

Welcome Speech of
Flag Officer In Command, PN

CELEBRATION OF THE PN 113TH FOUNDATION ANNIVERSARY

Appropriate greetings....

INTRODUCTION

It is my great honor to welcome you all to this celebration of our Navy's 113th Foundation Anniversary!

Every year, we proudly look back to our beginnings of our institution—back to the time when it first set sail 113 years ago● This year, as we celebrate our anniversary with the theme: ***“Philippine Navy: A Vital Partner for Peace, Security, and Development of our Maritime Nation”***, let this festive atmosphere be both a commemoration of our milestones and a pledge of our commitment towards the realization of our vision, that “By 2020, we shall be a strong and credible Navy that our maritime nation can be proud of” ●

This, ladies and gentlemen, is the clear direction where your Navy is headed, as explicitly set forth by the **PN Strategic Sail Plan**● This blueprint of your Navy, I am proud to say, remains robust● Four (4) Flag Officers in Command before me faithfully subscribed to it, with a few fine-tunings along the way, but nonetheless highly focused on the voyage ahead of them● When I assumed as the 32nd Flag Officer In Command in January of this year, I myself vowed to carry on the journey toward the goals of the sail plan● Taking off from where my predecessors had left, I took the liberty in making some necessary adjustments, to correct the occasional set and drifts as I started with my initial fix for the voyage●

Today, a hundred and 40 days later, the Navy, is even more focused to stay on such pre-plotted course● We have brought to fore its urgent need for capacity-enhancement and capability-development, to get us closer to becoming the strong, and equally important, a credible Navy that we can ever be● There are imperatives to attain this● We have determined that we need the **three (3) C's to achieve our goal**● these are **Capacity, Capability and Credibility**● These are not buzzwords but a commitment●

CAPACITY-ENHANCEMENT

On capacity enhancement, we have added renewed emphasis on the most foundational strategic objective in the sail plan—that is, for the Navy to attain and maintain a pool of “**highly competent and motivated professionals**” ● At the outset of this endeavor, I have directed the conduct of a personnel audit for us to have the critical data, “how many we are?”, “where our people are?”, and “what knowledge and skills set our people have?” in order to ascertain the critical areas the command should focus on in terms of improving the capacities of our officers, sailors, and marines● As a consequence of this effort, we will have the Navy’s competency-based human resource management systems plan that will be implemented at the soonest possible time● Through this, we shall fervently push to optimize the development of our main asset, our human resources, to include our reservists whose roles we are now redefining to optimize their value to the Navy●

Complementing this initiative, of course, is our incessant efforts at fervently looking after their morale and welfare—consistently ensuring that our Navy men and women are well provided for to the best of our means and abilities● Our

comprehensive human resource management systems will likewise see to this, as it also encompasses the motivational perspective necessary to uplift the well-being of our personnel●

On top of this, we have likewise undertaken significant efforts to emphasize discipline in our ranks by underscoring the subordination of one's personal objectives to those of the organization● We stress once again that our adherence to institutional and personal discipline is non-negotiable● Related to this, we have heeded the call of the AFP, and established the PN Human Rights Office in March this year● It has been replicated in PN subordinate commands and units down to the level of battalions or their equivalent in the fleet●

CAPABILITY-DEVELOPMENT

Such initiatives for capacity enhancement of the Navy are equally complemented by our continued efforts for capability development, even as we find ourselves limited by our current resources● Among these is the acquisition of big ticket naval hardware● But let me emphasize, though, that our program for acquiring naval assets is not about what we want; rather, it is about what we really need anchored on our strategy and the Navy's three primordial roles of military, constabulary and diplomatic●

Along this line, I am happy to share with you that your Navy with the guidance and support of our defense and national leadership has just successfully facilitated for the acquisition of the USCG Hamilton, a weather high endurance cutter vessel which the Philippine government purchased from the United States of America● The

378-feet long and 42-feet wide vessel has been officially turned over to the Philippine Navy last May 13 in Alameda, California and will be arriving at the Philippine waters very soon● It will be the largest in the inventory of the PN, and will be deployed primarily to patrol our territorial waters and the exclusive economic zone—as a response to the Navy’s increasing role as guardian of our maritime nation● Indeed, this is a major leap in our persistent efforts which encompass both the Navy’s capability-development endeavors and its capacity enhancement agenda●

Your Navy will definitely not stop here, in fact we will continue to look for other ways and means to help fund our other modernization projects● Our Command Team here at the headquarters sees to this, knowing fully well that our primary role is to provide adequate support to our units across the archipelago, so that they will have the wherewithal to deliver excellently on our mandate● Helping us in this regard is a sound management tool that we use—***The Navy’s Balanced Scorecard***—which the Navy leadership has religiously been implementing since the sail plan was undertaken● But this is not to say that we limit ourselves within the bounds of our balanced scorecard; in fact, we continually upgrade our management system by looking at other best practices from outside the organization that can help the Navy better in managing our affairs●

In line with this, we have recently re-organized the Navy’s core staff and offices into four clusters, so as to optimize the management and execution of the Command’s plans and programs● Each of these cluster groups is composed of specific concerned staffs who are duty-bound to set forth the planning and execution of such strategic programs of the command●

All these concerted efforts at levelling-up our capacity and capability building mechanisms, I humbly state, are thoroughly in pursuit of the Commander-In-Chief's, **HEPBSAIII**, intent to strengthen the Armed Forces in cost-effective, creative and efficient manner or what is now called the **right way**• Consistent with this agenda is our adherence to the tenets of good governance such as transparency and accountability at different echelons of the Navy organization• One very concrete example is the recent development and completion of the Navy's *Integrated Annual Plan and Budget, Annual Procurement Plan and Program, Procurement Management Plan Software* or what we call as **FOCIS** which the Navy has activated and is now using, rightfully boasting of much easier access and monitoring of the Navy's resources vis-à-vis its programmed projects and activities• More so, this highly-efficient software is linked with the Navy's strategic expenses as specified in the PN Sail Plan•

CREDIBILITY-BUILDING

These are the tangible efforts we now undertake for the benefit of our stakeholders—the Filipino people whom we serve, the rightful owner of the Philippine Navy• And while we could go on and on improving the Navy so it will become strong, as we envision it to be, you, our stakeholders, could and would be the only one—not us—who determines whether your Navy is credible• It will not only be for us to claim we are credible• *Kayo po, ang aming mga boss, ang may karapatang magsabi kung kami nga ay may kredibilidad(credible)na*•

With this, we have thus solicited the support of our stakeholders through the representation of the members of the PN Board of Advisers—like-minded

professionals who believe in the advocacies of the Navy; and who voluntarily champion such well-meaning cause through their wise counsel and sound advice on the Navy's strategic concerns• Verily, the members of the PN Board of Advisers have taken its role yet another notch higher as they *“walk the talk”* • Today, the BOA in coordination with the PN, we will symbolically launch the **Support Your Navy Foundation**• I will not preempt Sec. Estanislao, the BOA chair, as he will introduce it to us later•

CALL FOR SUPPORT

That said, let me now assure our leaders, herein represented by the Secretary of National Defense, as well as all our stakeholders, led by the members of the PN Board of Advisers and you our distinguished guests—that we will continue with what we have started, and will strive even harder to perform beyond expectations, as guided by our Sail Plan•

However, in as much as I have conveyed to all of you, our stakeholders, what your Navy is doing, and will still be doing, the fact remains: we greatly need your help—your deep commitment, support, and cooperation• We call on you to be a part of the aspirations that we have for our Navy• Help us become the strong Navy that you may readily call a credible one—*a true vital partner for peace, security and development of our maritime nation*• You can also rest assured your Navy, each and every officer, sailor, marine and civilian employees, is an organization you can now and continue to be proud of•

Before I end, please allow me to give credit where it is due● To our President, SND, and CSAFP, for the wise guidance and unflinching support to PN and to each and every Navy personnel, who continue to toil and sacrifice to perform our mission on land and at sea●

We are lucky today that we are celebrating this, but our heart goes out to our officers and men who are out there in the field in combat areas and out there at sea, fighting it out with the waves and the winds if only to make sure that we have a safe maritime nation● I also would like to congratulate today our troops and assets who will be deployed to the area as our commitment to the continuing efforts of the Armed Forces of the Philippines to keep this country safe●

Again, before I end, I would like to convey to you in behalf of the Philippine Navy our warmest welcome to all of you as we gladly converge together to celebrate our Navy's triumph, the 113 years of service from now on, Go Navy! Go Maritime 2020 and beyond! *Mabuhay tayong lahat!*

ALEXANDER P PAMA
VADM AFP