



RoughDeckLog

NEWS STORY

NAVY BLESSES BRAND NEW FAST ATTACK CRAFT, AMPHIBIOUS VEHICLES p.6

BRP RAMON ALCARAZ BACK FROM 1ST ASEAN-US MARITIME EXERCISE p.7

PH NAVY, AUTHORITIES SEIZE DRIED WILDLIFE SPECIES IN PALAWAN p.19

FEATURE ARTICLE

CMO IN ACTION: RELENTLESS IN MAKING A DIFFERENCE

 p.21

SAIL PLAN CORNER

***THE BEST SAIL PLAN IMPLEMENTING AWARD:
FOSTERING OWNERSHIP, SUSTAINING GAINS,
AND EXCEEDING EXPECTATIONS*** p.25



Editorial Board

VADM ROBERT A EMPEDRAD AFP
Flag Officer In Command, Philippine Navy

RADM ALLAN FERDINAND V CUSI AFP
Acting Vice Commander, Philippine Navy

RADM LOUMER P BERNABE AFP
Chief of Naval Staff

COL EDWIN JOSEPH H OLAER PN(M)(MNSA)
Assistant Chief of Naval Staff for Civil Military
Operations, N7

Editorial Staff

Editor-In-Chief

LCDR MARIA CHRISTINA A ROXAS PN

Editorial Assistants

LT RYAN H LUNA PN
LT RANDY P GARBO PN

Technical Assistants

SK3 Elvin F Macatangay PN
YN3 Dexter M Dimabayao PN
YN3 Gino G Gullon PN
ET3 Oliver B Francisco PN
CPL Wenly M Ortega PN(M)
S1JO Glazy M Namia PN
S1JO Melchor M Alcala Jr PN
S1JO Al-Zoren N Zamora PN
S1PH Carmelo B Homo PN
S1PH Basir M Lauddin PN
S2JO Ronald A Pataueg PN
S2PH Hans Bryan E Lim PN
S2PH Ryan Albert C Sanchez PN
S2JO Cyrin Ann T Guingona PN
S2DP Charisma N Narvaza PN
Mr. Karl Thomas L Rosello CE
Ms. Ariane Joy A Rodelas CE



ABOUT THE COVER

National Defense Secretary Delfin Lorenzana's wife, Editha, leads traditional smashing of a sacrificial bottle of wine over the bow of the brand-new units of Multipurpose Attack Craft (MPAC) Mark III during its blessing ceremony at Headquarters Philippine Navy, Roxas Blvd., Manila on Sept. 23.

Protecting the Seas, Securing our Future

DISCLAIMER: The views and opinions expressed in this publication are those of the authors and do not necessarily reflect the official policy or position of the Philippine Navy, the Armed Forces of the Philippines, and the Philippine Government.

Share your story. Send us your news and feature articles at navy.speak@gmail.com for inclusion in the next PN Rough Deck Log issue.

NAVAL PUBLIC AFFAIRS OFFICE

Headquarters Philippine Navy,
Naval Station Jose Andrada
2335 Roxas Boulevard, Manila
Phone Number: (02) 523-3438
Mobile Number: (+63) 917-569-6840



CONTENT

19

07

15

VOLUME NO. 81 • SEPTEMBER 2019 ISSUE

	MORALE & WEFARE		
4	10 Qualities of a Great Mentor	18	Seabees reaches out to schools in Palawan, Zamboanga
5	Mental Retardation	19	PH Navy, authorities seize dried wildlife species in Palawan
	NEWS STORIES		FEATURE ARTICLES
6	Navy blesses brand-new fast attack craft, amphibious vehicles	19	The Navy's adherence to Human Rights and Int'l Humanitarian Law
7	BRP Ramon Alcaraz back from 1 st ASEAN-US maritime exercise	21	CMO in Action: Relentless in Making a Difference
9	South Korean Navy ships visit Manila		SAIL PLAN CORNER
10	Spanish Navy ship back in Manila for the first time since 'Battle of Manila Bay'	25	The Best Sail Plan Implementing Award: Fostering Ownership, Sustaining Gains, and Exceeding Expectations
12	Japanese destroyer Asagiri docks in Subic for goodwill visit		ANNOUNCEMENT
13	Sri Lanka military delegation visit Philippine Navy headquarters	28	Best Photo and Article for September
13	Navy receives ship's training simulator donation from SMTI		NEED TO KNOW
15	PN hosts Miss Earth 2019 aspirants, supports environmental protection	29	BRP Miguel Malvar (PS-19)
16	PH Navy joins celebration of 2019 International Humanitarian Law month	29	Mooring Line
17	PH, Vietnamese navies hold 5 th personnel interaction	30	FACEBOOK CORNER
			AFP Pledge of Reaffirmation of Commitment & Support for the Int'l Humanitarian Law

10 Qualities of a great mentor

source: <https://engineeredlifestyles.com>

Every successful person in the world whether they're an entrepreneur, an athlete or a musician all had great mentors who helped them unlock their potential. Here's how you can tell whether or not you have a great mentor or not.

a great mentor...

1 CHALLENGES YOU

A great mentor always pushes you to be better and never lets you rest on your laurels

2 IS EXPERIENCED

Your mentor should have a ton of relevant experience and wisdom they can draw upon

3 GUIDES YOU TOWARDS THE ANSWER

Mentors should never just give you the answer, but give you the tools to figure it out yourself

4 RESPECTS YOU

A great mentor should never look down on you and instead see you as their equal

5 IS A GREAT LISTENER

Your mentor should have a ton of relevant experience and wisdom they can draw upon



6 IS INVITED IN YOUR SUCCESS

A great mentor is happy to see you succeed and even potentially surpass them

7 SUPPORTS YOU

A great mentor will pick you up when you stumble and fall

8 PROVIDES CONSTRUCTIVE FEEDBACK

Your mentor will praise you when you've done right and, most importantly, help you figure out what went wrong

9 IS WHERE YOU WANT TO BE

Choose a mentor that shares the same vision of success as you

10 IS AVAILABLE

A great mentor should always be available to provide the help and advice you need

Mental Retardation



source: <https://www.doh.gov.ph>

Mental retardation is a condition of incomplete or halted development of the mind. It is characterized by the impairment of skills manifested during the developmental period that contributes to the overall level of intelligence. Intellectual functioning is significantly below average (IQ<70), with accompanying impairment in the person's effectiveness in meeting the standards expected of one's age, as is expected by social and cultural influences in the following areas: communication; self-care; home living; social/interpersonal skills; use of community resources; self-direction; functional academic skills; work; leisure; and health and safety.

Mental retardation is classified by the degree of intellectual functioning as mild, moderate, severe, or profound. There are other physical defects associated with the mental retardation.

CAUSES

- Genetic (chromosomal and inherited) conditions
- Prenatal exposure to infections and toxins
- Perinatal trauma Birth asphyxia
- Acquired conditions and social factors

SIGNS

- Sitting up, crawling, or walking later than other children
- Learning to talk later or have trouble speaking
- Finding it hard to remember things
- Trouble understanding social rules
- Trouble seeing the consequences of their actions
- Trouble solving problems
- Trouble thinking logically

PREVENTION CONTROL

- In general, people with mild and moderate mental retardation have the most flexibility to adopt to environmental conditions.
- In most cases, the underlying intellectual impairment does not improve, yet the affected person's level of adaptation can be positively influenced by an enriched and supportive environment.



Navy blesses brand-new fast attack craft, amphibious vehicles

The Philippine Navy (PN) held at its headquarters in Naval Station Jose Andrada, Roxas Blvd., Manila on Sept. 23 a blessing ceremony of newly acquired, brand-new three units of Multipurpose Attack Craft (MPAC) Mark III, four Amphibious Assault Vehicles (AAV) and 22 other utility vehicles.

Secretary of National Defense (SND), Delfin N. Lorenzana, witnessed the event as the guest of honor and was joined by the Navy Chief Vice Adm. Robert Empedrad, AFP Chief of Staff Gen. Benjamin Madrigal Jr., and other AFP senior officials.

The blessing ceremony was administered by Naval Chief Chaplain Col. Melchor Fernando and assisted by SND Lorenzana's wife Editha as lady sponsor who initiated the tradi-

tional pouring of wine for the AAVs and smashing of sacrificial bottle of wine for the MPACs.

These brand-new MPACs are in addition to the three missile-fitted fast attack craft that historically ushered the PN into the missile-age last year. They make up the recently activated 4th Boat Attack Division of the Philippine Fleet and will soon be equipped with machine gun and missile systems. These highly maneuverable platform designed for fast interdiction of surface targets, quick reaction force and naval special operations are crucial for the conduct of swarming operations and projection of the "anvil" force for coastal defense.

On the other hand, the four AAVs form part of the recently activated Assault Amphibian Company (76MC)

under the Assault Armor Battalion of the Philippine Marine Corps. These amphibious landing vehicles allow our Marine Operating Forces to assault any shoreline from decks of Navy ships and provide them with armor protection, surface mobility for amphibious and mechanized operations, communications and maintenance capabilities.

The 22 multi-purpose utility vehicles consist of the initial batch of acquisition for the PN's refueling program to replace its ageing motor vehicle inventory.

Aside from its usual operational and administrative uses, these new assets may also be employed to transport cargo in support of combat service support operations and humanitarian assistance and disaster relief operations if the need arises.

These noteworthy assets are tangible manifestations of how the PN's capability upgrade has significantly progressed in the past few years providing leverage for the Navy's bid of becoming stronger and more credible force that the Philippines as a maritime nation can be proud of. ■

BRP Ramon Alcaraz back from 1st ASEAN-US maritime exercise

The Philippine Navy (PN) accorded a fitting arrival and welcome ceremony at Pier 13, South Harbor, Manila on Sept. 16 for the returning 160-man contingent onboard BRP Ramon Alcaraz (PS16) after their successful participation in the inaugural ASEAN-United States Maritime Exercise (AUMX) conducted off the waters of Sattahip, Thailand on Sept. 02 to 06 and Port Visit in Ho Chi Minh City, Vietnam.

Representing the PN Flag Officer In Command was the Chief of Naval Staff, Rear Adm. Loumer P. Bernabe who oversaw the ceremony and joined the families and friends for the homecoming of sailors, marines and reservists comprising the Naval Task Force (NTF) 80.5 headed by its commander, Navy Captain Hilarion Cesista.

In his remarks, Rear Adm. Bernabe stated that the participation of the PPN to the AUMX 2019, and the third visit in Vietnam are another defining moments for the organization.

He added, "Our presence signifies the continuing support we extend in fostering peace, security and progress in the Southeast Asian region. We successfully achieve our objective to enhance and strengthen coopera-



tion, partnership and unity with other participants through AUMX and the port visit conducted in Vietnam.”

AUMX 2019 was the first ever maritime drill between the navies of the ASEAN member states and USA, and the fourth International Defense and Security Engagement that the PN has participated in this year. Highlight of this exercise was the sea phase executed in the Gulf of Thailand wherein PS16 joined six other warships in the conduct of scenario-based visit, board, search and seizure of chartered commercial ships as vessels of interest.

During the return sail, NTG 80.5 made a stop at Ho Chi Minh City, Vietnam for a port visit aimed to reinforce diplomatic ties. In here, they interacted with counterparts from the 2nd Naval Region of the Vietnam People’s Navy that included courtesy calls and other confidence-building activities such as shipboard tour, reception and friendly games.

The PN’s successful participation



in AUMX 2019 was another big leap in enhancing and advancing the organization’s core competency and operational capabilities of surface assets in naval operations to multilateral level, thereby increasing readiness and interoperability. Further, it was an opportunity to showcase that the PN can keep up with other navies in the world in the conduct of various naval exercises.■

South Korean Navy ships visit Manila

Two ships in the service of the Republic of Korea Navy (ROKN), Munmu The Great (DDH-976) and Hwacheon (AOE-59), classified as destroyer and fast combat support ship, respectively berthed at Pier 15, South Harbor, Manila on Sept. 02 commencing a three-day goodwill visit to the country.

DDH-976 and AOE-59 are part of the ROKN Cruise Training Task Group comprised of more than 600 navy personnel and around 100 cadets headed by its commander, Rear Adm. Yang Min Soo.

A Philippine Navy (PN) vessel, Barko ng Republika ng Pilipinas (BRP) Apolinario Mabini (PS36), rendered customary meeting procedure at the vicinity of Corregidor Island and escorted the vessels to their designated berthing area. PN delegates led by

the commander of the Littoral Combat Force of the Philippine Fleet (PF), Commo. Rey Dela Cruz, then accorded the visiting South Korean Navy a welcome ceremony upon arrival followed by a port briefing on security and health aboard one of the Korean ships.

In his remarks, Commo. Dela Cruz said that the “presence of these two Korea Navy vessels and its contingent underscores the continuing efforts of the Philippines and Korea to strengthen the relationship between our governments and navies.”

For his part, Rear Adm. Yang thanked the PN for welcoming the Cruise Training Task Group adding that the visit coincided with the 70th anniversary of the establishment of diplomatic ties between the Philippines and Republic of Korea.

He also recognized the PN as the “first to dispatch ground forces to support Republic of Korea during the Korean War”. “ROKN will forever remember the noble sacrifice of PH forces... [the goodwill visit will be the] time to commemorate the war veterans and enhance exchange coopera-



tion with the Philippine Navy,” added the ROKN admiral.

Rear Adm. Yang and his party paid a courtesy call on the Flag Officer in Command, PN, Vice Adm. Robert Empedrad and Philippine Fleet Commander, Rear Adm. Giovanni Carlo Bacordo. Also held were confidence building activities between the visiting navy and their Filipino counterparts which included shipboard tour, reciprocal receptions, sports events and joint performances in Luneta Park, Manila. A send-off ceremony with customary Passing Exercise (PASSEX) capped off said visit.

This interaction between South Korean and Philippine navies further strengthened the already strong ties between the two nations which can be traced back to 1949 when the Philippines became the fifth country to recognize the Republic of Korea, and during the Korean War in 1950s when the Philippine Expeditionary Force to



Korea was deployed for the defense of ROK. Today, ROKN is among the key defense partners of the PN as the latter looks to boost and modernize its capabilities. ■

Spanish Navy ship back in Manila for the first time since ‘Battle of Manila Bay’

Spanish Navy (Armada Española) ship Méndez Núñez (F-104) arrived at Pier 15, South Harbor, Manila on Sept. 05 for an unprecedented goodwill visit to the Philippines, marking the first time that a Spanish Navy ship has once again traversed the waters off Cavite and Manila one hundred and twenty-one years after

the infamous “Battle of Manila Bay” of 1898 during the Spanish-American War which ended the former’s colonial rule over the Philippines for more than three centuries.

The customary practice that the Philippine Navy (PN) renders to all visiting navies began with a desig-



ated PN vessel meeting FNS Vendemiaire at the vicinity of Corregidor Island and subsequently escorted it to the berthing area. PN delegates headed by the representative of the Navy Chief, Cdr. Kenneth Lozañes, then accorded the visiting navy a welcome ceremony followed by a port briefing related to security health aboard the Spanish vessel.

In line with this, F-104’s commanding officer and his party paid a courtesy call to the Flag Officer in Command, PN, Vice Adm. Robert A. Empedrad at the PN headquarters in Roxas Blvd., Manila. This goodwill visit also involved series of confidence building engagements between PN and Spanish Navy personnel such as shipboard tour, reciprocal receptions and friendly games. A send-off ceremony with customary Passing Exercise (PASSEX) capped off said visit.

F-104 is an Alvaro de Bazan-class frigate manned by more than 200 sailors and commanded by Cdr. Antonio Gonzalez del Tanago de la Lastra. Their interaction with the Philippine Navy (PN) concluded Sept. 07 and proceeded to Baler Bay in Quezon Province for the V Centenary commemoration of the first circumnaviga-

tion of the globe by Ferdinand Magellan and Juan Sebastian Elcano and the arrival of Spain in the Philippines.

This goodwill visit aimed to develop and enhance the PN’s cooperation with Spanish Navy geared toward capability development. It further celebrated two countries’ deep historical ties and reaffirm diplomatic relations established in September 1947 which have opened up opportunities for economic, cultural and educational agreements. ■



Japanese destroyer Asagiri docks in Subic for goodwill visit

Japanese Ship (JS) Asagiri (DD 151) carrying more than 200 sailors and skippered by Cdr. Yuuichi Haeno berthed at Alava Pier, Subic Bay Freeport Zone, Olongapo City on Sept. 24 for a three-day goodwill visit to the Philippines.

An internationally observed meeting procedure was rendered by Philippine Navy (PN) ship BRP Emilio Jacinto (PS35) in the vicinity of Morong, Bataan for the arriving vessel. DD-151 is the frontrunner of eight general purpose destroyers in the service of the Japan Maritime Self-Defense Force (JMSDF) mainly tasked with anti-surface and anti-submarine warfare.

PN delegation headed by Cdr. Rey Leo Z. Pambid, the Superintendent, Naval Enlisted Personnel School Center of Naval Education, Training and Doctrine Command (NETDC) accorded the visiting navy a welcome ceremony upon arrival at the port followed by a briefing related to security and health aboard the Japanese ship.

JMSDF delegates headed by Com-

mander Yuuichi rendered a courtesy call to the commander of Zamboales-based NETDC, Rear Adm. Allan Ferdinand Cusi on the duration of the visit. Also, PN personnel will have the opportunity to look inside the destroyer and mingle with Japanese counterparts during the shipboard tour. A send-off ceremony with customary Passing Exercise (PASSEX) capped off said visit.

This visit came a day after two Japanese minesweepers, JS Bungo (MST-464), an Uruga-class minesweeper tender, and JS Takashima (MSC), categorized as Hirashima-class coastal minesweeper, concluded their goodwill visit in Manila and marked the seventh time they visited the Philippines this year.

The PN always considers it a privilege to accord visitors a fitting reception as it is an avenue to showcase the Filipino hospitality and ultimately sustain and enhance the maritime cooperation between the neighboring nations toward regional peace and stability.■



Sri Lanka military delegation visit Philippine Navy headquarters

by: Office of the Assistant Chief of Naval Staff for Education & Training, ON8

The Defense Services Command and Staff College (DSCSC) Course Nr 13 of Sri Lanka visited the Headquarters Philippine Navy on Sept. 04, as part of their Foreign Academic Travel (FAT). The 14-member delegation, composed of different officers from the Sri Lanka Armed Forces, was headed by Capt. Varuna Thushara Sampath Sirimanne.

Prior to their visit to the Headquarters Philippine Navy, the DSCSC delegation was also received by the Headquarters Philippine Army and Headquarters Philippine Airforce. Their visit to the Major Services of the Armed Forces of the Philippines (AFP), government agencies, relevant training institutions of higher military learning was part of their FAT objective to analyze and compare the military systems, national security mechanisms as well as the industrial

and economic potentials of their destination countries.

After their courtesy call to Capt. Constancio Arturo M. Reyes Jr., Assistant Chief of Naval Staff for Education and Training, N8, the delegation was briefed by representatives from the Office of the Assistant Chief of Naval Staff for Operations, N3 and the Office of N8 on the Philippine Navy mission, organization, functions, and education and training thrusts.

Bilateral ties between the Armed Forces of the two maritime nations will continue to strengthen through defense and military education and training exchanges, in view of the Memorandum of Understanding signed between the defense departments during Sri Lankan President Maithripala Sirisena's five-day state visit to the Philippines last January 2019.■

Navy receives ship's training simulator donation from SMTI

The Philippine Navy formally received a full mission ship bridge and engine room simulators during the ceremonial signing of Deed of Donation (DOD) of Training Simulators between the Philippine Navy and Sandigan Maritime Training, Inc. (SMTI)

on Sept. 24 here at the Headquarters Philippine Navy, Roxas Boulevard, Manila.

The DOD was signed by the Navy Chief, Vice Adm. Robert A. Empedrad and SMTI Vice President, Com-

mo. (Reserve) Ramolito A. Guinomma prior its endorsement to the Chief of Staff, AFP and the Secretary of National Defense for their approval.

Commo. (Res) Guinomma expressed that it is indeed very timely to share and contribute in the Navy. He said, "This is how we can help the Philippine Navy. There will be new equipment coming for the company and we are encouraging the PN to train on these assets."

Meanwhile, Vice Adm. Empedrad thanked SMTI for answering one of the PN's aspiration to acquire additional simulators such as the full mission ship bridge and engine simulators among others. In his remark, "We are in the right track, we need simulators to train our people. I always emphasize the importance of simulators in training. We should train our personnel so that we are ready when these new capabilities arrived. We have to do actual training."

Kicking off the collaboration between PN and SMTI last June, the simulators were already delivered and currently located at the Fleet Warfare School of the Fleet Training and Doctrine Center in the Philippine Fleet. Said simulators will support the PN's enhancement of its training capabilities. These will be utilized for the individual trainings for students and personnel assigned aboard ship.

In closing, Vice Adm Empedrad remarked "I would like to express our gratitude for SMTI

for thinking of their Navy... We are very happy because the first one who donate a very important asset like a simulator is a Filipino company. Our best way of thanking is to perform our mandate, the best way we can. If we can train our personnel well before the arrival of our new capabilities, then and only then we can do our job well."

While the PN is surging forward in expanding its capability with the acquisition of new platforms, it must ensure the readiness of its personnel to operate and maintain these assets. Thus, now more than ever, education and training are given more emphasis relative to the Navy's capacity building initiatives.■



PN hosts Miss Earth 2019 aspirants, supports environmental protection

The Philippine Navy (PN) headquarters in Roxas Blvd., Manila became an early morning stop on Sept. 30 for 11 of almost a hundred beauty queens vying for Miss Earth 2019 crown as they kicked off a day filled with activities engaging the Armed Forces of the Philippines (AFP).

Carousel's representative, Ms. Sophia Shuck together with the 11 Miss Earth 2019 delegates representing different countries such as Armenia, Australia, Canada, Germany, Honduras, Hungary, Poland, Singapore, South Africa, Spain and Venezuela pay courtesy call to the Chief of the Naval Staff, Rear Admiral Loumer P. Bernabe, representing the Navy chief together with other senior officials making up the PN Command Team.

The 'beauties for a cause' then proceeded to the Las Piñas-Parañaque Critical Habitat Eco-Tourism Area (LPPCHEA) in Parañaque City for the conduct of coastal clean-up and tree planting activities together with Sailors, Marines and other components from the AFP, Philippine National Police and Philippine Coast Guard to promote environmental awareness and preservation of natural resources. The candidates will spend the remaining of the day making rounds to the headquarters of the Philippine Air Force in Pasay City and AFP in Quezon City for environmental lecture, museum tour, radio guesting, press conference, auction and fellowship with military personnel.



"Miss Earth" creator Carousel Productions, Inc. tapped the AFP as one of its environmental partners as the pageant trumpets the advocacy to preserve and restore the nature. This year's iteration will honor the flowers of the participating countries as a tribute to the beauty and preservation they give to the environment. Coronation night will be held on October 2019 in Naga City.

The accommodation and support given by the PN and the AFP as a whole to the delegates of Miss Earth 2019 bespeak the command's commitment to the environmental and tourism initiatives of the national government which promote protection of natural environment and project positive image for the country.■

PH Navy joins celebration of 2019 International Humanitarian Law month

by: Ms. Maria Vanessa I. Bernardo CE

The Philippine Navy (PN) participated in the commemoration of the International Humanitarian Law (IHL) Month 2019 with the theme: “International Humanitarian Law (IHL): Protecting the Defenseless in Times of Armed Conflict.”

In view of this, the PN held simultaneous flag raising ceremonies in all its bases, stations and units nationwide, highlighted by the recitation of the AFP Pledge of Reaffirmation of Commitment to IHL. The Navy Human Rights Office Chief, Capt Arturo G. Sahagon, led the recitation of the AFP Pledge of Reaffirmation of Commitment to IHL while The Naval Internal Auditor, Commo. Alberto A. Cruz, read the Navy Chief’s message at Headquarters Philippine Navy in Roxas Boulevard, Manila last Sept. 09.

Likewise, the PN joined the simultaneous flag raising at the Depart-

ment of Foreign Affairs (DFA), together with the IHL Ad Hoc Committee composed of: Department of Foreign Affairs (Chairman and host for 2019), Department of National Defense, Department of Justice, Department of Education, Department of Social Welfare and Development, Office of the Presidential Adviser on the Peace Process, Philippine Army, Philippine Air Force, Philippine National Police, Philippine Coast Guard, Presidential Human Rights Committee Secretariat, Commission on Human Rights, Philippine Public Safety College, International Committee of the Red Cross and the Philippine Red Cross.

A short program commenced that started with a message from the Philippine Red Cross delivered by Atty. Lorna P. Kapunan, member of the Board of Governors and Chair of the IHL Committee of the Philippine Red Cross followed by the message of Executive Secretary Salvador C. Medialdea read by Senior Deputy Executive Secretary Michael P. Ong. The remarks of Secretary of National Defense, Delfin N. Lorenzana were also read by Usec. Ricardo A. David, Jr. and lastly, the Secretary of Foreign Affairs, Teodoro L. Locsin, Jr., also gave his remarks. Moreover, a performance from the Philippine Coast Guard



Brass Quintet were also exhibited followed by the screening of short film “Tabib” held at Bulwagang Apolinario Mabini, Ground Floor, DFA, Pasay City.

Lastly, the PN also participated in the two-day Photo Exhibit from Sept. 9 to 10 showcasing the Philippine Navy’s engagement and assistance to the country in times of armed conflict. ■

PH, Vietnamese navies hold 5th personnel interaction

The 5th Philippine Navy (PN) - Vietnamese Peoples Navy (VPN) Personnel Interaction 2019 was successfully held in Southwest Cay (Pugad Island) on Sept. 10, hosted by VPN. The PN was represented by contingent composed of personnel from the Naval Forces West and BRP Andres Bonifacio (PS17) headed by the Commander, Naval Task Force 41 (NTF41), Capt. Francisco G. Tagamolila.

The NFW contingent was warmly welcomed by VPN Contingent headed by Senior Captain Nguyen Viet Thuan, Deputy Commander of Naval Region 4 VPN. The activity included a meaningful opening ceremony, visit to the

temple for the prayer of peace & tranquility in the region, partaking of a sumptuous lunch, cultural exchanges, and sports interaction which aimed to enhance friendly relations between the two navies

The PN-VPN Personnel Interaction 2019 is a sustainment of the 2015 Joint Statement on the establishment of a Strategic Partnership between the Government of the Philippines and the Government of the Socialist Republic of Vietnam in promoting stable maritime security and safety regime and furthering cooperation in pursuit of peace, security and stability in the West Philippine Sea. ■



Seabees reaches out to schools in Palawan, Zamboanga

by: Naval Combat Engineering Brigade

The Naval Combat Engineering Brigade held the “Handog Kaalaman, Para sa Magandang Kinabukasan”, wherein reading materials were handed over to the students of Malatgao Elementary School, Narra, Palawan on Sept. 13 and Rio Hondo Elementary School, Barangay Rio Hondo, Zamboanga City on Sept. 24.

The activity aimed to gain the trust and support of the community as the PN Seabees undertakes different projects that are beneficial in those areas. Through these activities the Philippine Navy’s effort was recognized for its support to the advocacy of the government in providing future generations with a better quality of life.

A total of 620 pieces of National Geographic for Kids reading materials were distributed, wherein 300 pieces were given to the students of the Malatgao Elementary School while 320 pieces were given to the students of Rio Hondo Elementary School. The activities were conducted by companies of the Second Naval Mobile Battalion (2NMCB) of the Naval Combat Engineering Brigade station in Zamboanga and Palawan.

In addition, 30 sets of trash cans were also donated to Rio Hondo Elementary School, and in partnership with Gardenia Philippines Inc., 400 assorted breads were distributed to the students and faculty members of

the said school.

These activities were greatly appreciated through the smiles on the faces of the teachers and the children as they receive the donation which were in gratitude and appreciation to the PN Seabees efforts in helping to nurture the children in building their future as well as helping maintaining the cleanliness of the school.

The conduct of the activities were manifestations of the Seabees’ support to the Philippine Navy and AFP’s campaign in winning the hearts and minds of the populace as well as promoting the good image of the military organization. ■



PH Navy, authorities seize dried wildlife species in Palawan

by: Naval Forces West PAO

The Philippine Navy’s Naval Forces West (NFW) operatives along with the Provincial Environment and Natural Resources Office (PENRO), Palawan Council for Sustainable Development (PCSD), and in collaboration with the 3rd Marine Brigade (3MBde) successfully confiscated wildlife products last Sept. 27 at an abandoned house in Purok Pagkakaisa, Brgy. San Pedro, Puerto Princesa City, Palawan.

As a result of the joint operatives effort, the following were recovered: 38 sacks of dried pangolin scale (2,588 kilos); 18 boxes of dried seahorse and sea dragon (229 kilos and 86.5 kilos, respectively); and nine ice boxes

(531 kilos) of dried sea turtle scutes. The estimated local market value of the confiscated wildlife products amounted to Php 68.7 million in the local black market and Php 535.9 million in mainland China and Hong-kong black market.

The result of this law enforcement operation manifested the commitment of the Naval Forces West, and the Philippine Navy as a whole, to its mandate of not just protecting the territorial integrity and the welfare of the state and its people but also its role as the Deputy of Wildlife Enforcement in the protection and conservation of the country’s wildlife resources. ■

FEATURE ARTICLES

The Navy’s adherence to Human Rights and Int’l Humanitarian Law

by: Ms. Maria Vanessa I. Bernardo CE

The respect on Human Rights and adherence to International Humanitarian Law and Rule of Law plays a significant role in the overall performance of the Philippine Navy in providing upright and excellent services to its

stakeholders. The Philippine Navy Human Rights Office (HRO), after its activation as a Special Staff of the Flag Officer in Command, Philippine Navy in Feb. 03, 2011, has taken its leap in the furtherance of this initiative.



Despite being a small unit composed of very few men, the NHRO ensures that this does not hinder them in performing their function through the timely conduct of HR/IHURoL advocacy lectures to different units, forces and marine battalion of the PN as well as their continued attendance and participation to different Training of Trainers (TOT) and the continued dissemination of HR/IHL-related matters through Troops Information and Education (TI & E).

Currently, the NHRO have conducted seven advocacy lectures to different PN units and training institutions totaling of at least 855 participants.

Moreover, with the continued partnership with the Commission on Human Rights (CHR), several Detention Facility Visitation in the Philippine Navy were conducted in observance with GHQ, AFP Policy on Spot Visits of CHR to Military Detention Centers dated Dec. 28, 2008.

The CHR-NCR visitation to PN detention facilities were divided into two cycle: the first cycle cov-

ering the month of January to June 2019 were conducted last June 14 at Philippine Marine Corps (PMC) Detention Center; June 21 at Bonifacio Naval Station (BNS) Detention Center; and June 28 at Naval Intelligence Service Force (NISF) Detention Center, while the second cycle covering the month of July to December 2019 were conducted last Aug. 15 at PMC Detention Center; Aug. 22 at BNS Detention Center; and the visit for NISF Detention Center were set to happen on Oct. 16, 2019.

The PN ensures that despite the possible violation that any member of the organization might commit, it will still provide them with livable and safe place to stay and will treat them humanely.

With the prevailing issue on human rights violation involving the Armed Forces of the Philippines, the Philippine Navy assures to continue with its advocacy and to sail forward on the direction that will bring the PN to its righteous destination. Likewise, the PN will provide its members with fair treatment and corresponding punishment if proven guilty of such acts. ■

CMO in Action:

RELENTLESS IN MAKING A DIFFERENCE

by: Civil Military Operations Group – Philippine Navy

The Civil Military Operations Group-Philippine Navy (CMOG-PN) has once again proven its worth as one of the capable arms of Philippine Navy as it continues to forge a strong partnership with the different government line agencies, civilian sectors, non-government organizations and other stakeholders in the conduct of its Public Affairs and cause-oriented activities in support of the AFP's mission.

Under the able stewardship of the Office of the Assistant Chief of Naval Staff for CMO, N7, CMOG-PN was designated as the Unit Primarily Responsible (UPR) in the preparation, coordination and execution of these four major PN activities that were held on the last week of September:

A. 3RD QUARTER MINI-UGNAYAN 2019

Together with the Fellowship of Christians in Government, Inc. (FOCIG), your Philippine Navy hosted yet another successful round of the Transformation Series - 3rd Quarter Mini-Ugnayan 2019 at the Summit Hall D, Philippine International Convention Center (PICC) Complex, Pasay City last Sept. 20. FOCIG is a Civil Service Commission (CSC) Accredited Learning and Development Institution (ALDI) and one of the capable partners of

the Philippine Navy in the conduct of its civic action activities.

The said forum aimed to inspire the participants in the promotion of ideals and best practices from stories of successful leaders and individuals who made a significant impact in their respective organizations. Moreover, it also sought to encourage, challenge and empower various government agencies to embrace their God-given call to serve with passion and same as personal commitment.





As a civil servant catering to the whole bureaucracy, this engagement aspires to provide empowerment to different levels of their organization and to help keep the fire burning in the hearts of our government employees with divine intervention towards spiritual growth and transformation.

The activity was participated in by the different representatives and personnel from the Civil Service Commission (CSC), Office of the President (OP), Commission on Election (COMELEC), Department of Education (DepEd), Department of Justice (DOJ), Department of Foreign Affairs (DFA) and Philippine National Railways (PNR).

The activity proved to be a complete success evident in the healthy exchange of valuable ideas and meaningful thoughts among all of those who took part in the said program. The participants were indeed en-

lightened through the different leadership concepts that were introduced before them by the invited speakers since these promote a values-driven leadership in the workplace and its impact on decision-making and strategy formulation and implementation. The wisdom that was shared on the core public service values truly made an impact to the audience as it gave emphasis on the values-driven leadership of the different organizations in heightening the individual and organizational performance of their people.

B. 47TH INTERNATIONAL COASTAL CLEAN-UP DAY (ICCD)

The Department of Environment and Natural Resources (DENR) spearheaded the call for volunteers from the different government agencies, non-government organizations and other partner organizations during the conduct of the simultaneous coastal clean-up activities in the Nation-

al Capital Region (NCR) in support to the annual International Coastal Clean-up Day (ICCD).

As part of our advocacy in promoting environmental protection as mandated in the Proclamation 470 series of 2003, the AFP has declared the third Saturday of September of the year as ICCD. This was to encourage public vigilance against waste on land and water through a series of activities in which your Philippine Navy (PN) has actively participated in every year.

For 2019, armed with cleaning paraphernalia instead of the usual battle gears, the PN personnel marched together with the other volunteers on their designated area at Station 10, Baseco Beach, Tondo, Manila.

The nation has once again witnessed how working hand-in-hand undeniably can make a difference especially when pursuing a common

cause. ICCD 2019 had indeed effectively harnessed the power of the people to fight ocean trash with thousands of volunteers and hundreds of organizations uniting together in this one of a kind environmental protection activity that promotes the importance of protecting our coastal waters and oceans. With this, we are inculcating a culture of environmental protection awareness for the benefit of the future generations to come.

C. ALAY LAKAD 2019

The Alay Lakad is an annual walk and fund-raising activity that is spearheaded by the Alay Lakad Foundation Incorporated (ALFI). The activity was participated in by different government and non-government agencies, civic organizations, members of the academe, students, private sectors and volunteers from all walks of life with this year's theme, "Lakad Bayan Para sa Pag-asa ng Kabataan". This event aims to support and finance the so-

cio-economic project of the foundation benefiting our Filipino Out-of-School Youth. It seeks to deliver leadership and vocational skills trainings that are necessary for employment as it endeavors to provide a better access to education for the youth. Furthermore, the AFP also saw the event as a perfect avenue to put a stop on the deceptive recruitment of the Communist Party of the Philippines-New People's Army (CPP-NPA) to our youth in support to the National Task Force to End Local Communist Armed Conflict campaign.



its assets and capabilities. This event exhibits a wide range of first-class equipment and services as well as the latest safety and security product technologies today. WOSAS Expo 2019 was conceptualized and organized by WORLDBEX Services International.

Now on its 3rd year, WOSAS continues to champion the importance of ensuring the safety of our spaces both physical and virtual. A series of Security Conference (SecuCon) was also conducted to provide a holistic dissemination of knowledge about the safety and security status in the country. Factual and statistical information ranging from disaster preparedness, fire safety, earthquake and flood precautions and lastly cyber security were imparted by the key experts in the field during the event.

More than just a showcase of our capabilities, this activity instilled to its audience the very essence of having a safe and secure work environment and how imperative it is in delivering efficient service and produce quality goods to the general public.■

The AFP organized the entire event while providing security for the Walk Groups. The AFP also determined the routes to be taken in coordination with ALFI and other participating agencies. The PNP on the other hand provided an overt/covert security coverage so as to ensure the successful conduct of the Alay Lakad 2019.

As one of the major branches of the AFP, the PN's participation in this event displayed the Command's commitment and support to the Alay Lakad Foundation Incorporated's on their socio-economic projects, especially in helping the less fortunate and out-of-school youth.

D. 3RD WORLD OF SAFETY AND SECURITY (WOSAS) EXPO 2019

The PN participated in the 3rd World of Safety and Security 0/\JO-SAS) Expo 2019 through its static/kinetic display showcasing some of

The Best Sail Plan Implementing Award:

FOSTERING OWNERSHIP, SUSTAINING GAINS, AND EXCEEDING EXPECTATIONS

by: Ms. Hannah Joy D. Alcomendas CE

The year 2019 is a significant and crucial one for the Sail Plan not only for the fact that we are already on the final stretch before our Navy vision year of 2020, but also because of the conduct of the Best Sail Plan Implementing Award. The Best Sail Plan Implementing Award is an initiative to recognize the valuable commitment and exemplary performance of Headquarters Philippine Navy (HPN) Staff and Philippine Navy (PN) Units in strategy execution, or in other words, their Sail Plan implementation and engagement. It is also one of the mechanisms for the PN to monitor and evaluate the achievement of Sail Plan objectives and initiatives in the HPN and Unit levels. The Center for Naval Leadership and Excellence (CNLE), the PN's office of strategy management, leads the conduct of the said activity, has

already concluded its onsite evaluation to all HPN Staff offices and is already nearing the end of its onsite evaluation to all 21 PN Units across the country.

The Best Sail Plan Implementing Award started in 2013 wherein the only means of Sail Plan assessment

2013 TO 2016	2017
<p>Best Sail Plan Implementing Unit</p> <ul style="list-style-type: none"> - Reports from Units as basis - Only one (1) awardee for Type Commands - Only one (1) awardee for Support Commands - Only one (1) awardee for Support Units - Only one (1) awardee for Operational Commands - Awarding during the annual PN Anniversary celebration 	<p>Best Sail Plan Implementing Unit</p> <ul style="list-style-type: none"> - Includes onsite evaluation, documents check, interviews, and focus group discussions - Strategy-Focused Organization (SFO) basis from the Execution Premium Process of the Palladium Inc. - Only the PN Units are evaluated - Each Unit can get an award as long as they reach the minimum rating - Awarding during the annual Sail Plan Officers Summit - Comprises a part of the total score of the Unit's rating for the computation of its Performance-Based Bonus (PBB)
2018 TO 2019	
<p>Best Sail Plan Implementing Award</p> <ul style="list-style-type: none"> - Includes onsite evaluation, documents check, interviews, and focus group discussions - Strategy-Focused Organization (SFO) basis from the Execution Premium Process of the Palladium Inc. - Both HPN Staff and PN Units are evaluated - Each Staff and Unit can get an award as long as they reach the minimum rating - Awarding during the annual Sail Plan Officers Summit - Comprises a part of the total score of the Unit's rating for the computation of its Performance-Based Bonus (PBB) 	

is through the reports submitted by the Units themselves. The award was also given per category for the Type Commands, Support Commands, Support Units and Naval Operating Forces. In 2017, the PN followed a more holistic framework of strategy assessment, the Strategy-Focused Organization (SFO), which is based on the Execution Premium process of Drs. Robert Kaplan and David Norton—the creators of the Balanced Scorecard framework themselves. During this time, the PN also revised the awarding system for the Best Sail Plan Implementing Award by ensuring that any Unit can get an award (which maybe Bronze, Silver, Gold or Diamond) as long as they meet the minimum average rating of 2.50 out of 5.0. This means that there is no need to compete with other Units for an award as the only “competition” the Unit has to face is its previous performance. And this year, some additions were also included as the PN identified horizontal alignment as a significant component in the successful execution of strategy, thus it included the HPN Staff in the conduct of Sail Plan assessment. It is imperative that the HPN staff undertake a more deliberate effort to align their initiatives to the overall objectives in the Sail Plan and maximize the use of the Balanced Scorecard as a primary strategy management tool, which is why for the 2018-2019 Best Sail Plan Implementing Award, both

the HPN Staff and PN Units will be assessed and awarded accordingly.

It is also worth noting that the PN’s strategy assessment differs from the Armed Forces of the Philippines’ Transformation Roadmap Institutionalization Pathway and the Philippine Army’s Governance Pathway (AGP) which are both based from the Institute for Solidarity in Asia’s Performance Governance System (PGS) framework. This is because, as earlier stated, the PN based its current strategy assessment framework from the SFO parameters, the same set of parameters used when the Navy vied for the prestigious Palladium Balanced Scorecard Hall of Fame for Executing Strategy award. Shown below are the four principles for which the parameters of the Best Sail Plan Implementing Award are based from:



Under Principle 1, Mobilize Change through Executive Leadership, aspects such as commitment and engagement of leadership in supporting, owning, and setting the strategy of the office/unit are looked upon. Change Management or how the unit is able to ensure sustainability of strategy through various changes is also checked under this principle, together with an assessment of whether the assigned Sail Plan Officer is able to perform his/her duties and responsibilities. For Principle 2, Align the Organization to the Strategy, the presence of an updated, aligned, and functional Unit Balanced Scorecard (BSC), Office BSC and Subordinate Unit BSC are looked upon. This principle also includes the achievement of the set targets in the BSC as well as the feedback mechanisms in place. Principle 3, Motivate to Make Strategy Everyone’s Job, refers to how the unit/office is communicating the strategy internally and externally, specifically the functionality of the unit/

office’s Strategy Communications Plan. Also, under this principle, the presence, alignment, and functionality of the unit/office personnel’s Individual BSC are assessed. Lastly, for Principle 4, Govern to Make Strategy a Continual Process, aspects such as the BSC reporting system within the unit/office, conduct of Strategy Review meetings, budget and strategy alignment, presence of an updated and functional Portfolio of Initiative (POI), and an identified strategy management office/r are evaluated. Each of the four principles will be rated which corresponds to a certain status—best practice, good practice, area for improvement, and weak point. The total average of the ratings for all four principles will determine the award that the unit/office will get, as well as their score which will comprise a part of the total score of the Unit’s rating for the computation of its Performance-Based Bonus (PBB). Shown below are the ratings and its corresponding status as well as the awards:

Status	Rating
BEST PRACTICE	4.50 - 5.0
GOOD PRACTICE	4.0 - 4.49
AREA FOR IMPROVEMENT	3.50 - 3.99
WEAK POINT	0 - 3.49



One must not treat the Best Sail Plan Implementing Award evaluation as a fault-finding activity, but rather take it as an opportunity to see and fill in the gaps in order to align our efforts towards the single common goal of the PN—to become the strong and credible Navy that our beloved maritime nation could be proud of.

As the famous saying goes, “The only constant thing in this world is change.” In the same way can we attribute the Sail Plan as a living and versatile document—something that is not to be left alone to gather dust on the corner of our office. The Best Sail Plan Implementing Award is just one mechanism to ensure that we always look and revisit our strategy because change is, indeed, constant. Therefore, our strategy should be able to adjust and adapt to these present and future changes. With this, we can be able to foster ownership of the



strategy, sustain our gains until we reach our goal, and eventually exceed the expectations of our stakeholders because the Filipino people deserve nothing less.

Learn more about the Sail Plan. We need you on deck our transformation journey. You may contact the Center for Naval Leadership and Excellence through sailplan.pn@gmail.com or through (02) 8522-4055 or (+63) 09152822028. ■

HISTORY

BRP Miguel Malvar (PS-19)

BRP Miguel Malvar (PS-19) is the lead ship of the Miguel Malvar class of corvettes of the Philippine Navy. It was originally built as USS PCE(R)-852, a PCE(R)-848-class rescue patrol craft escort for the United States Navy during World War II. The vessel was acquired by the Philippine Navy in April 1976 and later on commissioned as Miguel Malvar after Miguel Malvar y Carpio.



Along with other World War II-era ships of the Philippine Navy, Miguel Malvar is one of the oldest active fighting ships that is still in the active service in the world today.



BEST ARTICLE



THE RAJAH HUMABON (PS11):
A Museum Ship for a Maritime Nation and a Memorial to an Enduring Naval Alliance
By: Mr. Patrick John F. Mansujeto CE



BEST PHOTO
By: Naval Public Affairs Office

TRIVIA

MOORING LINE



Hawser used in this backbreaking task is called mooring line and gets its name from a combination of two terms used in the early days of sail. The Middle Dutch word “maren” meant “to tie,” and the Middle English words “moren rap” meant “ship’s rope.” Through the years the terms merged and were Americanized, hence any line used to tie a ship to the pier is called “mooring line.”



PHILIPPINE NAVY



Image from: reface.me

Disclaimer: "The background used of this page is for the purpose of depicting the trend of the time. It was in no way used to device or execute any scheme or artifice to defraud; obtaining money, property or services by means of false or fraudulent pretenses, representations or promises; or committing theft, including but not limited to theft or property information. Nevertheless, we would like to acknowledge the owner of the background "www.facebook.com" for its usage."

Likers as of September 30, 2019



- Rhoy Cuesto** More Power to Our Navy and Its Contingents. may this help our Mates to improve further their skills to defend our Beloved Mother Land Mabuhay.. 2
- Doñina Ma Donalvo** Let us PRAY FOR OUR SOLDIERS . May their efforts bring lasting peace. May their sacrifice be always appreciated by those they serve. And may they return to their loved ones unharmed. Amen 1
- Edgardo Sotor PN** an honored profession god bless sailor 1
- Filemon Malubag** Am honored a retiree of the Phi Navy..protecting the security of our beloved country..bless the Navymen always o'Lord. 1
- Casilda Blas Mico** Snappy Salute to ourPhilippine Navy for jobs well done.our military soldiers they act as strong fence of the Philippines !God Bless Philippine Navy! 1
- Levi Libarnes** WE SALUTE YOU GUYS IN DEFENDING OUR SEA THANK VERY MUCH GOD BLESS 🙏🙏🙏🙏 1
- Arcie Erroba** GO NAVY..GOD BLESS ALL OF YOU ALWAYS 1
- Casilda Blas Mico** Take God as yourRefuge and Stronghold nothing impossible with him .Mabuhay lgi Philippine Navy! More Power!. 1

AFP Pledge of Reaffirmation of Commitment & Support for the Int'l Humanitarian Law

I, (state your name), an AFP soldier, do hereby solemnly pledge and reaffirm my commitment:

That I will strictly adhere to the law of armed conflict or the International Humanitarian Law in the conduct of military action.

That I will distinguish at all times, and under all circumstances, between military objectives and civilian objects and between combatants and civilians during combat operations.

That I will apply proportionately the degree and kind of force that is not excessive but is necessary to defeat my enemy.

That I shall take all reasonable precautions to avoid losses of civilian lives and damage to civilians.

That I will treat civilians and non-combatants, the wounded, sick and shipwrecked and any defenseless enemy humanely at all times.

That I will stand up for my obligations as a party to a conflict in my role as protector of the Filipino people and the state.

So help me God.



NAVY 2020: STRONG AND CREDIBLE

 www.navy.mil.ph

 www.facebook.com/philippinenavy

 twitter.com/PN_Speak



HUKBONG DAGAT NG PILIPINAS

Headquarters Philippine Navy, Naval Station Jose Andrada
2335 Roxas Boulevard, Manila



2244-6796