



# ARMY COMPASS

1st Quarter 2020

The Official Philippine Army Quarterly Publication



**Steadfast in Defending  
the Country while  
Capacitating the Army  
Towards Greater  
Mission Effectiveness**

PHILIPPINE ARMY  
**123**  
YEARS  
OF

**GALLANTRY AND DEDICATION**

in Serving the People  
and Securing the Land.



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*The **ARMY COMPASS**, the official quarterly publication of the Philippine Army, is born out of the desire to continually highlight the giant strides of the Philippine Army in order to create a 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.*



COMMANDING GENERAL  
PHILIPPINE ARMY  
Fort Andres Bonifacio, Metro Manila

## Message

On the occasion of our 123rd Founding Anniversary, I extend my sincere and warmest congratulations to all the officers, enlisted personnel and civilian human resource of the Philippine Army. As we celebrate another year of heroism, unwavering commitment and service, we reflect on the accomplishments that have marked the past 123 years with utmost pride and look forward to more triumphs in the years to come.

The Philippine Army has evolved from its humble beginnings as a revolutionary Army in 1897 to become the reliable and effective force that it is today. Monumental and significant events in our history have shaped our modern-day Army. This year's theme, **123 Years of Gallantry and Dedication in Serving the People and Securing the Land**, represents the determination and commitment of our soldiers in fulfillment of their pledge to secure lasting peace and progress for our country.

The way ahead is defined by all that had been done in the 123 years, on the battlefields, defending flag and freedom; on the frontlines, protecting lives and futures against disaster and calamity, on the frontiers of the digital community, building alliances and strengthening barriers. Most importantly, all that we have achieved is because of the service and the sacrifices of all who have come before us.

The growth and development of the organization is just as noteworthy, as we have witnessed remarkable developments in our organizational and operational capabilities and modernization initiatives, which enable our troops to deliver service with quality results.

As one Team Army, we will stay the course of our transformation journey, focused on our unswerving pursuit of initiatives and innovation. Together, we will work tirelessly to attain our strategic direction in sustaining the momentum in capacitating the Army towards greater mission effectiveness. Let us continue to live up to the core values of Honor, Patriotism and Duty while we work towards realizing our vision of becoming a world-class Army that is a source of national pride.

**Maligayang ikasandaan at dalawampu't tatlong Anibersaryo!  
Mabuhay ang Hukbong Katihan ng Pilipinas!  
Mabuhay tayong lahat!**

A handwritten signature in black ink, appearing to read "Gilbert I. Gapay".

GILBERT I. GAPAY  
Lieutenant General AFP



# Towards a More Modernized Army

(Interview by: Lydia V. Cabajar, Carina C. Pastrano and Karel S. Dabu)

**T**he Commanding General, Philippine Army, Lt. Gen. Gilbert I. Gapay provided updates on the organization's modernization program as it celebrates its 123 years of serving the people and securing the land. He talked about the numerous equipage that are already in the pipeline that would eventually put the Army at par with its counterparts in the Southeast Asia region.

When he assumed command, he vowed to build upon the accomplishments and the foundations built by his predecessors--that is to continue the momentum in capacitating our forces for greater mission effectiveness.

He visited the units on the ground to see for himself their operational needs as well as to hear what the troops have to say.

(Following are excerpts from an interview with the 61st Philippine Army Commanding General, on 02 March 2020 at Headquarters Philippine Army.)

## The First 100 Days

We have been pursuing mission-related trainings to really capacitate frontline forces in accomplishing the tasks given to them by the operational commanders, particularly in defeating various internal security threats. We focused on unit sustainment training, our tactics, techniques, and procedures, immediate action drills whenever we have an armed encounter

with the enemy, aside from combat efficiency, this also increases the survivability of our soldiers.

We also give priority to our medical forward support system to ensure that our battle casualties are immediately evacuated to the rear—increasing the chances of survival in the battlefield, then we also expanded our partnerships with both private and public hospitals so that from the rear, we could evacuate our wounded soldiers there.

We are also focusing and pursuing vigorously the implementation of the modernization program. In fact, we are pushing for the final approval and implementation of the full modernization projects ranging from the improved capacity on intelligence capability, maneuver capability of other enablers. These are what we are focusing on during my first 100 days of my incumbency as CGPA.

## On Human Resource

Human Resource is the most important asset of the Philippine Army being a manpower-intensive organization. We really give premium on our human resource development programs.

We want to make sure of the professional development, career development of our troops, even our Civilian Human Resource will be progressive.

With regards to health services programs, we want to make sure that medical treatment facilities are ready to treat and give medical attention all personnel. We are looking into the requirements of our hospitals not only in terms of medicines or medical supplies, but also the improvement of our facilities.

Then we are also implementing vigorously the physical development program of our personnel. We need this, because a strong and healthy body is an asset to the Philippine Army.

In coordination with NHA, this is also a program of our President, the housing project—both on-base and off-base housing projects for soldiers. We are identifying portions of our camps, military reservations that we could use for housing projects.

On the part of taking care of our families, we have the continuing scholarship especially to our colleagues who were killed-in-action or wounded-in-action.



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*Right now, the development of the Army Aviation capability is in the pipeline, since we just upgraded the Army Aviation Battalion to an Army Aviation Regiment. So hopefully, you would see new aircrafts in our inventory before the President steps down by 2022.*



*Raymond Paul Vasquez*

## On Hardware and Peopleware

When we visit the troops, I want to learn firsthand their needs. What are the things they need to improve their performance so they could accomplish any mission given to them.

We are looking into our riverine equipment. Most of our battalions are operating within coastlines and within inland water-based and we need to control what we call the brown water, since our enemy uses them as maneuver space.

We have to continuously hone the tactical skills and prowess of our units and our troops and we could only accomplish this if we could sustain the unit sustainment program. In the Philippine Army, as we always say, we have to train as we fight. We cannot afford at this point in time, to pull out units from the field, to train them, then re-project them, because the operational tempo is continuous.

We have our intelligence capability enhancement, our unmanned aerial systems (UAVs) which are already in the pipeline. Others were already delivered and are already being used by the frontline forces. Our R4s are almost complete, while the completion of individual protective gears, are all in the pipeline, the same with the helmets and armored vests, and of course the night fighting systems.

The mobility capability has been enhanced as well with the delivery of KM 450s, KM 250s.



Right now, the development of the Army Aviation capability is in the pipeline, since we just upgraded the Army Aviation Battalion to a Regiment. So hopefully, you would see new aircrafts in our inventory before the President steps down by 2022.

We know that modern warfare, is now characterized by advanced technology, so we're also proposing land-based missile system for the Philippine Army. In the event that we would be invaded or be attacked, they would use missiles first, so we should have anti-missile systems that are land based to negate its impact.

Now corollary to this of course is we really have to develop our "Peopleware". We also need to modernize our human resource, that's why our trainings are continuous, in anticipation of the delivery of these modern equipment. We're training our people on how to operate and maintain our modern equipment.





So, many of our personnel are undergoing trainings. In order to widen and modernize our perspective, our junior and senior officers are taking up multi-discipline courses and not only focused on military learning. But we're also training them in various fields like Human Resource, Computer Technology, Cyber and even Corporate. This is because we have military reservations and real estate assets to manage, which we foresee and envision to be the source of revenues and funds to support our modernization and other requirements of the Philippine Army.

In international competitions, the Philippine Army has been figured and has been shining in many international competitions like the ASEAN Army Rifle Meet. We bagged two perpetual trophies, several gold and silver medals, overall, we got 2nd Place. In the recent South East Asian Games, there are Army soldiers who bagged Gold, Silver and Bronze Medals.

Even in the Cambrian Patrol, this is in United Kingdom, the Scout Rangers also figured and got Silver Medal. This is a World Class competition among Armies not only in Asia but in Europe and imagine we got Silver Medal, considering it was our first time to participate. We have leveled up. We have also dominated the Dragon Boat competitions in Asia and in other regions. So clearly, these are manifestations that the Army is leveling up and moving towards the vision of becoming a world class Army.

### On CAFGU Active Auxiliary

The CAFGU Active Auxiliary (CAA) is an important component, an integral part of the Philippine Army, because it assists us in the conduct of internal security operations, implementation of our internal security campaigns at the countryside. They are locals that's why the information collection is natural and of course they patrol and provide security within the localities to prevent re-infiltration in the recovery efforts of the CPPA-NPA in cleared areas. This used to be our problem, since we have to shift to other priority areas, when we leave, the NPA would recover the areas.

That's why the role of the CAA is very important-- to retain and maintain the presence of the military in cleared areas. Our CAFGUs are not only for anti-insurgency. They play multiple roles. They are also part of the community development projects and programs, in times of disaster and calamities they are among the first responders because they are in the frontlines and then are also part of the law enforcement.

### On Reserve Force

We have the Reserve Force Development program in the Philippine Army and we are implementing this to the fullest, because our Reserve Force is really an integral part of the





Philippine Army. It would be a base of an expansion in times of calamities, in times of conflict or in times of war. We rely on because our Army today is a lean and small.

That is why we are pursuing and implementing this Reserve Force Development Program aggressively. We are developing 82 Ready Reserve Battalion per province nationwide. We are likewise organizing Reserve Brigade per region, so that the Reserve Force will be functional. Their training would be continuing and sustained until we have fully responsive Ready Reserve Units.

To complement this, we are also vigorously pursuing and implementing our ROTC program for this will be the main source of our officership and military personnel. Not to mention the fact that the ROTC helps in empowering the youth in developing patriotism, nationalism and discipline for them to be really responsible citizens.

These are the programs under the Reserve Force Development. Right now, this is already integrated in our training, the Regular Forces are training with the Reservists. Their HADR scenarios, internal security operation scenarios, are also simulated, to make the training realistic. So with that, we would see where we lack in terms of organization, equipage, and of course, all other requirements and needs of the Reserve Force.



## On Stakeholders Engagements

The good thing about the recent Army Information Caravan at Congress, number one, was the increased awareness of our stakeholders from Congress. They were able to know about the Army, how we operate, what we do, and of course our present accomplishments. With these, they volunteered how they could help. We said, “Your honors, you really have to invest in your Army by continuously improving our capabilities, capacitating our Army Forces to deliver more and accomplish our mission with greater effectiveness and efficiency.”

As a result, we were now required to submit our requirements for operational enhancements and modernization so they can help in sourcing funds to make it happen. So, ‘yun ang magandang effect ng ating Info Caravan 🇵🇭 Congress that they get to know our Army better.



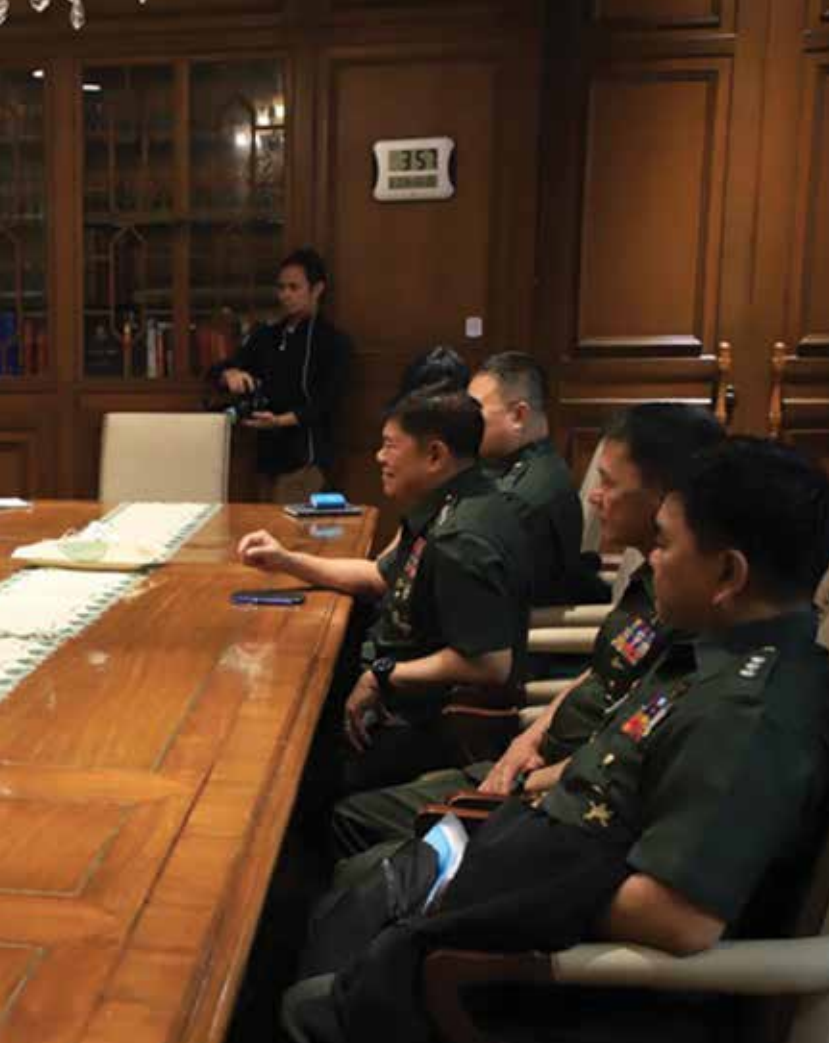
# Army Leadership Development Program for Lasting Peace and Sustainable Development

The Armed Forces of the Philippines was directed by the Commander-in-Chief to intensify its current campaign to end local insurgency in line with the Executive Order Number 70, “An Act Institutionalizing the Whole-of-Nation Approach in Attaining Inclusive and Sustainable Peace, Creating a National Task Force to End Local Communist Armed Conflict (NTF-ELCAC), and Directing the Adoption of a National Framework”.

As such, the Command was tasked to end insurgency in the soonest possible time. With this, the Commanding General, Philippine Army (PA) gave his guidance to achieve operational and organizational excellence to accomplish the said task. Said thrust endeavors to enhance its training system to boost the operational rhythm and future capability of the Army through institutionalized leader development.

The result of the Development Support and Security Plan Campaign is being delivered by PA leaders in order to attain lasting peace and sustainable development. Thus, PA continues to conduct leader development from Squad Leaders to Commanders to compensate the limitations of the Army through a good and sound leadership.

In line with this thrust, the Command through the Army Leadership Development and Education Center




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*I urge each and every one to face the challenges ahead with renewed vigor, commitment, and dedication so that we would be delivering more because the country and our people expect more from us so that we could live up to our culture of excellence.*

(ALDEC), Training and Doctrine Command, Philippine Army is conducting the Combat Leadership Enhancement Program (CLEP) symposia/workshops among different levels of leadership to fill-up the leadership development gaps in the field.

CLEP aims to continuously develop well-rounded and effective operation and tactical leaders capable of addressing the challenges of the ever-changing diverse and multifaceted operational environment. These were being conducted at the Headquarters of all Infantry Divisions and Unified Commands to further enhance the leaders' capacity in their area of operations every year on. This year's theme is "Achieving Operational and Organizational Excellence through Institutionalized Leader Development".

With the advent of emergence of different threat groups, the Philippine Army will continue to pursue its mission to organize, train and equip Army forces for the conduct of prompt and sustained combat operations on land in order to attain lasting peace and sustainable development. 



# The Journey of ATR 10 Years After and Beyond

*(From the Perspective of a Mid-level Implementer)*



While many of our people look into the military as the most organized institution, for years, the Philippine Army is plagued with controversies that affected the soldiers' morale and the top leadership's decision-making. There was the involvement of a few in military adventurism, graft and corruption, human rights violations, unwritten unacceptable traditions, the revolving-door policy, and the likes. These issues are deemed by many to be unraveling of systemic problems that long beset the organization. In times like these, the Philippine Army is grasping for means or procedures on how not to create imprints of doubts to the Filipino people on the integrity of men in uniform. Several practices have been executed and implemented. Some became successful, while others had just postponed their futile feat.

## Seasoned Organization

Reading from the book, "The Philippine Army: 100 Years After", the Philippine Army is the oldest and the biggest component of the Armed Forces of the Philippines counting for around a hundred thousand personnel and still growing, that is in existence for 123 years now since its establishment on March 22, 1897, in Tejeros, Cavite. It transcends from the Spanish colonization to the American period to Japanese occupation, with its genuinely remarkable boldness.

In the contemporary era, the Army soldiers also demonstrated selfless dedication amidst the call of duty. Who can forget the significant role of the Army soldiers in various

historic domestic events that happened in the country? We have the Martial Law where soldiers significantly helped scorn the state of anarchy espoused by the Maoist fighters.

The EDSA I revolt that was renowned bloodless due to the soldiers showing off humanities when they allowed the volume of people to gather in peace instead of dispersing them. The numerous "coup" attempts safeguarding the people and state, and the countless manmade and natural calamities such as the flooding, earthquakes, and volcanic eruptions all over the country that tested the soldiers' preparedness in humanitarian efforts. The Zamboanga and Marawi encounters that liberated our people against the rogue MILF members and Islamic State-inspired terrorists, respectively, that also gained the admiration of the people here and abroad.

However, any organization that has reached this far has gone through various situations and challenges that tested its stability. Issues on corruption, mismanagement of funds, rebellions and mutinies, human rights abuses, unreasonable numbers of casualties during encounters, decrypt equipment, discontentment of personnel, etc were few but almost tainted the integrity of the organization.

Notwithstanding endless issues thrown to the organization, the Philippine Army remains steadfast in its mandate. It even extended its services to support the local and national government units in identifying community problems – aiding them in areas that lack needed vital



*The PHILIPPINE ARMY has WORLD-CLASS Systems and Processes inducted to the Palladium Balanced Scorecard Hall of Fame in 2017.*

facilities and services like roads, bridges, schools, health and sanitation, livelihood, etc. These programs, although it alleviated the people's condition, were also exploited by the insurgents against the organization. It cannot be denied that the impacts made by the insurgents' exploits affect not just the morale of the soldiers, but also the overall performance of the organization. That's why the idea of transformation has come across to the Army leadership.

### **The ATR was Born**

In 2010, the Philippine Army crafted the Army Transformation Roadmap or ATR. The Philippine Army, through the help of a third-party entity, underwent a series of seminars, trainings, and workshops, attended by the representatives from different ranks in all levels of command, including the civilian employees. The intent was to develop a program that would serve as the blueprint of the organization in addressing various institutional issues. As a result, strategic initiatives that seek to embrace genuine transformation, founded on good governance and performance excellence, were outlined. It is also a multi-faceted approach for attending the most fundamental and pertinent issues that the institution is confronting the stakeholders' support, finance and resources, organization and human capital, internal processes, and constituency and impact (ATR Primer, 2010) particularly. All units of the organization also developed their respective initiatives aligned with that of the higher headquarters.

The ATR remains the basis of the Army as well as the subordinate units in strategizing the direction of the entire Army. It seeks to provide a reliable and rational basis for the organizational and capability programs as it pursues its 2028 vision to be a world-class Army that is a source of national pride. The ATR was cascaded to all levels of command with the intent of injecting the culture of change to individual soldier.

Since then, the culture of change was embraced by the soldiers in their everyday lives. To ensure that everyone in the organization is doing its share in accomplishing the overall objectives of the program, the Army developed the ATR Dashboard for the sections and tactical units and Personal Scorecards for individual soldiers.

### **A Decade of Journey**

The problem in cascading its realization is just the tip of the iceberg. When the implementation kicked-off, it gained numerous reactions from both active and retired Army personnel. For the retired personnel, especially those who tendered their lives in the service, the program somewhat discredits their contributions to the organization stating as if they did nothing in their entire career for the Army and the people. Some said that the Army does not need the transformation program since it can adapt itself to any situation, which they did during their time.

For the active personnel, the program was seen to be very ambitious. They cited the current state of the country as compared to other neighboring first world nations. During the cascading process in the field units, soldiers and officers alike even doubted if the Army could achieve its 2013 and 2016 basecamps. The ATR then appeared to be just advocacy for a few, instead of everyone embracing it as an institutional program. Albeit these mixed reactions, the ATR warriors continued to propagate and communicate the ATR aspirations. As the saying goes, "Plant a seed now and reap a harvest later."

Ten years after its conception, and after years of battling the positive and negative feedback, both from internal and external people, supports were gradually gathered. Subordinate units started to comply with the requirements set for the Army Governance Pathway. Individual soldiers and officers religiously, and periodically monitored and updated their respective scorecards. As such, the ATR remains the strategic guide for the Army leadership in driving the whole organization in the conduct of operations.

The program has gone through with eight Commanding Generals and surpassed the 2013 basecamp, "A disciplined and motivated Army capable of addressing all internal security threats"; and the 2016 basecamp, "A well-equipped Army that has established a respectable image in Southeast Asia," respectively. If situations like the successful liberation of Zamboanga and the Marawi and the myriad recognitions of the neighboring countries when troops are participating in the Southeast Asian exercises would be the basis to validate the




and organizational excellence, the pursuit of the Army modernization program, work with partners and stakeholders, and uplift the well-being of personnel.

The Commanding General, Philippine Army, in the furtherance of the ATR, would like to achieve operational and organizational excellence continuously. The CGPA saw the significance of leader development in the future pursuit of the ATR aspiration. This is a good opportunity for the individual soldier who will soon be directing a group of men to exercise leadership in his field. Small deed of a soldier-leader who would help drive his unit to mission accomplishment is the best way to contribute to the overall well-being of the organization. It cannot be denied that despite years of implementing the ATR, still, there are individuals who lack confidence in leading the people.

Suiting with the dynamic advancement of technology, the current leadership also emphasizes the continuation of the Army modernization program. It is noteworthy to note that the Army will continue to dressing-up itself with more sophisticated weaponry, ready to address the current security trend, both locally and internationally.

Truly, works cannot be done by the Army alone, especially with the intent of the president to end the local communist armed conflict. But with other agencies and entities, it would be possible. The CGPA pledged to continue to work closely with partners and stakeholders to realize not just the organization's mission, but the government's peace and development aspirations. The stakeholders' engagement has been institutionalized in the Philippine Army since the ATR was implemented ten years ago.

And finally, all these things would not be possible without the contribution of the Army personnel, who serve as the most valuable asset of the organization. The CGPA assured to uplift the well-being of personnel. To ensure that operational and organizational excellence, highly modernized Army and well-engaged institution is achieved, the CGPA gives equal attention to revolutionizing the knowledge, the skills, and the attitude of the men and women behind the machines – its personnel. Hence, the Army is investing more in the capability enhancement, survivability, and accessibility of all personnel, including their dependents, to various services that the Army could offer.

And now, two years to achieve a modern and respected Army in whole Asia, and eight years before the set timeline for the fulfilment of the entire program is reached, the Philippine Army could not fudge itself from various issues and vicious eyes of its adversaries and aggressors. There are still individuals or group of individuals from within and from without who would try to taint the credibility of the organization despite of its sincerity to change for the better. Still, the leadership and those who believe in the program are optimistic that come 2028, the Philippine Army will once again line-up its name to the lineage of the world's finest armed forces, that will be the source of national pride, the way it used to be. 

preceding basecamps, with the able leadership of the previous commanders, it can be resolved that these milestones were attained.

## A Time of Change


When President Rodrigo Duterte was still running for the presidency, he frequently said that the “Change is Near” or “Change is Coming.” It simply denotes that something new will happen to the country if he becomes the president. Indeed, when President Duterte was enthroned in power, various changes were introduced and implemented. One concrete example is his declaration to put an end to the local communist insurgency, an issue that was not given much attention for the longest time.

Coincidentally, “change” is something that the Philippine Army is envisioning. So, with this earnest aspiration of transforming the Army coupled with the pronouncement of President Duterte to put an end in the prevailing internal conflict besetting our country, the Army's leadership, as well as the individual soldiers, are bound to professionally carry out its mandate of protecting the people and state to allow sustainable access to peace and development of the country. As such, the current Army leadership outlined initiatives for 2020 that is focused on the achievement of operational



# Army Civilian Human Resource Attains PRIME-HRM Maturity Level 2

The Civil Service Commission (CSC) on February 18, 2020, conferred to the Philippine Army Civilian Human Resource (Civ HR) the PRIME-HRM's Maturity Level 2 at the Army Headquarters, Taguig, City. Army Chief of Staff Brig. Gen. Rowen S. Tolentino, who represented the Army Chief, and Army Chief Civilian Human Resource Ms Letty G. Lacanienta received the awards and recognition from CSC Department of National Defense Field Office Director II, Cecilia C. Villafuerte.

The PRIME-HRM, which stands for Program to Institutionalize Meritocracy and Excellence in Human Resource Management, is a mechanism that empowers government agencies through the development of its human resource management competencies, systems, and practices towards excellence. 

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*Let this latest achievement inspire you to further advance the quality of your service. With you as our highly-motivated and professional partners, we will fulfill the Philippine Army's core purpose of serving the people and securing the land, and achieve our goal of becoming a world-class army that is a source of national pride.*





Towards Becoming an

# EFFICIENT FORCE PROVIDER

**I**n pursuit of becoming a professional, capable, and responsive organization, the Philippine Army (PA) has endeavored to modify its structure and readjusted its systems and processes in order to become operationally relevant amid the changing security context. This institutional transformation is geared towards becoming a formidable and adaptive force capable of responding to various security challenges posed by conventional and unconventional threats.

On the aspect of training, the Training and Doctrine Command (TRADOC), PA merged some of its training groups to achieve focus and provide more effective and efficient training needs to PA personnel. The Camp Lucero Training Area based in Carmen, Cotabato merged with the Headquarters Mindanao Training Group in Kibaritan, Kalilangan, Bukidnon last January 11, 2020. On the other hand, the Camp Canuto Training Area based in Barangay Sagurong, Pili, Camarines Sur is scheduled to merge with the Visayas Army Training Group in Barangay Macaas, Tubigon, Bohol. The merging of said training units is in lined with TRADOC's "One Strong Army Training Group" in order to cater to the evolving education and training needs of army personnel and establish a venue for the conduct of joint forces, combined arms trainings and exercises per major island group.

Relatedly and in support to the presidential directive to defeat insurgency by 2022, the PA will add 'more boots' on the ground by pursuing the refilling of previously unfilled Cadre battalions and subjecting them to an intensive two (2) months unit retraining program that will enable them to be operationally ready by July 2020. Currently, the following battalions: 5IB, 1ID; 59IB, 2ID; 12IB, 3ID; 77IB, 5ID; 38IB, 6ID; 70IB, 7ID; 52IB, 8ID, and 22IB, 9ID are being refilled from existing personnel and equipment rationalized within the respective inventories of their mother divisions. The HPA provided fund support for the organization build-up and training of said units and will work out for their mid to long term refurbishment. Similarly, resources have also been provided to the 72nd Infantry Battalion, 10th Infantry Division which was earlier refilled.




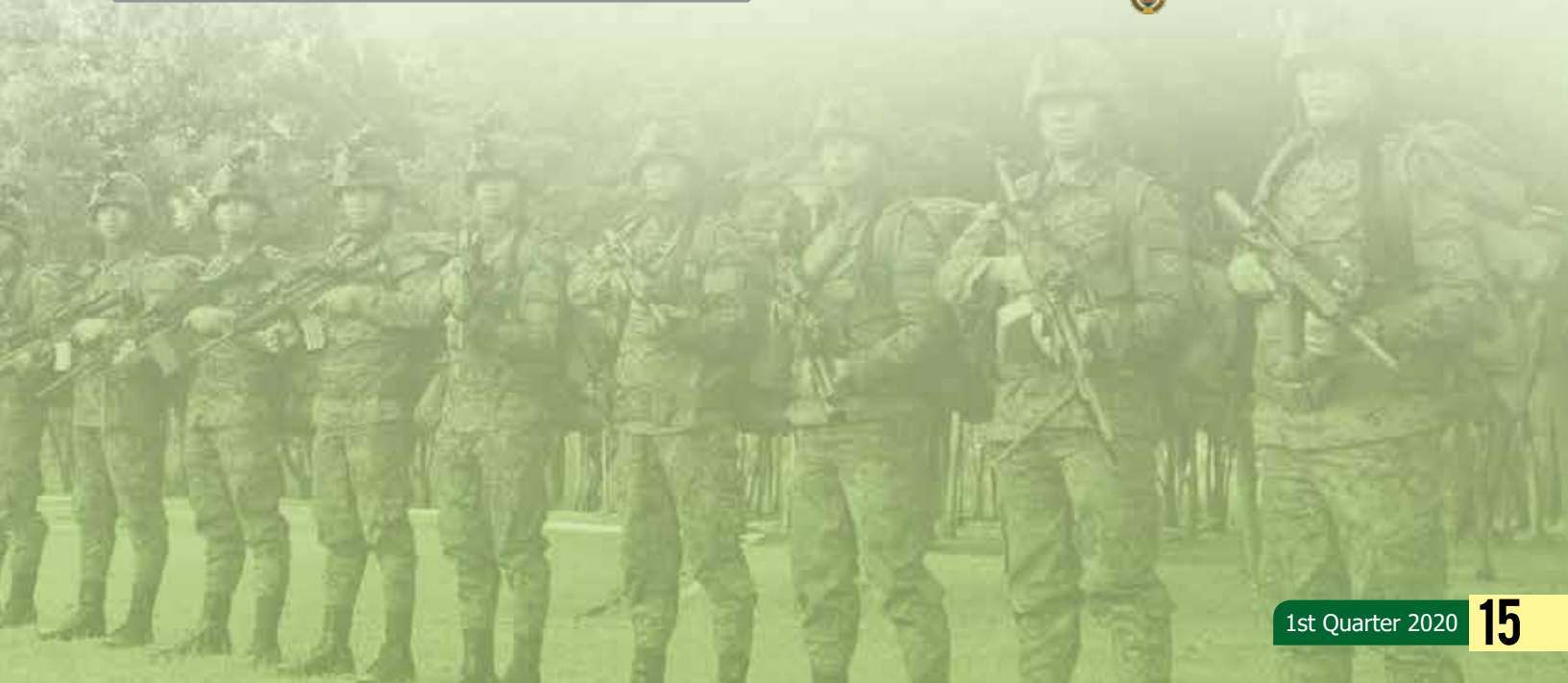
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*Continuous efforts have also been drawn in the aspect of modernizing the force through the acquisition of modern and advanced equipment that would capacitate army units in effectively combatting emerging security challenges.*

In addition, the command through the different PA Major Units (PAMUs), will implement the battalion retraining program to sustain the warfighting competencies of units but this will be done on-site in order to minimize movement and major disruption in the campaign against the insurgents and for units to be ready to address emerging security challenges in their respective area of operations. Equally significant also was the sustained thrusts of the Command in ensuring that tactical units deployed in support to the campaign of the Unified Commands are all Mission Capable or have attained R2 status in their Readiness Condition. The formulation of manuals and handbooks especially in support to the conduct of Community Support Programs for the effective clearing of guerilla fronts has also been undertaken.

Continuous efforts have also been drawn in the aspect of modernizing the force through the acquisition of modern and advanced equipment that would capacitate army units in effectively combatting emerging security challenges. Significant in the procurement pipeline is the acquisition of tanks for the Armor Division and of various types of air assets for the Aviation Regiment (P). Also noteworthy are the efforts in sustaining the gains of the transformation roadmap which are being done in the midst of performing the Army's mandate. Most units are currently vying for the next step in their journey on the Army Governance Pathway toward achieving breakthrough results and to be institutionalized by 2022 while those that have already been institutionalized are applying for re-certification to further firm up their transformation initiatives.

These organizational developments are just some of the more meaningful initiatives the Philippine Army is currently undertaking to strengthen and capacitate itself in response to current and emerging security challenges. This is a manifestation that the Philippine Army is a 'learning organization' that is fully committed in providing the best service it can deliver in carrying out its mandate of serving the people and securing the land. 



# PHILIPPINE ARMY MO



MULTI-MISSION DRO

ARM

DRONE

WHEELED A

The improvement in the capabilities of the Army is vital to maintain and sustain the sovereignty of the country and its people, from land security to the development of the society.



ARMORED VEHICLE  
LAUNCH BRIDGE

SCOUT BOAT

ASSAULT BOAT

LIGHT SUPPORT BOAT

MEDIUM RANGE AIR  
DEFENSE SYSTEM

# DERNIZATION THRUST



NE

MULTI-PURPOSE MEDIUM LIFT HELICOPTER

ED RECON HELICOPTER

AIR MEDEVAC HELICOPTER

LOGISTIC SUPPORT VESSEL

PC

LIGHT TANK

HIGH MOBILITY EMBLACEMENT EXCAVATOR

MANPAD SYSTEM

COMBAT ENGINEER VEHICLE

MULTIPLE LAUNCH ROCKET SYSTEM

155 HOWITZER(SP) SYSTEM

# A Glimpse of the PHILIPPINE ARMY MODERNIZATION PROJECTS

The Philippine Army (PA) continuously upgrades its capabilities through the implementation of modernization projects under Republic Act (RA) 7898, also known as the “AFP Modernization Act” and its amended version, RA 10349 - “Establishing the Revised AFP Modernization Program and for other Purposes” in keeping up to the changing operational environment,

The Office of the Assistant Chief of Staff for Logistics, G4 of the PA is the office primary responsible in facilitating

and monitoring the implementation of the said projects. A total of 114 PA modernization projects has been programmed and 63 of which were already completed. For the past year, one of the completed projects is the acquisition of 44 units of 60mm Mortar which were delivered last 03 March 2019 with a contract price of PhP106,900,000.00.

Other projects that are in the procurement pipeline and expected to be completed in the coming years include the following:

<b>RA 7898</b>	<b>Projects</b>
	<ul style="list-style-type: none"> <li>• PA-PN (M) Force Protection Equipment (Body Armor)</li> </ul>
<b>RA 10349</b>	<b>Projects</b>
<b>1st Horizon, 1st List</b>	<ul style="list-style-type: none"> <li>• Rocket Light Launcher</li> <li>• Tactical Engagement Simulation System</li> </ul>
<b>1st Horizon, 2nd List</b>	<ul style="list-style-type: none"> <li>• Force Protection Equipment (Body Armor)</li> <li>• Force Protection Equipment (Ballistic Helmet)</li> <li>• Designated Marksman Rifle</li> <li>• CBRN Equipment</li> <li>• Long Range Sniper Weapon System</li> <li>• Firepower Upgrade APC M113</li> <li>• Forward Support Equipment (Forklift)</li> </ul>
<b>2nd Horizon, 1st List</b>	• 40mm Revolver Grenade Launcher
	• 7.62mm Sniper Weapon System
	• Tank Gunnery Simulator
	• All-Terrain Vehicle
	• M113 Upgrade to Armored Mortar Carrier
	• M113 APC Fire Power Upgrade
	• Combat Engineer Equipment
	• PA C4ISTAR
	• Light Tank
	• Wheeled APC
	• 155 Howitzer (SP) System
	• Truck, Cargo, Heavy
• Truck, 1 1/4 T Troop Cargo	
• Truck, 2 1/2 T Cargo/Troop Carrier	

**2nd Horizon, 1st List**

- **Light Support Boat**
- **Assault Boat**
- **Scout Boat**
- **Light Tactical Vehicle**
- **Integrated Logistics Warehouse**
- **CMO Support System (MCSS, AVT, DMS)**
- **MMAW**
- **MANPADS**
- **Mortar 60mm**
- **Mortar 81mm**
- **Truck, Wrecker, Medium**
- **Truck, Heavy ET (Low Bed)**
- **Truck, Lorry (Water)**
- **Mobile Kitchen**

These are the modernization projects that the PA is undertaking in order to enhance its capability in securing the land and responding to the evolving elements that continuously threaten the country's peace and sovereignty. With the upcoming realization of these projects, the PA will be on track in becoming a world-class Army that is a source of national pride. 🇵🇭



**M113 Upgrade to Armored Mortar Carrier**



**Armored Vehicle Launch Bridge**



**Light Support Boat**



**40mm Revolver Grenade Launcher**



**Medium Multi-Purpose Assault Weapon**



**Radio Frequency Analyzer**



**Unmanned Aerial System**



**Ground Base RDF System**



**Man-Portable Air Defense System**

# Advancing Cyber Capability for a More Secured Army

Information security plays an important role in today's fast-growing digital world. It is important in the Army as well as it utilizes various critical information systems, which needs to be protected. Along with this and in line with the CGPA's command thrust to pursue the Army modernization program, the Army is pushing forward to enhance its cyber defense and security that will lead to operational and organizational excellence. Thus, this gives rise to opportunities, such as developing doctrines and policies to protect vital information, specialized organization, and cybersecurity optimizing the use of technology. With this as a guidance, the Army pursues the following efforts:


As a way to **protect vital information**, the Army releases the new PAM 6-0102-04 – Philippine Army Cyberspace Operations Manual. This manual sets forth the principal concepts, guidelines and other considerations in conducting Cyberspace Operations. It puts into context both its similarity as well as a distinction against regular combat operations, especially in terms of planning and execution. More importantly, this manual shall identify how cyberspace operations fit into the overall operational concept of the Philippine Army and with other Major Services in joint operations. Also, the Army implements the closed network policy. This will establish the PA “Red Network” which has access to PA services but no access to the internet, thereby isolating it from the risk of being compromised. The general objective for this is to institute a closed network where classified data and information are securely exchanged. As of now, the project is the implementation process and is expected to be completed within the first semester of 2020.

Also, the Army has able to **develop specialized organizations**, such as the Computer Security Incident Response Team (CSIRT) and Cyber Battalion (CyBn). The CSIRT is responsible for responding to security incidents which include both technical actions taken to remediate the incident and recommend changes to systems to protect against future incidents. This team is continuously participating in different cyber defense exercises and was even held as the over-all champion for the recently concluded exercise. On the other hand, the CyBn, ASR ensures that a sizeable Army Cyber workforce will be able to conduct active and defensive cybersecurity operations to protect the PA cyber assets and defend them from cyber-attacks across different PA Cyber domains of operation. As of now, the CyBn initiative is already for the approval of the Chief of Staff Armed Forces of the Philippines and the Secretary of the Department of National Defense. Moreover, on leadership, the Army has organized the following: (1) Philippine Army Cyber Committee which deliberates proposed strategies, policies, plans, programs and projects for PA operations in cyberspace, (2) Philippine Army Cyber Operations Battle Staff which provides concerted efforts for conceptualization, planning, execution and decisions of the

command on cyber incidents and operations, and (3) ISO and ISNCO which are the front runners for cyberspace operations at the different Philippine Army offices and units. These have provided the leadership a tool for management and decision-making.

Furthermore, opportunities to **optimize the use** of technology give rise to numbers of training and activities, facility and material improvements, and leadership enhancements. With this, Army personnel are provided with the following: Cybersecurity SMEE, PA Cybersecurity Summit, PA Cybersecurity Training and Conferences, Cyber Security Awareness Seminars, Certified Ethical Hacker, Computer Hacking Forensic Investigators, Certified Secure Computer User, Certified Wireless Security Professional, CISCO Certified Network Associate, and Cybersecurity First Responder. The Army is also offering foreign training, such as Master of Cyber Security and Cyber Law and other Emerging Technology Workshop (CLETW) in Australia, and IT Specialist in Georgia. The Army also continues to improve its materiel and facilities. There is the enhancement of the PA Data Center Facility which will cater to PA Information Systems and e-services, Information Systems availability, Video Teleconference (VTC) services, Web hosting, and E-mail services. Another improved facilities are the PA Network Operation Center, which will monitor network services, threats, and connectivity status of PANET to AFPNET and PA Major Units, and the Cyber laboratory which will be the test area for network set-up and configuration, controlled study and isolation of network threats, and security check for newly acquired ICT equipment. Lastly is the establishment of the Security Operation Center which will monitor security devices and sensors, IDS/IPS capabilities, Unified Threat Management, and Anti-spam services.

As the Army's continuous commitment to this, the following are the future projects that the Army will pursue: Hosting Performance and Web Security which will improve the capability and performance of the PANET, additional 15,000 SNS License Zimbra mailboxes which will allow better and secured communication within Army, the implementation of IPVPN which will permit secure remote access and IP whitelisting, and the conduct of Cyber Security Summit 2020 which can pave way for the Army to optimize the options for its cyber-related improvements through its ICT stakeholders. Also, the Army is bound to pursue for the development of additional manuals concerning cyber operations which will enable further standardization in military cyber operations.

The Army will keep on advancing its cyber capability and is committed in securing the organization's vital information as a support to its vision, "By 2028, a world-class Army that is a source of national pride." 




# PHILIPPINE ARMY AT THE CENTER OF REGIONAL SECURITY

After formally assuming his post as the Commanding General of the Philippine Army (CGPA) on December 6, 2019, Lt. Gen. Gilbert I Gapay proclaimed that he will prioritize the enhancement of PA's land power capabilities primarily anchored on the modernization efforts of the Armed Forces of the Philippines. Along with Lt. Gen. Gapay's guidance, the PA managed to strengthen and establish military ties with traditional and non-traditional partners, which accorded the Philippines an expanding clout in the regional security architecture. Last year, the PA managed to engage in 16 bilateral activities mostly with long-standing partners such as the ASEAN, United States, and Australia while also participating in activities with non-traditional partners with the likes of Israel, France, Russia, and India. The willingness of other countries to have engagements with the Philippine Army is indicative of its increasing role in the structure of the regional security landscape. The PA also worked to establish alliances with prominent countries and corporations in the defense industry, working in collaboration with the industry's best to aid in its modernization program. Additionally, the PA is working closely with its foreign army counterparts in capacity and confidence-building through bilateral exercises with its surrounding nations.

The remainder of Lt. Gen. Gapay's post as the CGPA will witness an increase in bilateral and multilateral activities with countries in Asia, with a concentration on the ASEAN community given the current security landscape in the Southeast Asian region. The PA's International Defense and Security Engagement (IDSE), the main framework guiding the PA's 'army diplomacy' through its provision that specifically





The effort PA exerts in international engagements expresses its desire to achieve one of its many objectives, which is to be recognized as a world-class Army that is a source of national pride, an army that is not only recognized by the nation it serves but also by its surrounding nations. The PA's strategic plans include extensive collaboration with its neighboring nations, acting not only for the sake recognition but also in the name of benevolence through its collaborative measures with other nations. 

provides that engagements with external actors shall be guided by the Philippines' foreign policy independent of other states and is aimed at developing amity and cooperation with other nations in pursuit of mutual interest while at the same time respecting each other's sovereignty, territorial integrity, and national interests. The framework is one of the country's guiding principles in putting its significant role in regional peace and stability to noble use. Its engagements with countries addressing security concerns mutual to the Philippines' will prove beneficial in the coming years as new security threats emerge. The PA will adjust to encompass a wider range of concerns, which may prompt the PA to increase the diversity of its network of collaboration as a prime actor in upholding regional peace and stability.

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*The willingness of other countries to have engagements with the Philippine Army is indicative of its increasing role in the structure of the regional security landscape.*



## St. Luke's Medical Center NEWEST BENEVOLENT PARTNER OF THE PHILIPPINE ARMY

**C**ollaboration and partnership are important measures that the Philippine Army undertakes to engage, connect and involve with stakeholders and the community in the development and implementation of community initiatives. Hence, the PA partners with benevolent organizations and individuals that will collaborate with them in accomplishing its mission.

The newest addition to the Philippine Army's partner stakeholders include the St. Luke's Medical Center (Global).


A Memorandum of Understanding was signed between the Philippine Army and St. Luke's Medical Center last November 08 to officially seal its partnership expanding the soldiers' and their dependents' medical privileges.

The MOU was inked during then CG, PA Lt. Gen. Macairog S Alberto on the side of the Army, while Dr.

Arturo S dela Peña, SLMC President and Chief Executive Office, signed for St. Luke's.

Through the project, the Hospital will provide the beneficiaries with discount applicable to certain services and packages both in Global City and Quezon City branches of St. Luke's.

"If we can deliver the best services to the general population, the move that these gentlemen (and women of the Army) who sacrifice so much in defense and service of the country deserve the best care that we can offer," Dr. dela Peña said.

"The St. Luke's packages, discounts and service of St. Luke's will further motivate the troops to work more in serving the people and securing the land" Alberto said. 

# ARMY INFORMATION CARAVAN at Philippine Congress

Equally important, aside from providing the troops with necessary tools critical to accomplishing the Philippine Army's assigned tasks is creating a conducive and enabling environment through the enactment of laws that would make not only the Philippine Army, but also the AFP in general, more effective and efficient in addressing national security threats.

## Priority Legislative Measures

### Amend the National Defense Act (NDA) of 1935

- Fixed tenure for Chief of Staff and Chiefs of Major Services
- More responsive provisions for procurement, promotion and human resource development
- Corrected organization, composition, and employment of regular and reserve forces
- DND to exclusively benefit from the proceeds of income derived from lease and development of defense real estate assets.

### A Responsive Procurement Law

- Exemption from Republic Act 9184
- Special procurement law for the defense department and its bureaus
- Streamlined process for regular and emergency acquisition/ procurements but stiffer penalties for irregularities committed

### A Pro-Active Counter –Terrorism Law

- A more responsive definition of terrorism
- Provision dealing with foreign terrorists
- Criminalizing glorification and inciting to terrorism using any communication
- Longer period of detention without warrants for terrorism suspects
- Proscription of terrorist organizations
- Removal of prohibitive compensation for acquitted
- Revised graduated penalties

### A Law on Generating and Utilizing Reservists

- Allowing reservists to be called to active duty for a period of two years
- Allowing reservists called to active duty to serve AFP echelon security tenure in current job and competitive compensation for reservists called to active duty
- Mandatory ROTC before graduating from senior high school





# Efforts on Conserving the Army's Fighting Strength


The Army General Hospital is the leading medical treatment facility of the Philippine Army that provides top-class healthcare service to this elite organization in alignment with the Department of Health (DOH) and Philippine Health Insurance Corporation (PHIC) standards that can offer the following healthcare services:

- Operate on fields of clinical services such as Medicine, Pediatrics, Obstetrics-Gynecology and Surgery
- Provide services in other specialties: Orthopedics, Urology, Ophthalmology, Head and Neck Surgery, Anesthesiology, Neuro-Psychiatry, and Physical and Rehabilitation Medicine
- Conduct ambulatory services: Out-Patient Care, Family Planning, Physical Medical Examination (PME), Family Planning, Immunization, and Specialty Clinics such as Hypertension Clinic, Diabetic Clinic, Fracture Clinic, Dermatology Clinic, Hematology Clinic, Urology Clinic, Gastro – Intestinal Clinic, and TB DOTS Clinic
- Provide Ancillary services: Pharmacy, X-ray, Laboratory, ECG, Treadmill, and Stress Test
- Conduct In-house training to Medical Allied Professionals and Paramedical personnel

The Army General Hospital is the home of the steadfast healthcare physicians and personnel, with officers, enlisted personnel and civilians hailing from different areas of the Philippines. For CY 2019 alone, the Army General Hospital was able to cater 1254 patient admissions, administer thousands of X-rays, PMRS procedures and carry out a total of 83 OR major surgeries and 30 OR minor surgeries. A total of 569 medical team service activities were conducted, and some of these were conducted outside Headquarters Philippine Army to strengthen relationships between stakeholders. Physical Examinations are also something that the AGH can be proud of as well, as it catered a total of 5,413 clients in 2019 alone – mostly attending to Candidate Soldiers from the quotas of Army units located relatively near the Army General Hospital.

This hospital also conducts numerous operations of various nature. It also provides activities for the welfare of its personnel. In 2019, as for the Career Management aspect, a combination of 16 AGH Officers and EPs were sent for Career Courses and Specialization courses, and a total of 67 seminars conducted outside AGH for both Officers and EPs mixed in. Some of the trainings conducted by AGH are the BLS-CPR and Emergency patient transport, Intravenous Therapy Refresher Course, Review on Focus Charting, and Disaster Response Seminar, which are all significant for healthcare providers and personnel.

Of course, we cannot forget about the mobility, facilities and equipment. Currently, AGH has seven serviceable vehicles that can cater evacs and referrals which all are of use 24/7. The facilities are well-maintained and are renovated every now and then and can be paralleled to other nearby private hospitals. Currently, AGH has the bed capacity of a Level 2 hospital. Equipment-wise, AGH is ever ready to aid our patients in need.

AGH plays a vital role in conserving the fighting strength of our Armed Forces especially the Philippine Army. We will never stop striving hard to render prompt and quality medical care for our comrades in arms and continue serving the Filipino people and the nation as a whole. 



# JTG Taal

*Heroes in Ash-Covered Boots*

**O**n the afternoon of January 12, 2020, dusty winds struck the people of Batangas and nearby provinces by surprise as Taal Volcano spewed ash that slowly covered the roofs, farms and everything that was left in the open.

The pace at which the situation escalated — three alert levels in six hours — surprised everyone, including the experts, thereby sowing panic and confusion among the populace. Within an hour after the initial explosion, loud roars of military trucks and the steady tone of soldiers' voice brought the victims to tears, the feeling of hopelessness immediately replaced by the assurance of survival, of getting out of the danger zone on time.

Soldiers once again acted as first responders, providing help without any form of protection — except their uniforms and their indomitable spirits — just to ensure the safety of the people whom they have sworn to defend whoever, whenever, wherever or whatever the threat may be.

The magnitude of the calamity was beyond imaginable.

Business centers were closed, utilities were cut, airports were shut, the economy of Region 4A losing billions and, above all, tens of thousands civilians migrating to adjacent towns seeking refuge in evacuation centers.

On top of that was the gargantuan challenge of enforcing the “lock-down policy” — a government action designed to ensure the safety of the people — in the face of rage and protest of the very people whose welfare was being considered while balancing their plea to check on their properties and tend to their pets and livestock.



Amidst that chaos, Joint Task Group Taal was created, more than a thousand strong regular and reserve forces — with soldiers from the 2nd Infantry Division serving as its core — to ensure unity of command, economy of force and synchronization of efforts.

The next 29 days have put the soldiers on spotlight, displaying their professionalism, commitment and dedication before a grateful nation.

Upon the soldiers' eyes, however, it was 29 days of the Filipino people's terrific display of their world-renowned “Bayanihan spirit” — families taking strangers under their wings, random people distributing reliefs without any fanfare, passers by offering food and water, Filipinos helping their fellow Filipinos.

For the soldiers, believing that in crisis there is opportunity, such wonderful sight was expected for they believe that such crisis will be a chance for their people to showcase to the world that they are capable of closing ranks in the face of adversities.

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*Amidst that chaos, Joint Task Group Taal was created, more than a thousand strong regular and reserve forces — with soldiers from the 2nd Infantry Division serving as its core — to ensure unity of command, economy of force and synchronization of efforts.*





What they did not expect, however, was for that crisis to be an opportunity for the people whom they have sworn to serve to show their concern, to express their appreciation, to make them feel that they matter. They did not expect that such crisis will be an opportunity to showcase the gains of the Army Transformation Roadmap.

This became evident when donations for them — the first responders — started pouring in as well. Face masks, food, water and vitamins were sent in bulk to make sure that they will not falter in answering this call of duty.

And falter they did not, thus, zero eruption-related casualty was recorded.

In less than a month, the alert level was downgraded, but the soldiers remained vigilant.

The people began their trek to their homes, with soldiers paving the roads that they will take.

Evacuation centers were deactivated while another Task Force — Bangon Batangas — was activated.

Twenty nine days after Taal's eruption, the soldiers are finally on their way home, clad in their dusty uniforms and ash-laden boots.

The mission to help the people is done while the mission to help their families who were also victims begin. 🇵🇭



# Treading the Path of Heroism Despite Risk to Personal Safety

When Cpl Ryan R Fuentes, a gallant soldier from 11th Infantry Division, saw the blazing fire at the Port Area Elementary School, his first line of thoughts was, have the students been evacuated to safety? The teachers, were they alright?


The fire seemed to be uncontrollable as the flames continued to grow bigger spreading along the Barangay Walled City of Jolo. The flames kept swallowing the houses in the neighboring areas.

Worried and concerned over the safety of the people, Cpl Fuentes and his fellow soldiers rushed to the scene of incident. The situation was chaotic with all the people running in different directions, having a stampede could not be avoided.

The rescuers, to include Cpl Fuentes, lost no time and started giving directions to avoid further damage to the lives of the affected. Cpl Ryan instructed his team members to pacify the people and facilitated their transfer towards a safe open area.

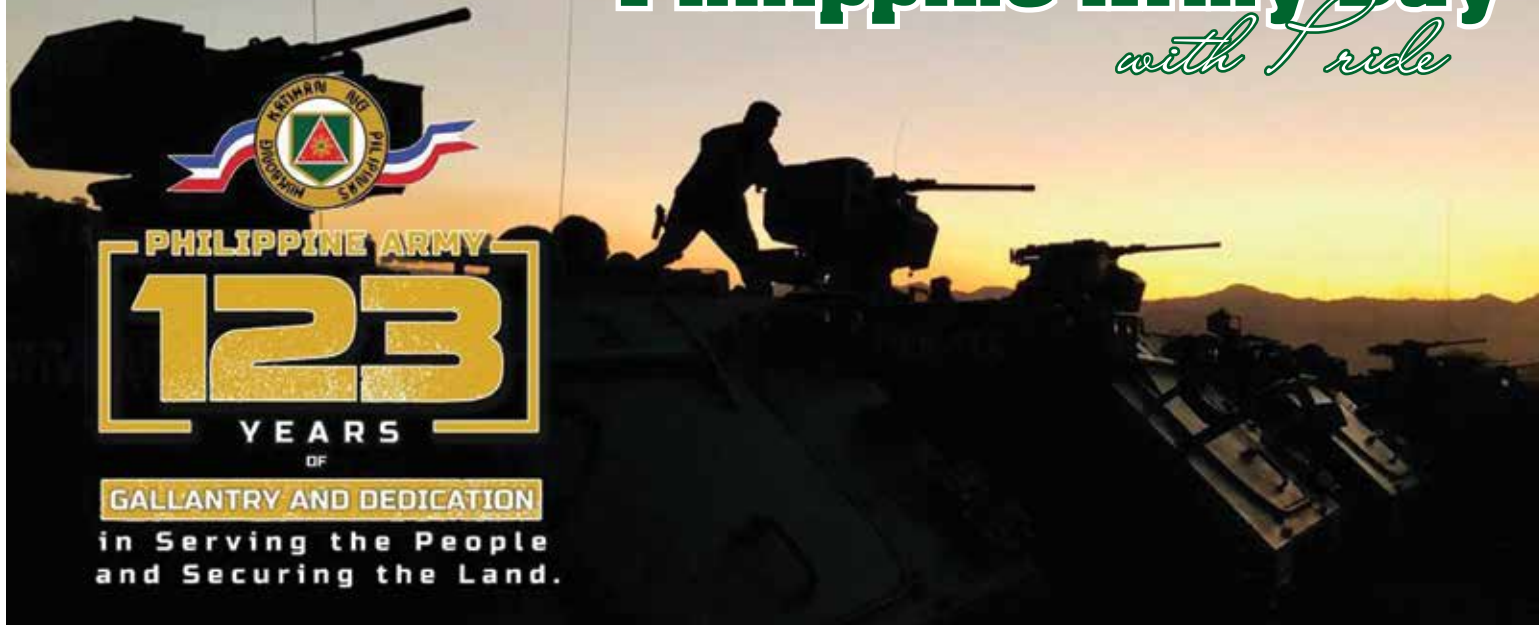
Despite the raging heat, Cpl Fuentes, set aside his personal safety, and checked room to room if there were still students and teachers caught inside the school. Seeing more people trapped due to burnt front doors, Cpl Ryan quickly soaked himself with water and rolled himself inside. With presence of mind, he kicked wooden sidewall and guided the students towards the fire exit. Through his courageous acts, Cpl Fuentes and his team were able to save the lives of the Joloano students and teachers.

The fire incident happened on July 23, 2018 but to the memory of Cpl Fuentes it is still fresh and he could vividly recall what happened early minute of the incident. Being the eldest among his siblings, he imbibed in his character the inherent compassion to seek the welfare of the others first and foremost before himself. Thus, his first instinct, was to save the children regardless of exposing himself to great danger.

Such heroic deed will go a long way in the hearts and minds of the people whom Cpl Fuentes was able to save. 



# Commemorating Philippine Army Day *with Pride*



**M**arch has always been very significant to the Philippine Army being the month on which its founding anniversary is annually commemorated. True to its sense, the Philippine Army will celebrate its 123rd Founding Anniversary on 23 March 2020 with the theme: “**123 Years of Gallantry and Dedication in Serving the People and Securing the Land**”. This year’s commemoration is further made more meaningful with the presence of no less than the AFP’s Commander-in-Chief, President Rodrigo Roa Duterte as the Guest of Honor and Speaker.

A series of pre and post commemoration activities have been outlined PA-wide to highlight and add meaning to this year’s anniversary celebration. The first to be conducted was the information caravan dubbed “A Night with the Lawmakers” which was held at the House of Representatives (HOR) last 24 February 2020 and of where the Army showcased its various capabilities to the lawmakers and informed them on the heroism and sacrifices of its personnel in serving the people and securing the state while actively encouraging them to support the ongoing modernization and transformation of the force. The conduct of said activity had been well received with no less than the House Speaker himself, Congressman Allan Peter S. Cayetano of 1st District-Taguig City exhorting the Army to regularly conduct such activity at the HOR.

To emphasize the continuing thrusts of uplifting the warfighting competencies, a long range patrol exercise called “The Dagohoy Challenge” was included in the pre-celebration

activities. The said exercise was launched in Bohol last 02 March 2020 and participated in by a squad of soldiers from ground operating and reserve units of the Philippine Army. The Dagohoy Challenge was a forty-eight (48) hour patrol exercise covering approximately fifty (50) kilometers across rugged mountainous terrain of Batuan, Bohol and with each participant carrying 25 kilograms of load while in full combat gear. The exercise was designed to test the collective spirit and stamina, navigation and combat skills and teamwork of the participating rifle squads.

To formally kick-off the anniversary commemoration in Metro Manila, a friendly game between the Philippine Azkals and the Army Football Team was held last 05 March 2020 at the ASCOM Parade Grounds, Fort Bonifacio, Metro Manila. LtGen Gilbert I Gapay, Army chief, together with the team manager of the Azkals and Commander, Army Support Command (ASCOM) made the ceremonial kick to start the game and to officially launch other commemorating activities in the National Capital Region.

Other outlined pre-anniversary activities also included the Sniper Competition that intends to enhance the combat capability in surveillance and long range shooting and in taking out targets from a concealed position which will be held from 10-16 March 2020 in Camp O’Donnell, Capas, Tarlac. Sniper teams from various PAMUs will showcase their rifle and pistol skills in Known Distance Shooting, Engaging Fleeting and Moving Targets, Unknown Distance Shooting, Alternate Shooting Position, Stalking and Pistol Match.



To promote healthy relationship with the media, a fun shoot was conducted on March 12, 2020. Various news and broadcast reporters and other media practitioners that are covering the defense establishment are expected to join the activity.

Likewise, in remembrance to those personnel who have made the ultimate sacrifice in performing their sworn duties and the contributions of deceased veterans, a wreath-laying ceremony is scheduled to be conducted on March 19, 2020 at the Tomb of Unknown Soldiers, Libingan ng mga Bayani and which will be followed by an Ecumenical Mass in their honor.

Also, significant would be the holding of a Stakeholders Night on March 20, 2020 at the PA Officer's Club House to honor individuals and organizations that made invaluable contributions in the attainment of the Army's mission. This activity will be jibed with the conduct of the Multi-Sector Advisory Summit (MSAB) that seeks to further strengthen the organizational resolve on transformation and excellence.

Aside from recognizing civilian stakeholders, the Command will also take time to celebrate with the active

Officers and Enlisted Personnel in a solemn ceremony. An Anniversary Ball will be held on March 21, 2020 which will serve as stern reminder to the current crop of the organization to continuously uphold the fine traditions of the Army and to remain committed to their sworn mandate. Adding merriment would be the conduct of Shootfest from March 21-22, 2020 which would fete Officers and Enlisted Corps alike in a cordial and friendly competition with each other. In addition, the Tejeros Convention which gave birth to the official formation of the Philippine Army will be reenacted on March 22, 2020 with the full support of the provincial and local government of Cavite.

The main event which is the 123rd Founding Commemoration Ceremony will be conducted on March 23, 2020 with the President Rodrigo Roa Duterte as the Guest of Honor and Speaker. Highlights of the activity include the static and kinetic display of capabilities to the Commander-in-Chief and awarding ceremony to outstanding personnel and employees of the Army. The ceremony will be broadcasted to all Army major units through video-teleconferencing for soldiers in the field to participate virtually and hear the message of the President by themselves.






The post-anniversary activities include the Tactical Exposition and Senior Leader's Conference which will be held on March 26-27, 2020. The Tactical Exposition is intended to showcase firearms and military gears, and serve as an avenue for the local suppliers to sell their products to qualified military personnel, dependents and civilian employees. A Licensed To Own and Possess Firearm (LTOPF) caravan will also be conducted on March 24 and 27, 2020 to enable military personnel to apply licenses for their personal firearms. On the other hand, the Senior Leader's Conference would be a 2-day leadership forum to be participated in by PAMU Commanders and other PA Senior Leaders. Latest trends in the realm of defense and security, particularly on asymmetric warfare and entrepreneurial concepts and its application in enhancing the military organization will be discussed by selected subject-matter experts from the security and business sector. The 1st day will largely cover discussions on Asymmetric Warfare,

while potential military application of corporate best practices will be discussed in the second day.

Adding more fun to the celebrations would be the open house of the PA Museum from March 23-27, 2020. The open house aims to provide free access to visitors and educate them about the Philippine Army's history and heritage.

Indeed, the Philippine Army had come a long way in performing its mandate of conducting prompt and sustained ground operations in protecting the Filipino people and the state. Numerous security challenges had emerged in the past and more unique and lethal security threats may emerge in the future. Nonetheless, the Philippine Army will prevail over these challenges and this year's anniversary celebration would just be fitting to remember the glorious legacy of 123 years of gallantry and dedication of its personnel, past and present. 



# Juana Be Like Them?

Looking back at the ancient times, Filipino women were confined as the household doers. They were expected to do babysitting, cooking and cleaning the house. These were roles confined to them and were inherited for a long time but, that was BEFORE.

The 21st century Filipino women are now empowered, career-minded, and independent. A lot of things have changed. Filipino women are now involved in all aspects of the Philippine society.

Who wouldn't recognize the exemplary performance of Miriam Defensor-Santiago, a brilliant lawyer, a powerful Senator who conquered the Session Hall of the Philippine Senate and had authored a lot of significant laws, a professor who was admired by a lot of students, a Filipino woman who proved that being a woman is not and will never be a hindrance to perform in policy and decision-making.

How about the first Filipino woman and first Mindanaoan to win an Olympic medal? She is, none other than, Hidilyn Diaz. She is an epitome of woman with strength for winning a Silver Medal during the 2016 Summer Olympics in Rio de Janeiro.

Will you ever forget the Filipino woman and a world-class singer who put the Philippines at the center of singing podiums around the world? She is Leah Salonga. She is known by a lot of people due to her stunning performance as Miss Saigon. She proved that Filipino women are talented and can perform beyond limits.

Filipino women, nowadays have so much things to do and have performed in exemplary duties.

Filipino women are now serving and participating actively in military service. The Philippine Army is proud to have honed brilliant women with talents and wit that continue to contribute in the excellent performance of the Army.

Their performances are vital like being a Platoon Leader in the field giving orders, an operator in the armored tank during operations, a Company Commander who leads the infantry, a Battalion Commander of Artillery and like a mother who takes care the whole Army as her child. This is a Filipina Soldier, more than prepared, focused, intelligent and well-molded. This is Juana in the Philippine Army. Will you dare to be like them? 🇵🇭



**One Nation.**

**One Family.**

**One Army.**

