



G.A. Bullet-in

THE OFFICIAL PUBLICATION OF THE GOVERNMENT ARSENAL, DEPARTMENT OF NATIONAL DEFENSE

October 2012 Issue

JCM Vol. 2 No. 2



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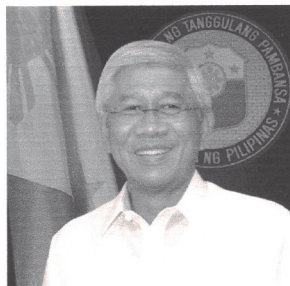
GA Modernization... An Accurate Shot to the Future

Republika ng Pilipinas
Kagawaran ng Tanggulang Pambansa
Tanggapan ng Kalihim



Republic of the Philippines
Department of National Defense
Office of the Secretary

M E S S A G E



It is with great pleasure that I convey my warmest greetings to the administration and personnel of the **Government Arsenal** on the occasion of your **45th Anniversary** on October 12, 2012.

Your Anniversary theme, **“GA Modernization ... An Accurate Shot to the Future”**, underscores your continuing commitment and zeal for the much-needed modernization of the Government Arsenal.

We, in the defense and military establishment, are fully cognizant of the significant role of the Government Arsenal, not only in the modernization program of the Armed Forces of the Philippines but more significantly, in the promotion of national stability and security.

We are therefore expressing our commendation and appreciation for the valuable services of our GA personnel for the greater good of our country and people.

Congratulations and best wishes for a more meaningful anniversary celebration!


VOLTAIRE T. GAZMIN
Secretary

EDITORIAL
Keeping the spirit alive at forty-five...

There are good reasons for the Government Arsenal (GA) populace to be in high spirits, as they are assured of higher production workload which started last year, and expected to continue increasing in the succeeding years, hence, there will be more things to do. Higher production means keeping the plants busy all through out the year, and higher productivity. These men and women comprising the production workforce are the very core of GA's being, and assertively, they are the most important factor of production.

Meanwhile, there are also those who shine in their respective work areas and practice of profession in GA, and on the occasion of the 45th anniversary of the GA, we take recognition of their hard work and for having contributed much to the efficient operations of this Bureau, much more for the various product innovations aimed to benefit GA's major customer, the Armed Forces of the Philippines.

Another something good to look forward to, is the infusion of more funds to GA for the various modernization and capability upgrade projects, something we have long been lobbying in the past, and now, gaining momentum.

Nevertheless, our human resource should well be able to cope with the increasing challenge in GA's thrust. Hence, the need for more technical and managerial skills training, as what the Director always emphasize during his meeting with the workforce and in executive conferences.

Are we all apt for the challenge? (TLV)

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Director's Corner

WHY DO WE NEED THE GOVERNMENT ARSENAL?

(Viewpoint of Dir. Jonathan C. Martir)

As a matter of course and natural necessity, all nations must achieve certain level of Defense Self-Reliance because it is the inherent function of every government to protect and defend its national interests against internal and external threats and not to depend on its allies for their defense requirements. It is a fact that in the community of nations, some could be our allies but certainly not all allies would be there to support and help us in times of our needs, simply because they, too, have their own national interests to protect. Relying too much on our allies for our defense needs, therefore, is certainly not a sound decision as it could indeed bring false hope if not total disaster because it could lead us to a totally defenseless nation.

As could be gleaned from history and existing records, the quest for an in-country capability in the manufacture of defense materiel could be traced from as far back as 1917 or during the infancy stage of the Philippines as a sovereign state. Back then, our political leaders have already foreseen the need for our country to develop, at a certain time, a capability to manufacture our country's defense requirements; thus, after several failures, the youthful Philippine Congress in 1957 finally enacted into law the so-called Kangleon Bill which was thereafter known as Republic Act 1884, that created the Government Arsenal (GA). Incidentally, the GA is strategically put under the direct supervision of the Secretary of National Defense so that he could oversee, dictate and adopt decisions that would favor the Armed Forces of the Philippines, because the GA as established, is not to gain profit but to cater for the defense needs of the country and therefore, it is subservient to the requirements to defend the state.

Indeed, the worse case scenario that must have been foreseen by our political leaders back then, was confirmed in the mid '60s when at the height of the Philippines' effort to reclaim Sabah and in the process nearly engaged Malaysia into war, the country's Defense Department realized that our stock of ammunition would only be good for 15 days combat

operations. Thus, the Philippine government tried to seek help from its major allies, principally the US government, only to find out that the latter would not want to extend the needed help as they wanted instead to stay neutral on the issue for the simple reason that Malaysia was a former British colony and the US government preferred to protect their bigger and reciprocating interests with its European partner.

This sad episode in our country's history which is similar to the Israeli experience with France in 1969, must have firmed up the decision of then President Ferdinand E. Marcos to finally develop our indigenous capability in the manufacture of defense materiel. Incidentally, during that time the Japanese government was preparing to pay the country for the damages incurred during the infamous World War II. Hence, then President Marcos, must have took the opportunity to convince the Japanese government to include in their war reparation program for the Philippines the equipment, technology and training in the manufacture of small arms ammunition (SAA).



Thus, on October 12, 1967 or ten years after the enactment into law of RA 1884, a groundbreaking ceremony was conducted and was immediately followed by the construction of essential buildings

and facilities using hand-me-down equipment from Japan at the then forested and mountainous land at Lamao, Limay, Bataan which is now the home for the Government Arsenal manufacturing complex. While construction was ongoing, selected military and newly hired civilian personnel were sent to Japan and in the United States to undergo training on the manufacture of small arms ammunition. The completion of the construction of various facilities was in time for the return of personnel who underwent training such that they themselves conducted the pilot production and that by August 15, 1971, the first round of SAA rolled out from the GA manufacturing line and by April 1974, the GA already produced its first million rounds of quality SAA; and, since then, the Agency has been continuously manufacturing quality SAA that is given free of charge to the AFP using the same old and hand-me-down equipment from the Japanese government.

Clearly, the establishment of the Government Arsenal was not thru the influence or assistance from our so-called major allies but it was rather with the help from our former enemy -

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2012 MODEL EMPLOYEES

Office of the Director

- MS. LUZ P. ROQUE

Administrative Division

- MR. GEORGE I. GAVINO

Planning & Logistics Division

-MS. MERLIE D. CUSTODIO

Finance & Management Division

-MS. RUTH T. ALDOVINO

Quality Assurance Division

-MR. LARRY S. MEMBRERE

Engineering Division

-MR. ANTONIO C. LOMIBAO

Case & Bullet Division

-MR. ANTONIO C. PIZARRO

Explosives Division

-MR. GILBERT F. MANZANO

Cartridge Assembly & Packaging Division

-MR CRISANTO G. DAGUMANPAN

SPECIAL AWARDEES

Plaque of Commendation

ENGR CRISOSTOMO M MARCOS

For his adoption of Skylight Roofing (thermoplastic) in the re-roofing project for CBD annealing and manufacturing areas, as well as at the Cartridge Assembly and Packaging Division building. These projects not only increased the roofs corrosion resistance but more significantly contributed to the improvement of the illumination in said buildings, while at the same time, generating savings through reduced power consumption, with less lighting systems in use.

Engr. Marcos also made a study paving the way for the implementation of the adoption of the use of Natural Daylight System in the GA, which is a renewable energy, maximizing the use of solar energy which will also generate savings for the GA, as well as contribute to the reduction of green gases emission.

ENGR SARAH KAYE C PAGUIO

For the successful development of industrial soap flakes for use in case and bullet manufacture paving the way for the in-house manufacture of said soap that will ensure the right specifications, ready supply for use in the operations and generate savings for the GA.

ENGR KATHLEEN DONNAH P REOTUTAR

For the successful development of liquid detergent for use in the in-process and final washing of cases and bullets, paving the way for the in-house manufacture of said detergent that will ensure the right specifications, ready supply for use in the operations and generate savings for the GA .

**CAL .45 TRAINING AMMUNITION PROJECT
(Using Teflon-coated Lead Bullet)**

**ENGR LIWANAG T BUENAFLO
MR FLORENCIO R CRUZ
ENGR KATHLEEN DONNAH P REOTUTAR**

For the successful development and in-house production of Cal. 45 training ammunition using Teflon-coated lead bullets which will generate savings for the GA in terms of elimination of the use of commercial bronze full-metal jacket and reduction of barrel wear of the weapon being used.

Letter of Commendation

MR CELEDONIO R ABANDO

For enhancing productivity in the annealing, washing-rinsing-tumbling and drying operations of Case & Bullet Division by voluntarily reporting to work two (2) hours earlier than his shift schedule in order to start the pre-heating process of the furnaces, drying equipment and chemical solutions in time for the start of operations.

ASSESSMENT OF FIREARMS PRIOR TO FIRING

**MR. CHRISTOPHER G BANGCO
MR. JOSEPH E DE GUZMAN
MR. ROMEO A NICOLAS
MR. ALBERT R REGOSO
MR. OSCAR C REYES
MR. ARTURO R NABUA, JR
MR. REYNALDO DT DE OCAMPO
MR. JUANITO D ORIA
MR. RODOLFO DS MAGTANONG
MR. GREGORIO C BAGTAS
TSGT JOHN A COSTALES**

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AWARDEES >> >> >> >> >> >>

DND AWARDEES

For invaluable services rendered in providing assistance to various visitors of GA such as government officials, officers and members of the AFP, PNP and other law enforcement agencies coming to the GA for familiarization firing. Aside from their regular duties and responsibilities, these personnel painstakingly conduct on almost daily basis, weapon inspection and assessment before the firing activities, cleaning and even repair of firearms to ensure safety of the firers.

CONDUCT OF WEAPONS INSPECTION SEMINAR/WORKSHOP

**ENGR DENNIS S CHUA
MR. GREGORIO C BAGTAS
MR. VICTOR N FABRIGAS**

For the invaluable services rendered as Instructors on the Weapons Inspection Seminar/Workshop for the GASSO military personnel with the aim of training them on how to conduct inspection and repair of firearms.

CSC AWARDEES

Exemplary Supervisor 2012—MS CLEOTILDE R QUEZON

As Chief Accountant of GA, Ms. Quezon has been strictly implementing accounting policies and procedures from COA and DBM in all financial transactions of this Bureau, certifies as to their accuracy and sees to it that these transactions are properly and accurately recorded in the books of accounts. With her keen and efficient supervision of the Accounting Unit of GA, all financial and accounting reports are submitted promptly, thereby facilitating the release of the budget allotment and cash of the GA and ensuring payment of all claims on time. Ms. Quezon, whose position carries a big responsibility and accountability, works with competence, dedication and perseverance, and has established good working relationship with her subordinates and counterpart in other offices

Exemplary Employee 2012—MS MERLIE D CUSTODIO

As Chief, Administrative Supplies Group, Procurement Section, Planning & Logistics Division, Ms. Custodio performs her job efficiently and has always been ready to accept additional tasks and responsibilities demanded in the nature of the functions of Procurement Section and she ably supports her superior in the discharge of the functions of the Section. She always observes completed staff work, making sure that everything is complete and in order, thereby ensuring smooth flow of processing procurement documents.

Model Supervisor 2012—MS PERLA B DE LEON

As Chief, Industrial Relations Section, Administrative Division, Ms. Perla de Leon is very dedicated to her work and other duties and responsibilities assigned to her. As supervisor, she has a strong sense of responsibility in managing the functions of her section and delegating work effectively and efficiently so that expected outputs are completed and carried out on time through completed staff work, especially on matters pertaining to hiring and promotion where she sees to it that the administration of the psychological examination of applicants is properly carried out and the required qualifications are met.

Model Employee 2012—MR ANTONIO C LOMIBAO

Mr. Lomibao was very instrumental in the completion and success of the Cal .45 Reloading Project, where he designed the crimping die for the fired cases. This will enable large quantities of fired or spent cases still usable for training ammunition, thereby generating savings on ammunition being used for training and familiarization firing. He is likewise responsible in carrying out various developmental projects such as the conversion of the old Assembly Machine for the manufacture of 7.62mm (GA 762100) bullets, conversion of the Manurhin Bullet Assembly machine for 5.56mm M193 (GA456100) to 7.62mm M80 (GA762100) bullet manufacture and development of standard length 5.56mm Blank Ammunition (GA556400).

NOMINEES FOR OUTSTANDING ACHIEVEMENT MEDAL AWARD*

MAJ ROBERTO B. SARMIENTO

For initiating the sourcing of funds from the provincial government of Bataan for the refurbishing of the GASSO office and the construction of the Arsenal Firing Range. Since its completion in June 2010, the Arsenal Firing Range has been a frequent venue for familiarization firing and shooting competitions, not only by GA's own security force and civilians, but also of the neighboring municipal security forces and the PNP, and most importantly, by the different branches of the AFP, local and national civilian and military officials. Hence, the GA has been contributing immensely in honing the combat shooting skills and proper weapons maintenance of our soldiers and men in uniform through this facility.

(Continued on page 6)

*(Continued from page 5)***HARD PLASTIC CRATE PROJECT**

ENGR LIWANAG T BUENAFLOR
ENGR JEANETH N ESPINOSA
ENGR NATALIE CZARINA T DACLAN
ENGR KATHLEEN DONNAH P REOTUTAR
ENGR JONATHAN G BRUZO (Resigned)

For the development of Hard Plastic Crate (HPC) for ammunition packaging, particularly for 5.56mm (GA556100) and Cal .45 (GA 45100). The said group of civilian officials and engineers were involved in the various aspects and stages of the project such as preparation of the Project Study, designing of the plastic crate, preparation of prototypes, establishment of specifications and acceptance test parameters, actual price survey, inclusion of appropriate markings and series of technical discussions with the manufacturer/supplier, and finally, procurement, delivery and acceptance and further enhancement/improvement.

INNOVATIONS ON WEAPONS AND AMMUNITION

ENGR DENNIS S CHUA
MAJ NOEL M TIU
TSGT JOHN A COSTALES

For the several projects they spearheaded and carried out involving innovations on ammunition and weapons for the AFP and which they were able to successfully develop in-house production capability. The projects were: **match ammunition for 5.56mm and 7.62mm** for tactical and snipers use, utilizing procured match bullets which were loaded and assembled with GA components, which yielded

(Continued from page 3)

Japan. On the other hand, the anticipated worse case scenario of those who thought, fought and worked out for the establishment of the GA thru the enactment of RA 1884, was again affirmed in the mid '70s when at the height of the AFP's campaign against the CPP/NPA in Central Luzon, the conflict between the AFP and the Moro Separatist Group in Mindanao and later the MNLF, also escalated into a shooting war thereby forcing the AFP to fight on two fronts. By then the US government once again refused to provide military support to the AFP as they claimed that it was an internal problem of the Philippines. Providing support on two fronts during that time could have been a nightmare and the government forces could have suffered heavy casualties amidst lack of ammunition. The tide of war, therefore, could have been reversed that could have made Mindanao a separate republic had it not for the timely delivery of quality ammunition being manufactured in the GA that supported our troops all through out those trying moments until the enemies of the state retreated. The GA, therefore, at the very early stage of its operation has clearly played a vital role in preserving the territorial integrity of the country thereby reaffirming the paramount importance and necessity of having an in-country capability in the production of defense materiel.

very good accuracy results and at much lesser cost than what are commercially available; **5.56mm M4 Carbine variants: M4 14.5-inch, M4 16-inch and M4 18-inch Special Purpose Rifle (SPR) or Designated Marksman Rifle (DMR)** with a barrel twist of 1 x 7 " for 5.56mm NATO rounds, by refurbishing used M16A1 rifles turned-in by the AFP; and weapon for 7.62 x 37mm (Musang), which is very effective, accurate and reliable in special operations and in Closed Quarter Battle (CQB).

ELECTRIC HEATER PROJECT

ENGR JOSE C BOBADILLA
ENGR LIWANAG T BUENAFLOR
MR. FLORENCIO R CRUZ
ENGR VICTORINO D MONES
MR. VICENTE D DIMACULANGAN (Resigned)
ENGR JEANETH N ESPINOSA

For the development and active involvement in the technical aspect of the Electric Heating System Project for the case and bullet manufacture paving the way for its completion in December 2011 and eventual implementation. The system is more economical and easier to maintain and would ensure effective and uninterrupted supply of heat while promoting energy conservation, as replacement to the former steam boiler which had been in operation for more than three (3) decades and had to run in its full capacity even if only the case and bullet manufacture were using it, hence, much energy was lost/ wasted during low production, causing more expensive operations and maintenance.

**(Pending approval of deliberation, to be conferred by the Secretary of National Defense)*

Despite the clear and humble achievements of the GA, however, some quarters may opine that the Agency does not really help the DND in finding solutions to the needs of the AFP because until today it could only produce so much small arms ammunition and nothing more. For that matter, therefore, it must be pointed out that the present status and capability of the GA is only a reflection of how long the Agency was neglected. Ironically, it is only now that the GA is starting to diversify production of defense materiel such as the various variants of SAA for use of the AFP's tactical units; the repair of unserviceable rifles of the AFP; and, the envisioned eventual development of capabilities in the manufacture of weapons as well as medium and large caliber ammunition.

We, in the Government Arsenal, therefore, firmly believe that indeed, the *GA, being a strategic defense resource, more than ever needs the collective support of our political leaders to be able to enhance its production capability and capacity to a level where it could ably perform its mandated function of providing for the needs of the country's defense and security forces*, because more than ever and amidst the security developments in the region, we need a robust Armed Forces supported by a technically capable **Government Arsenal**.

HARNESSING THE HUMAN RESOURCE

People are the most important component of any organization. Even with the upsurge of modern technology and means of communication, people cannot be replaced or substituted by them. For GA, as a manufacturing entity, manpower is the most essential factor of production, other than machine, materials, money and time.

Through the years, skills of its manpower to operate and perform trouble-shooting of the old machines were developed, peculiar only to GA. And it came to be that men and machine become acquainted and in harmony with each other in this span of forty-five years, making most visitors touring the plant facilities awed by how the GA has kept the REPACOM machines operational for almost forty years since the first million rounds of ammunition rolled out in 1974.

While men and machines have come to be in harmony with each other, the workforce must also be in harmony with others in the organization. Of course, order in the organization is maintained if people see or look up to their leaders who can lead them to grow as the organization grows. There will be chaos if people see things not in the right way, but they tend to be in order if things are done right and they work with leaders who are both upright and competent. (These two traits "*matino at mahusay*" were cited by the late DILG Secretary Robredo in working for good governance.)

Let us talk first about competence. People down the line tend to challenge their supervisor's capability not only to lead, but to solve technical problems arising in production, to render them good and practical advice, discuss some mathematical and scientific principles that can lead to solutions to real time problems. If a supervisor can assert his viewpoint, as supported by valid principles,

his subordinates cannot undermine his capability, and they will concede and follow. This will motivate them, in return, to try to meet the supervisor's expectations from them because people are inclined to look up to their supervisor who knows his job and responsibilities, and who can drive people to work at their optimal level, even with scarce resources.

Meanwhile, it's not all about competence. What we know and can ably perform must be coupled with the right manner we perform or deliver. And that is where ethics and the right attitude come in. It's hard to imagine a work environment of all competent people bungling at each other, and each one trying to outdo the other. An organization is not made up of many individuals but a team of individuals working for the common good. Caring attitude, respect, a team spirit, honesty, fairness are only some of the most important traits to bring about order and balance in the organization. On the part of the supervisors, leadership by example is as indispensable as job knowledge. People tend to work instantaneously, with least command, if they work under an upright leadership, from the smallest group unit where they belong, up to the top. This is well-defined in an anonymous quotation which goes: **"To build trust, a leader must exemplify competence, connection and character. Character makes trust possible. And trust makes leadership possible."**

Here in the Arsenal, we are guided by its published Code of Conduct and Ethical Standards, which all officials and employees should abide with and practice. Remember that it is when people are motivated that we can harness their full potential to work towards efficiency and effectiveness, and eventually, for good governance. (TLV)

A BIRTHDAY NOTE FOR YOU— ARSENAL



*Born one October day
in strategic Bataan,
count your years...
now you're more than forty!*

*As you are firm
Let your firmness be!
Like the statue of General Luna
Steadfast amidst catastrophes.*

*Often you feel deprived of sincerity
From selfish motives of others
Yet- Your journey of 45 years...
Strengthened you from misery.*

*Reminisce your childhood dreams
In a home where love and loyalty flourish
From your people who wish you success.*

*With might and right
How could you fail?
Soar! Fly high!
Your aim must be...
Till- Modernization comes our way!*

*My birthday wish for you is...
Safety, Security, Straightness, and Skill...
to achieve an accurate shot to the future!*



San Narciso

GA TEAM BUILDING...

Going out... reaching out...



Planning and Logistics Office



Government Arsenal Safety and Security Office



Explosives Division



Case and Bullet Division



Government Arsenal Metro Manila Liasion Office



Internal Control Office



Engineering Division



Office of the Director



Hospital



Administrative Division



Finance and Management Division



Cartridge Assembly and Packaging Division



Quality Assurance Division

"Individual commitment to a group effort.. that is what makes a team work, a company work, a society work, a civilian work."

Vince Lombardi