhancement, and Signal Equipment Materiel Information System and the subsequent deployment of these systems down to the Brigade level. PA adapted these programs to realize the need of having an integrated information system that generates accurate, current, complete and accessible information. This will improve the effectiveness and efficiency of PA management and support process in operation and admin activities. Also included will be the repletion of computers and other ICT equipment; conduct of ICT trainings and maintenance; and the implementation of the Philippine Army Open and Closed Network. These shall increase the PA's readiness condition and strengthen the ICT skills of PA personnel. Moreover, the physical and logical separation of Open and Closed PA Network down to PAMUs shall enhance the confidentiality, integrity and availability of PA classified information. This shall also improve the PA capability to verify and authenticate PANET users to access specific information and PA Network services.

Likewise, in the Development of Functional Cyber Units, the Army shall pursue the establishment of additional eight functional Computer Security Incident Response Teams, which can operate in full spectrum to disrupt, mitigate and neutralize cyber vulnerabilities and recover from cyberattacks during IO in support to the Philippine





Army Major Units. PA will also support the continuous development of the PA Cyber Battalion (P), which aims to conduct active and defensive cyberspace operations to protect the PA cyber assets and defend them from cyber-attacks across different PA domains of operation. The crafting of doctrines and conduct of cyber trainings and exercises are also integral in the PA's cyber efforts.

On providing Common Operational Picture (COP), PA shall pursue the implementation of Blue Force Tracking System for the 6th Infantry Division to enable its brigades to better monitor, evaluate and direct the movements of troops in the battlefield. This gives the commanders the ability to provide the needed decisiveness in executing combat actions in the engagement areas. Likewise, the Army shall proceed with the customization of KM450 as the Mobile Command Center for the 11th Infantry Division; fabrication of 18 sets Secured-Mode VHF Repeater System (SMVRS) and 24 sets of tactical solar chargers; and repair of tactical radios and 120 sets of Night Fighting System (NFS).



Additionally, PA shall enhance the following: CAFAC for the 3rd and 8th Infantry Divisions; PA EDFS; PAWAN Connectivity; and HPA Wi-fi. Further, PA shall procure 1000 Harris Batteries; accessories for TID, MANET and P25 radios; and 463 sets of Night Fighting System. Moreover, it shall establish a back-up data system at Camp Apolinario Felix, Panacan, Davao City.

Indeed, the C4S capability build-up program is vital in the Army's journey towards being world-class. It had come a long way, but still is far from perfection and still facing numerous challenges. Nonetheless, the Philippine Army shall prevail in overcoming all these challenges and remain committed in delivering a reliable, responsive, secure and cost-effective C4S infrastructure to accomplish the mission. 🇵🇭



BUILDING BRIDGES

IN PURSUIT OF MODERNIZATION

• MAJ MIA RANARIO PA (RES)



It is with no doubt that the pandemic has not just affected the business sector and other social structures, but has also impacted military operations. The limitations set forth by the government have affected some efforts in advancing towards the vision of becoming a world-class Army, to include competency-building through exchanges and exercises. Thus, this has created a gap in terms of enhancing the capabilities towards a more efficient mission accomplishment. Seeing that the PA modernization objectives warrant to be met and that the continuity of PH-US trainings are in order, the Philippines-United States Virtual Staff Exercise was launched — thus bridging the identified gap.

The Virtual Staffex is a collaborative activity between the 1st Brigade Combat Team (IBCT) and the 5th Security Force Assistance Brigade (5SFAB) conceptualized through coordination of the Office of the Assistant Chief of Staff for Training and Education, G8, Philippine Army (OG8, PA) with JUSMAG-P. With the 1BCT at the forefront of the Army's developing capabilities, the exercise aimed at enhancing the BCT's warfighting functions and the military decision-making process with territorial defense as its planning scenario. In consideration of the pressing effects of the pandemic, both armies were also able to exchange lessons and best practices amid the scenario.

Prior to the actual staff exercise, a formal opening ceremony was held on September 14, 2020, followed by a series of briefings, a review of the Military Decision Making Process (MDMP) and an exchange of deployment experiences in specific cell discussions. Each cell focused on a specific war fighting function wherein participants were able to share and compare on aspects such as organization, manning and supervision. Upon the issuance of the Northern Luzon Command (NOLCOM) Operations Order (OPORD), the staff exercise commenced and proceeded with a briefing progression required for the MDMP and OPORD. After which, advisors from the 5FSAB gave their comments to further enhance the operations planning of each unit based

on each presentation. As a part of the exercise content, 921B and 3ECC provided their COVID-19 experience as support units attached to Joint Task Force- National Capital Region and PA Disaster Response Task Group. In turn, the 5SFAB was able to share the mitigation efforts they have undertaken to ensure that their forces are COVID-free. The 10-day exercise ended on September 23, 2020 after an online meet and greet, and after-action review.

Having similar processes of planning for operations made it easier for both armies to exchange settings, ideas and improvements even when drawing from totally different experiences. What is even more remarkable about this first of its kind bilateral online training is that it was being done with the 1BCT operating on the ground. Despite the challenge brought about by the time zone difference that limited the time for presentations, critique and exchange, the published schedule was still generally followed.

The take-aways of the participants based on the objectives were clear indicators that exercises and exchanges are effective ways to build competencies, especially in a unit's war fighting function. Albeit the extent of engagement, there are numerous means and practices that the Army can employ to meet the demands of the highly evolving security environment that necessitates modernization. All

that needs to be done is to build bridges so that we can get to where we want to be.

In fighting the COVID-19 pandemic, the Engineer Units have even strengthened their camaraderie with one another by fostering unity among them. Imbibing the spirit of Bayanihan, soldiers of said unit were able to establish Emergency Quarantine Facilities that are made up of wood and polyethylene sheets for only 5-7 days. Equipped with quality and power tools, as well as the dedication to help in the government's fight against COVID-19, the construction team of Army Engineering Units was able to successfully complete 30 units of EQFs that served as makeshift hospitals and camps all over the country.

The Bayanihan Spirit was owed to the support of different stakeholders and private organizations that serve as partners of the Philippine Army. They are the San Miguel Corporation, William T Associates & Group, Hospitals, LGUs, and NGAs.

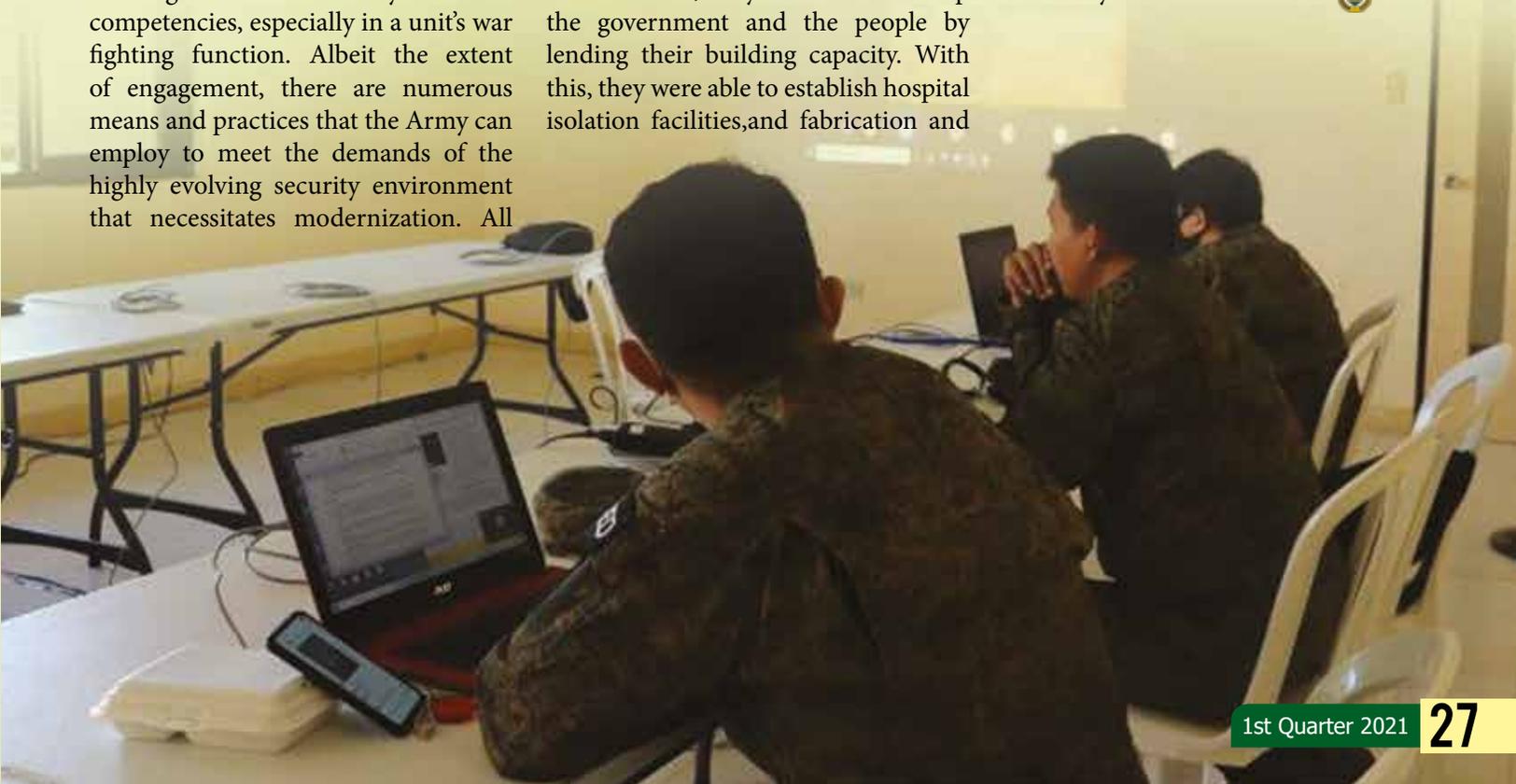
Despite the accomplishments, the Army Engineer Units didn't stop there. In fact, they continued to help the government and the people by lending their building capacity. With this, they were able to establish hospital isolation facilities, and fabrication and

distribution of portable hand washing stations.

In re-establishing communities after the Marawi Siege, the Army Engineer Units alleviated communities through partnering with other AFP units and GMA Kapuso Foundation to establish 1) a seven-classroom 3-storey school building named Datu Saber Elementary School, and 2) a two-classroom 2-storey school building named Patani Elementary School. These schools ignited the hope and dreams of children in Marawi City, and this was made possible with the help of the Army Engineer Units.

Aside from school buildings, a 40-meter hanging bridge was also constructed in Salvador, Lanao del Norte that gave the people of the municipality new hope for a more peaceful and developed community in the future.

What they say is true, that soldiers are the protectors of the people. The Philippine Army has gone a long way in its quest for transformation to better serve the people and the nation. And in this journey, the Army Engineer Units will always be at the forefront. 





A Call for Volunteerism, Reservists' Capabilities in Times of Humanitarian Assistance and Disaster Response

• MADEFER B. LEONEN

“Nothing worth having comes easy, trust the process” - Napz Pellazo

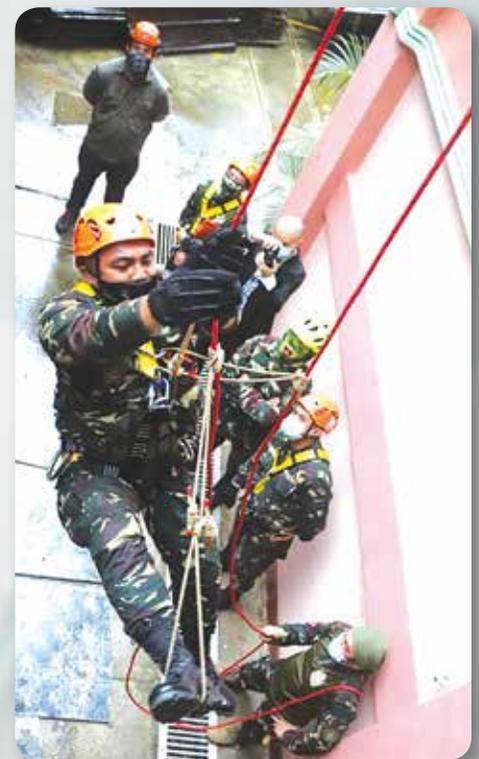
The Philippines is facing threats, disaster risks, and national emergencies caused by both natural and man-made disasters and as the Armed Forces of the Philippines being relied upon by the people and the state, must remain prepared and dependable most especially in times of great disasters.

The National Disaster Risk Reduction and Management Council (NDRRMC) is responsible for ensuring the protection and welfare of the people during disasters and national emergencies under the Department of National Defense (DND) where the Armed Forces of the Philippines is one of its members that have an interrelated response to disasters and national emergencies.

In line with this, the Humanitarian Assistance and Disaster Response

(HADR) has been executed by AFP, in support of NDRRMC and other agencies, to alleviate the effects of disasters, calamities, or any type of national emergencies. In partner with our Regular Force is our Army Reserve Force from different Ready Reserve Units of Army Reserve Command where units are deployed to almost all disaster-prone areas nationwide are readily available rendering immediate response to disasters and national emergencies.

One of the core missions of the Army Reserve Force, as stipulated in RA 7077 also known as the Citizen Armed Forces of the Philippines Reservist Act, and following its support role in nation-building, is “to assist in relief and rescue during disaster or calamities” in which these reservist and reserve units have made significant contributions in Humanitarian Assistance and Disaster



Response through timely response and rescue to save lives, protect properties and minimize damage during the occurrence of calamities, disaster reconstruction, and development activities to alleviate the suffering of affected communities.

To attain a full utilization of Army Reserve Force in the conduct of HADR activities during the occurrence of calamities and disasters nationwide, a continuous training program for them must be conducted, such as the Ready Reserve Unit (RRU) Training.

Ready Reserve Unit (RRU) Training is done annually by Regional Community Defense Groups (RCDGs) to develop the Reserve Force competency and skills that are essential for the Reserve Force Development (RFD). Army Reserve Command (ARESCOM) must implement and supervise the conduct of reserve force unit training under the specified unit training program.

RRU Units Training includes the HADR Training which comprises Collapsed Structure Search and Rescue



(CSSR), Water Search and Rescue (WASAR), and Mountain Search and Rescue Training (MOSART). Once they have acquired the skills, the reservists and reserve force are not far from the Army regular force's capabilities and can definitely make a significant contribution to disaster preparedness, prevention, and mitigation, and rehabilitation and reconstruction efforts of the government. They are as

much as capable in providing support to manpower, transportation, medical and others for the people.

Ready Reserve Units (RRUs) shall be organized and capacitated to perform as First responders in respective areas. At the end of this training, Philippine Army and Army Reserve Units will be more capable to execute HADR for their countrymen.

ACTIVATION OF 16th REGIONAL COMMUNITY DEFENSE GROUP

Replacing the Autonomous Region in Muslim Mindanao (ARMM), the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM) was formed with the ratification of its basic law, the Bangsamoro Organic Law following two-part legally-binding plebiscite in Western Mindanao held on January 21 and February 6, 2019. With this transition, it was determined that a Regional Community Defense Group (RCDG) needs be activated to said area to cater specifically the new region that shall develop, organize, train, equip, and administer reservists into a readily mobilizable Reserve Force.

The creation of the 16th RCDG in BARMM is in compliance with the command guidance issued by then Commanding General, Philippine Army (CGPA) LTGEN CIRLITO E SOBEJANA upon his assumption as CGPA in July 2020. The activation of an RCDG in that area is also in accordance with Section 9 of Republic Act (RA) 7077 or the "Citizen Armed Forced of the Philippines Reservist Act", wherein it is stated that:

"...The organization, structure, manning and equipment of reserve units shall conform to the organization of the regular force. Reserve units of a battalion type or equivalent shall be organized on

a provincial basis, and reserve units of a brigade and division type or equivalent, on a regional basis."

BARMM covers three Community Defense Centers (CDC) that are under 9RCDG, IORCDG, and 12RCDG. Because of this, these CDCs will be detached from their original RCDGs and be transferred to the authority of BARMM RCDG with two (2) new CDCs to be activated in the region, for a total of five (5) CDCs. In the proposal, the BARMM RCDG will be following the same organizational structure of other RCDGs and shall also be given appropriate trainings to equip and prepare its reservists to augment the regular force in times of emergencies.

OAIA'S STRATEGIC AND ANNUAL WORK PLAN

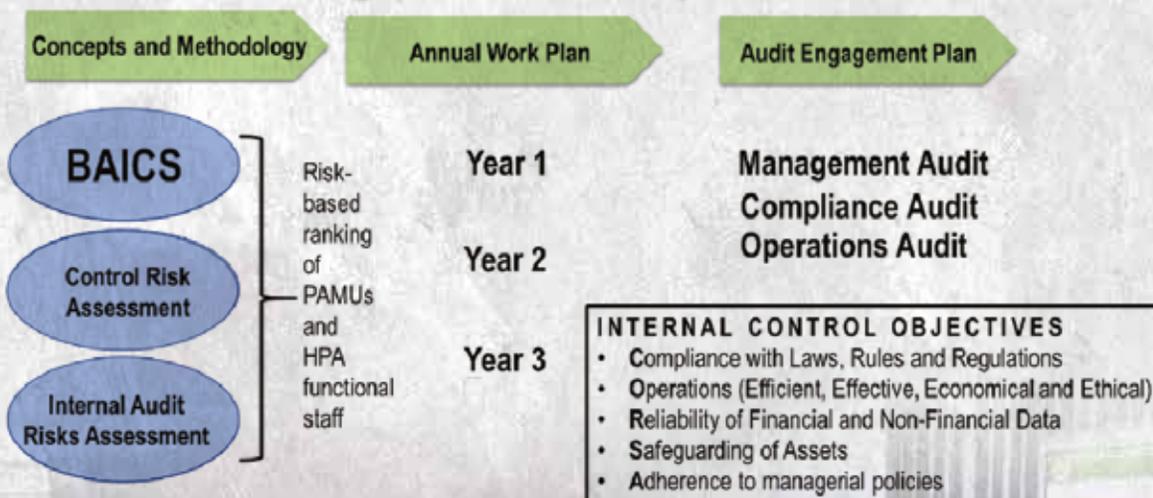
• MAJ JOSE WILFREDO G PANES (INF) PA

Considering the results of Baseline Assessment of Internal Control System (BAICS), Assessment of Control and Internal Audit Risk on the auditee (PAMU/HPA office), the OAIA crafted its proposed Strategic Plan and Annual Work Plan. This Strategic Plan consists of three-year direction of internal audit activities. On the other hand, the Annual Work Plan is based on the identified audit areas for one year from the strategic plan, followed by the audit engagement plan, that sets the activities of every audit engagement which are determined in the annual workplan. This auditing approach is in line with the guidelines set by the Revised

Philippine Government Internal Audit Manual CY 2020 (RPGIAM CY 2020).

BAICS is the starting point and one of the elements of OAIA's Strategic Plan. It is iterative and updated whenever there are changes in the internal control components of units and offices. This is to ensure that OAIA continually focuses to be relevant in the Philippine Army. After which, OAIA considers the second element, the Control Risk Assessment on the key processes of Operations (OPS), Support to Operations (STO) and General Administration and Support (GAS). Generally, it is the responsibility of

OAIA Strategic Plan Conceptual Framework





the unit/offices to assess the possible risk on their overall operations. However, in the absence of unit/offices risk assessment, for planning purposes, the OIA undertakes those risk assessments on identified controls where there may be highest impact on key process of OPS, STO and GAS. Another element in crafting Strategic Plan is the internal audit risk assessment, it determines the factors, e.g., security situation in the area, calamities, pandemic and other equivalent that might

After completing those three elements, OIA subsequently crafted a Strategic Plan consisting of three-year direction of internal audit activities. It prioritized potential audit areas on auditees based on the following: those controls with highest impact on OPS, STO, GAS and audit risks shall be covered from first to second year, those controls with moderate impact; and for the third year, are those controls with low impact. The potential audit areas are taken from the control universe and review of other reports as the primary result from the conduct of BAICS. Those are the controls that are claimed by auditees to be in placed based on BAICS result.

The three-year direction is translated into three Annual Work Plans. These contain the prioritized audit areas, type and approach of the audit in each year as programmed in the strategic plan. This Work Plan includes areas for management and/or operations audit, wherein the conduct of a compliance audit is necessary. Audit engagement plan is also prepared for a specific audit area prioritized for the year.

Aside from audit engagement, the OIA Strategic Plan also considers some activities which require immediate purpose as directed by CGPA. The Strategic Plan will be reviewed on a quarterly basis to ensure its implementation, for continuous improvement and in response to the needs of the situation.

With the OIA's Strategic Plan and in compliance with RPGIAM, the office can assure that it will have a logical, structured and strategic approach in internal auditing. This is also to promote effective, efficient, economical and ethical operations, high degree of compliance to Laws Rules and Regulations (LRRs), managerial policies and accountability measures of the Philippine Army. 



ARMY CAPTAIN RECOGNIZED AS ONE OF THE OUTSTANDING YOUNG MEN (TOYM) 2020 FOR COMMUNITY DEVELOPMENT

Transformation highlights the deeds of CPT RON T VILLAROSA JR PA of the Army's Special Forces, recently named as one of the "The Outstanding Young Men 2020" cited for Community Development.

The recognition epitomizes the AFPs efforts to "win the peace" rather than just "fighting wars."

Captain Villarosa's works encompass beyond traditional military tasks of combat operations, focusing on bulwarks of armed groups to provide basic services and needed government interventions. Adapting a developmental approach to conflict, he spearheaded several initiatives that shaped the operational environment for conducive for peace and development.

As a junior officer, CAPTAIN VILLAROSA participated in several combat campaigns against the Abu Sayyaf Group in Basilan from 2013-2017. He was called in to Marawi as a staff officer during the Marawi Siege. His exposure to conflict-affected areas made him keen to see the importance of development to enable and sustain peace.





During his stint in Basilan, the awardee, then a Second Lieutenant leading Special Forces Team 1403, promoted development as an approach to contain and deter conflict. Under the guidance and leadership of the LTC ELIGLEN VILLAFLORES PA, his team was instrumental for the conversion of a former MNLF Camp into a school. The project was dubbed “From Guns to Books, From Camp to School.” The endeavor provided accessibility to education for the young MNLFs and greatly prevented them from being dragged into violent extremism. Reservists from AFP Reserve Command were flown from Manila to Basilan, providing the MNLF community with necessary government services. Learning from the MNLFs, he ventured to provide livelihood and developmental projects in geographically isolated and disadvantaged areas with different armed groups. His livelihood efforts with the MNLF and armed groups were anchored on the arms-to-farms concept - transforming battlefields to rice fields. This developmental approach was one, among many factors, that allowed Special Forces operators to win the hearts and minds of the local armed communities to support military operations.

Shifting between combat operations and civil-military operations, as a staff officer, then LT VILLAROSA deliberately targeted the enemy’s mobility corridors areas

to induce collaboration with the locals while planning for rehabilitation to conflict-torn areas. Under LTC BACALA’S leadership, LT VILLAROSA was tasked to plan for immediate interventions to conflict-affected areas as part of the Clear-Hold-Consolidate-Develop efforts of JTG Basilan. As with most Special Operation Forces (SOF) units, he acts as a team leader during combat operations, oftentimes writing press releases as soon as objectives are being attained. This enabled him to elaborate articles that legitimize AFP operations while deteriorating the enemy’s credibility. This greatly contributed to JTG Basilan’s information operation.

Engaging with the MILF, LT VILLAROSA conceptualized and implemented the introduction of playground facilities in the conflict-ridden municipality of Al-Barka, Basilan. “From Battlegrounds to Playgrounds” introduced the young MILF in Al-Barka, to progressive and positive activities through the provision of playground equipment and other psycho-social activities. The project provided an alternative for children to exert their energy into socially cohesive and peaceful activities rather than violent acts. The venture also provided psychological first aid and healing to children whose childhood were riddled with the horrors of war. This was conducted with the efforts Save the Children of War Basilan and Upsilon Sigma Phi.

Promoting education as a long-term solution to conflict, then LT VILLAROSA was integral for the provision of college scholarship to deserving MNLF dependents. This initiative was done through the efforts of Furigay Colleges Inc in Lamitan, Basilan, along with different government institutions. This, however, was met with challenges due to policy revisions. He also aligned several NGO projects, specifically, Junior Chamber's International (JCI) flagship project, "Peace is Possible" to benefit the MNLFs currently fighting alongside government forces.

His works in Preventing and Countering Violent Extremism (PCVE) was eventually integrated as one of the pioneering efforts for the Abu Sayyaf Group (ASG) Reintegration Program in Basilan Province. This is the forerunner of the Program Against Violent Extremism (PAVE) of the ARMM. PAVE was responsible for catering to the snowballing surrender of ASGs. Through the program, they were able to validate the causes of violent extremism in Basilan and apply necessary interventions to deter further spread of conflict.

By July 2017, LT VILLAROSA was called to support the humanitarian crisis brought by the Marawi Siege. He was responsible for the largest evacuation center in Saguiaran, Lanao del sur.

Catering to almost 600 families, LT VILLAROSA was able to effectively provide emergency interventions and instill governance for the internally displaced people (IDP).

This prevented the IDPs in Saguiaran from being agitated and recruited by violent threat groups (ISIS and NPA), thereby preventing the spread of further conflict. In a span of three days, left leaning recruiters were "brought" to him by IDPs. Providing a system for effective IDP management, he was able to deter further incursion of left-leaning groups in the IDP facility. As part of his conflict experience, he immediately initiated livelihood engagements, leadership activities to develop IDP leadership and psycho-social programs. Utilizing the IDPs and whatever local resources available, he constructed habitable spaces to accommodate other evacuees.

During the reconstruction of Marawi City, now CPT VILLAROSA organized and provided a lead role to support the planning and execution of DENR's social cartography. Said process is anchored on environmental peacebuilding to prevent conflict relapse during the reconstruction of the most affected areas in Marawi City. His planning and supervisory skills enabled the social cartography to conclude two months ahead of schedule.

Shifting to PCVE tasks, CPT VILLAROSA initiated and synchronized different efforts from government and non-government agencies to launch the Lanao del Sur Returnee Reintegration Program. The program provided rehabilitation to the Maute-IS returnees with community development necessary to prevent the relapse of violent extremism. His "From firefights to boodle fights" theme provided ground cohesion between the MILE, Maute-IS returnees and



government troops necessary for psychological healing and eventual reintegration. His motto for the cause: “If the ISIS can make terrorists, let us show them that with our heart and understanding, Filipinos can unmake terrorists.” His works were soon presented to national level agencies as part of best ground practices for PCVE. The United Nations Development Program (UNDP) established a project management office to sustain the efforts from the reintegration program.

Before leaving Lanao del Sur in September 2019, CPT VILLAROSA, with the “B” Coy, 1CMO Coy, initiated the advancement of an irrigation system in Ditsa-an Ramin, Lanao del Sur. The feat irrigated more than 200 hectares of land and provided opportunities to more than a hundred farmers from the local MNLF and MILF community. The idle land, which stood unproductive for more than 50 years, became a flourishing farm after an earth-dug canal was made within just five days. The farm today stands to serve the locals with food amidst the COVID-19 pandemic—a development offered by the people who used to drop bombs—now dropping seeds of hope.

As an officer, CPT VILLAROSA’s exposure to tactical, operational, and policy level engagements allowed him to initiate programs that contributed to transforming the image of the AFP from what was once just an instrument of war, to being a catalyst of development to win the peace.

CAPTAIN VILLAROSA is a product of the Advance ROTC Program of the Pamantrasan ng Lungsod ng Maynila and is a member of Officer Preparatory Course (OPC) Class 58-2011. 



MLX7

Lightweight, High Quality Audio, Longer Battery Life

AN ENHANCED CMO ESSENTIAL EQUIPMENT

• CARINA C. PASTRANO

The Manpack Loudspeaker System (MLX) has become one of the most effective tools that CMO Regiment possesses since it became part of its CMO Essential Equipment in 2013. Though first used in the 1990s, it was only in 2013 when the MLX4 version has been officially engaged in action, first during the Zamboanga Siege and then at the onslaught of Super Typhoon Yolanda. It was also around this time when it was assembled and reproduced by then CMO Group and sent to CMO units in the field. Since then, it was used in numerous efforts that later on became known as Loudspeaker Operations. Through that span of time, MLX4 has undergone various improvements to better serve both its users and target audience.

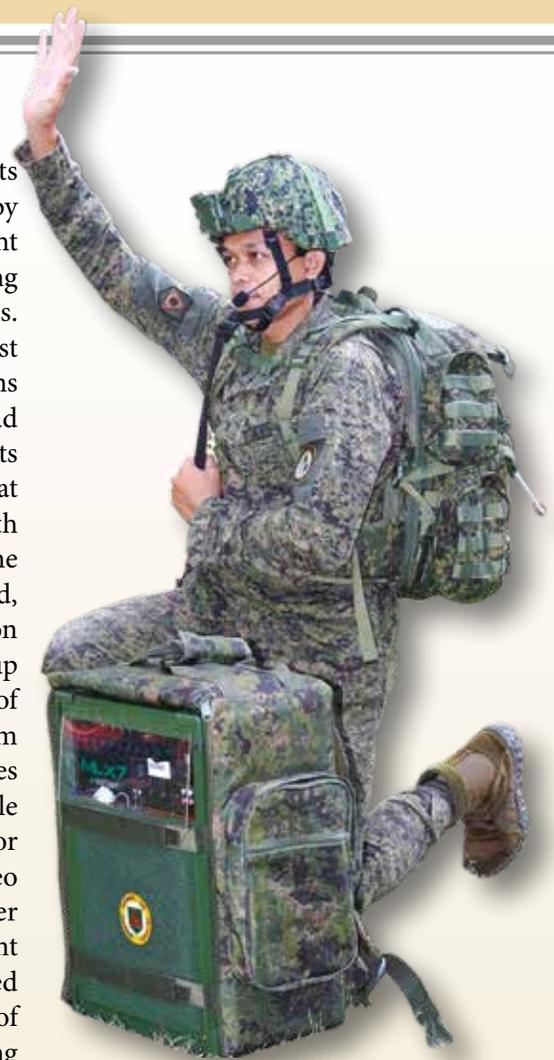


Last year, amid the pandemic, the CMO Regiment through its Office of the Assistant Chief of Staff of Command and Control, Communications, and Cyber System (C4S), G6 has made another version as it continues to seek to upgrade this mission essential equipment. While previous versions of the MLX, especially the MLX6, had their own share of impact on the overall accomplishment of CMOR, the fact remains that it still needing enhancement to address existing concerns. Based on feedbacks from CMO specialists in the field, their concerns include: short-range audio output; limited battery life-span and its hefty weight, among others.

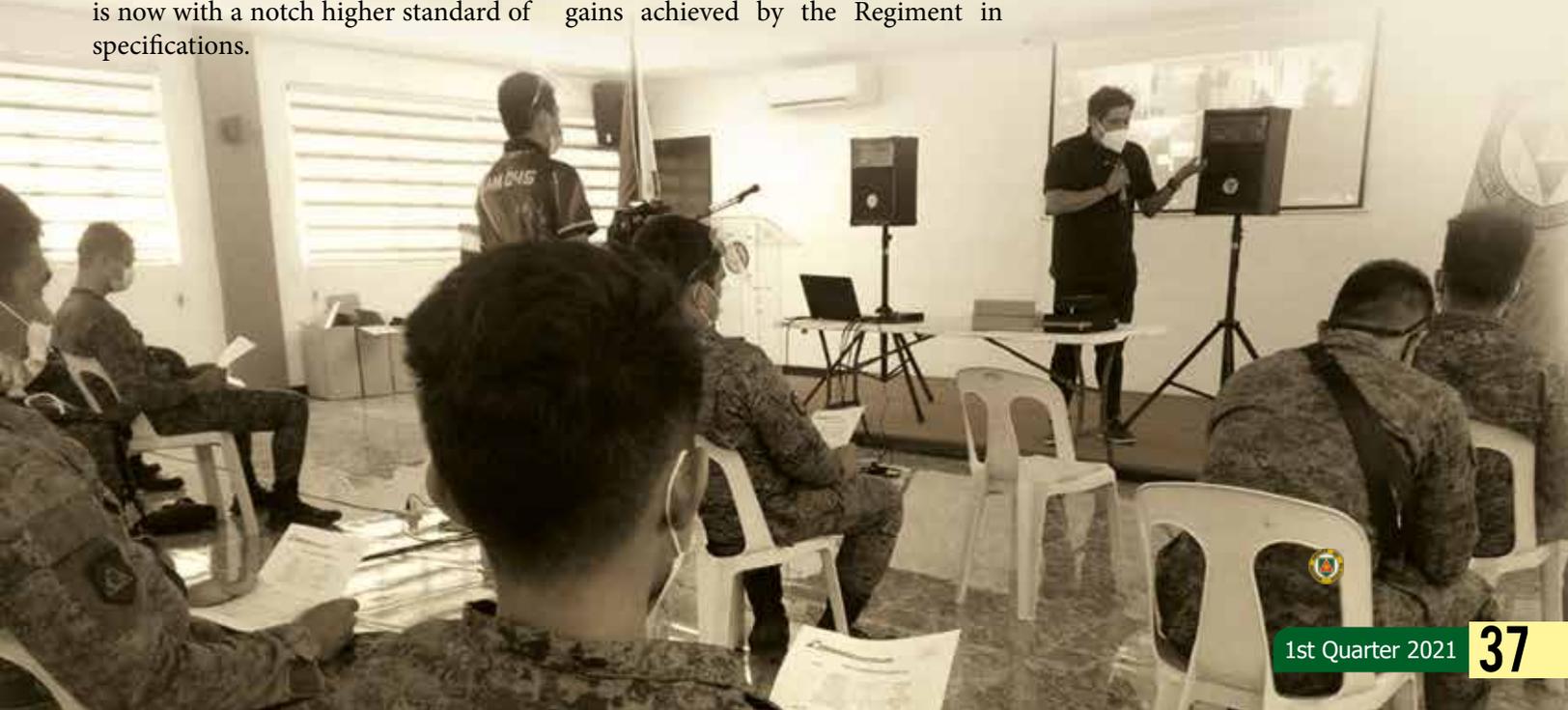
Thus, the MLX had undergone another research and development phase to further improve its latest version. Looking for suitable spare parts for an improved version turned out to be not that easy because those available in the market do not match what the proponents have in mind that would befit the loudspeaker's purpose. This paved the way for a collaboration with a local company that designs various sound systems until the desired outcome was met. It took just less than 10 weeks, including test and evaluation, to wrap up the updated MLX7 which is now with a notch higher standard of specifications.

The MLX7 is 10kg lighter than its 6th version. More often being carried by its operator on his back, its new weight of 14kg eases the movement during prolonged conduct of operations. What more, MLX7 power could last four times longer hours of operations than MLX6 with the installation of lead acid (12V 12AH) battery. This prevents frequent recharging considering that there are areas of operations with limited steady electricity supply. The audio upgrade, on the other hand, provides maximum range of 300m on open terrain and 200m in build-up area which increases the number of audience being reached. The C4S team made sure that three main features surpassed that of its predecessor while also incorporating additional minor highlights like the true wireless stereo and the call broadcasting which bolster the equipment's crisis management strong point. Operators are assured that they have the best version of loudspeaker on their backs during operations as MLX7 has the most improved and new features both in quality and looks.

With all these, the MLX 7 will continue to deliver its maximum potential and capability to sustain the gains achieved by the Regiment in



its loud speaker operations. CMOR will continue to look for and pursue innovative adjustments as needed to really meet the expectations of the equipment's users and target audience. 🇵🇭





AN EMPOWERED WOMAN

At her best

• LYDIA V CABAJAR

Gone are the days when men have the monopoly of almost everything. With the entry of gender equality in all strata of society, women have gained equal chances and equal opportunities to show what they are capable of doing and achieving. New doors opened and gender restrictions were slowly being lifted. A female military officer of the Philippine Army is a classic example that if a man can do it, she could do it also. MAJ MELANIE B SIBAYAN PA is presently the Executive Officer of Network Enterprise Battalion, Army Signal Regiment, Philippine Army which she assumed only on March 01, this year. But it was as Group Commander of Information Systems Group, Communication Electronics and Information System Service, Armed Forces of the Philippines (ISG, CEISSAFP) where she shone

brightly. Her sterling accomplishments was greatly recognized as she won as the AFP's Best Senior Signal Officer (Staff Category) and later, with the same title, with CEISSAFP. Her being a woman did not pose any problem all throughout her career after she graduated from her Officer Candidate Course Class 27-2005. She was able to parry off challenges that if you are made of a weaker stuff, you might easily burn out and quit. But not Major Sibayan. She did her best to live up to the expectations of her superiors and to give justice to the trust and confidence given to her in every assignment.

As Group Commander of ISG, the Group, through her sterling leadership, remarkably assisted Commander, CEISSAFP in its primary thrusts on formulating plans, projects and programs for dynamic

and responsive communications services with new updates in Information and Communication Technology (ICT), imposing organizational and operational modifications with less utilization of resources, and comprehensive support mechanisms particularly on training and conditioning of personnel yet achieving an enormous systemic effect in terms of Information Systems development, Website Development, Video Teleconferencing, Local Area Network and Wide Area Network connectivity capabilities. In line with ISG's mission of providing information systems and network services to the AFP, one of the critical roles of the Group during this time of crisis, is the provision of data connections to AFP units and interagency in connection with the current COVID-19 Pandemic situation in the country.

MAJOR SIBAYAN saw to it that data connections did not falter and in tiptop conditions so there would no communication breakdown.

Inside Camp Aguinaldo from the start of the declaration of the Enhanced Community Quarantine in Metro Manila and other parts of the country on March 2020, ISG continuously provided technical services to different offices/units of AFP to ensure that communications needed by the AFP for its command and control during this COVID-19 crisis would be available 24/7.

With the adoption of the AFP to the new normal, there was a surge of demand for the use of technology, hence, an increase in the provision of technical support to other GHQ offices/units by the Group. Nonetheless, with only a handful of technical personnel available for deployment due to self-isolation/quarantine of other ISG personnel who have been in close contact with GHQ personnel who are COVID-19 positive during their previous deployment, MAJOR SIBAYAN, together with the

remaining personnel on board, was able to provide continuous direct support and Video Conferencing services during conferences/meeting of the IATF, National Task Force and likewise during conferences among AFP offices/units and conduct of various activities in GHQ offices/units and AFPWSSUs.

With the outbreak of COVID-19, health workers and front liners from different government agencies, including the AFP, are working hand-in-hand to prevent the spread of said virus while putting their own lives at risk. The possible exposure to the contagious virus is a risk factor to every individual performing his/her respective duties. Hence, gathering and contact tracing activities for PUM and PUI is a must. In line with the above necessity, CEISSAFP, as one of the most vital support units of the AFP in terms of information systems development and other ICT services, has been working very hard since the start of the Enhanced Community Quarantine (ECQ). ISG and other CEISSAFP personnel have

been deployed to provide technical assistance to different AFP offices/units and other venues as requested by Higher Headquarters, thus, some of them had been declared either as Person Under Monitoring (PUM) or Person Under Investigation (PUI) due to exposure to confirmed COVID-19 personnel and other PUM/PUI as well.

Manual monitoring and contact tracing of these personnel were implemented to comply with the health and quarantine protocol set by the Department of Health (DOH). With this scenario on hand, MAJOR SIBAYAN said, there was a need to automate the process in order to achieve efficiency, accuracy and speed of contact tracing and health monitoring.

Through her leadership, ISG successfully developed the CEISSAFP Contact Tracing System, an automated contact tracing system that greatly help CEISSAFP in monitoring the activities and medical condition of its personnel during





the pandemic. Further, she made sure from the time she assumed the position as Group Commander of ISG, that her Group's assigned tasks were ably accomplished on time which greatly contributed to the attainment of set goals of CEISSAFP such as:

- Provision of Information System and Information Technology services to various projects/activities for more reliable and efficient services to AFP Network (AFPNET) and AFP Wide Area Network (AFPWAN) subscribers.
- Expansion of AFPNET coverage was also conducted through the establishment of AFPNET connectivity in various GHQ offices/units and AFPWSSUs.
- Troubleshooting and restoration of AFPNET and AFPWAN links during downtime were also conducted in order to provide continuous services to its subscribers.

Through her leadership and the support of her staff, the AFP Network, AFP Wide Area Network, AFP Mail Services, VTC services and other CEIS

services have remained and continued to be operational and responsive to the daily operational requirements of various AFP units/offices and during command directed activities and national/historical events even during this time of COVID-19 crisis.

A Glimpse of Her Personal Side

When asked if it is her really a choice to be a soldier, MAJOR SIBAYAN said, it was not. "No, I am a graduate of ECE and would very much want to pursue it. However, I am very much attached to the service because my late father was the former Sergeant Major of V LUNA, and my brother joined the Philippine Navy. Basically, I was raised in a military environment and is used to engaging with other soldiers and hearing their stories of service to our country, MAJOR SIBAYAN reminisced.

She also recalled that she did not feel any discrimination while she was in the training as far as being a woman is concerned. "We were trained and treated the same. I did not feel the disparity during our training. I believe that work ethics and performance are highly valued in the organization. These are the primary areas of consideration in allowing one to hold key positions and not because of gender," she quipped. She further said, "Every day is a challenge. I anticipate daily difficulty in training. Thus, I prepare myself for any eventuality every day to survive. I have to be strong physically and emotionally to rise to the challenge and finish the training. And what strengthened me each day is the thought that everything in training is necessary to prepare me for the real battle outside the training institution, that everything is for my good." Further, she said, "At this stage, I was given equal opportunities with my male counterparts in terms of training and position. I am always heard in the workplace, and my ideas are considered and adopted. In order to be heard, I ensure that I equip myself with essential

knowledge relative to my position, functions, and responsibilities."

When asked what leadership styles she adopted while as Group Commander of ISG, CEISSAFP, she replied that, "I do not have a specific leadership style that I adopted. All I have in mind is to deliver the expected output from my unit and perform beyond expectations. I ensure that my unit would immensely contribute to the direction of the organization. Moreover, I believe that respect is the key to leading the people in one's unit. It creates a positive atmosphere in the work environment, and everyone is motivated to do their jobs and give their share."

As her way ahead, she claimed that "I see myself continuously contributing to the thrust of the unit/organization I belong to. I see myself giving my best in whatever capacity entrusted to me despite limitations and challenges." As the newly seated Ex-O of NET Battalion, MAJOR SIBAYAN is one tough lady to beat wherever her duty brings her and will respond to the call to the best of her abilities. 🇵🇭



Army Civilian HR Marks Another Milestone on Resource Management

• MS. LETTY EDITH G LACANIANTA
Chief, CPMB, OGI, PA

The journey towards a new milestone on the Philippine Army's Civilian Human Resource Management (CivHRM) was rough, tedious and long. In 2016, a Civilian HR Competency Development Program was crafted in line with the Philippine Army's thrust to adopt a competency-based human resource management. The program is also consistent with the Civil Service Commission's initiative towards competency-based systems in managing people in the government.

Thus, the following year, the crafting of the competency framework begun under a technical working group composed of civilian human resource leaders with various capacities. Under the guidance and support of the Army hierarchy and Civilian Personnel Management Branch, the hard work started to roll through seminar-workshops, consultancy and well-meaning activities to build a framework that would direct the path of the Army's civilian human resource management.

The TWG came up with the CivHR Competency Framework, a game-changer that would ensure that all aspects of managing all areas affecting the civilian personnel are competency-based. But more than that, individual competencies were aligned with organizational competencies based on programs and priorities of the Philippine Army as a work unit. As a result, the priority competencies for the work unit, their corresponding ratings in terms of required and actual levels, as well as urgency were identified through series of activities conducted such as interviews with Civ HRs that elicited technical competencies vis a vis their actual competencies.

Series of orientation seminars on the Competency-Based HR Management Program were among the efforts completed for the awareness of the Philippine Army Civilian Human Resource Leaders while an on-line assessment to 304 Civ HR representing occupational groups was conducted in May 2019.

This year a new milestone was achieved. With the publication of the Philippine Army Competency-Based Civilian Human Resource Management Manual, a relevant tool and reference would set the direction and ensure optimum utilization and capacitation of the Civilian Human Resource towards transformation.

The journey is far from completion, there are more challenges to face and overcome, but everything else is at a point where the direction had become clearer and the goal more attainable.



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