TRAINING IN TAJI
A photo essay of our troops on the ground in Iraq

2020 READY
Your questions answered

TALISMAN SABRE
NZ, US and Australia exercise together
MAJOR GENERAL LOU GARDINER DIES

Former Chief of Army, Major General (Rtd) Lou Gardiner, ONZM, died on 18 July following an illness. MAJGEN Gardiner is survived by his wife, Judith, children Matthew, Erin and Benjamin, and granddaughter Melanie. His funeral is to be held in Upper Hutt on July 23.

MAJGEN Gardiner joined the New Zealand Army in 1971 and entered the Royal Military College, Duntroon, Australia. In 1994, he was posted to the United Nations Operations in Somalia (UNOSOM) as the Deputy Chief Logistic Officer on the Headquarters of the Peacekeeping Force for seven and half months. In late 1995, he returned to NZ, was promoted to Colonel and assumed the appointment of Chief of Staff, Support Command. At this time he completed a second degree in Human Resource Management. In Jan 1997, Major General Gardiner attended the Australia College of Defence and Strategic Studies (ACDSS) in Canberra, Australia and returned to NZ in Dec 1997 to assume the appointment of Director of Resource Policy and Plans in HQ NZDF. He served as Chief of Army from 2006 to 2009.

A full obituary will appear in the August issue of Army News.

ARMED FORCES CANTEEN COUNCIL REVIEW BASE CAFES AND STORES

The operation of café and convenience stores at NZDF camps and bases is to be outsourced to Compass Group. This decision was made by the Armed Forces Canteen Council after analysis of options, and the consideration of feedback from staff and other interested parties. Compass Group, which already has a hospitality contract with the NZDF, will be investing up to $2 million in refreshing and rebranding the outlets providing Armed Forces Canteen Council (AFCC) services, to provide modern café services and convenience stores tailored to the needs of NZDF customers at each base. The grocery outlets at Waiouru and Burnham will also be retained and refreshed.

Compass Group will formally assume responsibility for the front end service provision on and from Monday 31 August 2015.

Current AFCC staff will be given the opportunity to work in the cafes and convenience stores. Their employment there will be dependent on them applying and being accepted by Compass Group. An information pack is available for all staff, and help will be provided in preparing CVs to ensure AFCC staff can take advantage of employment opportunities.

The future operating model is expected to be modern, relevant, flexible and sustainable, and to continue to provide an appropriate income to the single Service welfare funds.

The new operation will not retain the variety stores which provide white ware and furniture but the AFCC will look at leveraging off discount arrangements with national suppliers to allow people to achieve good deals either on-line or in-store.

The Armed Forces Canteen Council was established by the Armed Forces Canteens Act 1948 to set up and operate canteen services on NZDF camps and bases. The main purpose is to provide quality retailing and cafeteria services for NZDF personnel. As well, profits made from trading are distributed to single Service welfare funds according to the equity each Service holds in the organisation.
More than 120 Vietnam veterans travelled to Linton Camp last week to attend the 50th anniversary of 161 Battery reporting ready in South Vietnam. The veterans were hosted by current members of 161 Battery and 16 Field Regiment, and were welcomed to the regiment’s headquarters with a haka and a powhiri, and then formed up with serving soldiers for a memorial parade.

They attended a memorial dinner in Palmerston North, and a commemorative service. Some of the widows of veterans who have died since the war also attended. Veteran Danny McCort of Rotorua, whose wife Bernie helped organise the reunion, said he was impressed with the honour the existing soldiers bestowed upon the veterans. “Everyone went out of their way to make us feel welcome, and show us what life is like for the regiment today.”

It was also great, he said, to get together with fellow veterans. “The Army is like a huge family. I feel closer to some of the veterans than I do to some members of my own family – we went through so much together.”

He said although the Vietnam War was unpopular “the best thing about it was the very close friendships that came out of it.”

See more photos on page 22

A COMMENORATIVE SERVICE TO MARK 25 YEARS SINCE SNOW DEATHS

A commemorative service to mark the 25th anniversary of five soldiers and a naval rating who died on Mt Ruapehu is to be held at the Whakapapa DOC information centre on 13 August.


The service will be held on 13 August 2015 at 11am. Anyone wishing to attend can make contact with the Acting RSM 1RNZIR WO1 Rodger Moana on 0274432535 or rodger.moana@nzdf.mil.nz

You are a Force for New Zealand

Our unique purpose as soldiers, sailors and airmen and women is to serve New Zealand’s interests through the provision of military response options to Government.

While our training, skilled people and military equipment lend value to a range of tasks, our primary purpose is to provide an armed force ready and able to perform in combat, should the need arise.

Virtually everything else about our Defence Force must flow from this. It means everyone in our Defence Force – the Regular Force, Reservists and civilians – can understand what our organisation is here for, and therefore personally connect to our mission.

Everyone in our Defence Force has a role to play in our success, whether they are in a uniform or not, at the sharp end or in a back room somewhere making sure our troops get what they need to succeed.

You and I know that it takes a sophisticated team of people to prepare, equip and support those who undertake combat. You men and women behind the scenes train, supply and assist: you are experts in logistics, finance, IT, communications, administration, health, property services, security, the list goes on. The point is, every one of us has our part to play.

One thing we must be clear about is that our decisions about our organisation – at every level – must be able to stand up to a simple test: ‘How does this make us a better Defence Force?’

To this end, we have a long-term strategy, ‘Future 35’, which has set our direction of travel as an organisation. Senior leaders have recently been working to better define where to next within this strategy, in other words, how we need to look like at the end of 2020, to meet our goal of ‘Enhanced Combat Capability’.

Our vision is to have a stronger you, and therefore a stronger Force for New Zealand. The vision means we will have better tools, better support, be better informed, and work better together, so that we all have the same goal as a Defence Force.

How will we achieve this? We have a four-year plan – 2020 Ready – to ensure as an organisation we are delivering the activities that genuinely make us a better Defence Force.

Eight areas of focus for change have been identified which has set our direction of travel as an organisation. To this end, we have a long-term strategy, ‘Future 35’, which has set our direction of travel as an organisation. Senior leaders have recently been working to better define where to next within this strategy, in other words, how we need to look like at the end of 2020, to meet our goal of ‘Enhanced Combat Capability’.

Our vision is to have a stronger you, and therefore a stronger Force for New Zealand. The vision means we will have better tools, better support, be better informed, and work better together, so that we all have the same goal as a Defence Force.

Eight areas of focus for change have been identified which enables every part of our Defence Force to identify through this planning process how they will respond to these priorities. Budgets and priorities have been set. These are the ones that better take us toward our 2020 goal.

We will monitor and manage this plan effectively. We have set ourselves goals, and, while every plan is dynamic, we are determined to meet them.

You may be wondering, “So what’s my role in all of this?” Ultimately, success of our plan comes down to you. You are the ones who will execute this plan and the support activities and initiatives within your respective units and work areas. It is by focusing your work, aligned with our plan, that will ensure we prioritise those things that make us a better military force – a Force for New Zealand.

Lieutenant General Tim Keating
Chief of Defence Force
Training in Taji

It’s business as usual in Taji, Iraq as New Zealand Defence Force trainers settle in to the task of training Iraqi Security Forces (ISF) in a range of military skills to help in the fight against ISIS.

In late May the combined New Zealand-Australia Building Partner Capacity mission took over the training of ISF personnel rotating through the Taji Military Complex, previously carried out by a US Army unit.

The training focuses on basic operational skills such as planning, weapons training, basic tactics, urban operations, and NCO and officer training.
WHAT’S THE VISION FOR THE NEW ZEALAND DEFENCE FORCE?
On June 26, the NZDF launched a four-year organisational vision called 2020 READY. Its purpose is to clarify the organisation’s strategy to the 14,000 personnel of the NZDF and their families. Here are just a few of your questions answered. If you have more, email them to 2020READY@nzdf.mil.nz

HOW IS 2020 READY RELEVANT TO ARMY?
It’s relevant to everyone in Army because it sets out how the NZDF plans to equip you with better tools to operate now and in the future and how you’ll receive better support over the next four years. By 2020, you’ll be better informed – thanks to the range of new information tools and processes in development. There’s a Joint Intelligence Programme under way, which’ll mean we can understand our environment and have better situational awareness and respond appropriately. There’s also emphasis on improving our partnerships within the Defence Force, across Services and externally. 2020 READY sets out how the NZDF will improve its structures and processes to make that more effective.

WHAT’S 2020 READY ALL ABOUT?
It takes Future 35 – the NZDF’s big picture strategy launched in 2010 — and spells out what’s happening and what we want to achieve over the next four years. The ultimate goal, by 2020, is to achieve Enhanced Combat Capability. That’s why we’ve invested in combat-ready equipment like the new individual weapons systems and transformational programmes like Networked Enabled Army C4I systems, and special operations fighting vehicles. The new governance structures we’re setting up will improve our decision making. Our investment in multi-national interoperability is part of our push for better integration across our three Services, and with local agencies and our international partners.

WHY DOES THE VISION TALK ABOUT ‘A STRONGER YOU’ – WHAT’S THAT ABOUT?
In 2020 we’ll be better at supporting you. We’ll support your well-being, your mental and physical health. We’ll get much better at supporting and communicating to your wider families and whanau. We’ll keep growing you too as a leader. We’ll help you grow the career you want. Help you track your goals so you can achieve that long-term career and life success you want. We’ll make sure you’re prepared when you step into harm’s way, and are safe at home.

WHAT’S 2020 READY ALL ABOUT?
WHAT ARE WE TRYING TO ACHIEVE?
WHAT’S 2020 READY RELEVANT TO ARMY?
IS THIS A NEW THING – WHERE DID IT COME FROM?
Yes, it’s new, but it’s linked to our big picture strategy Future 35, which has been around since 2010. To me, it’s a great way to explain the next step on the journey to Future 35 in plain terms. Summed up, 2020 READY has four key themes – better tools, better support, better informed and better together. Each of these themes has something tangible for Army people. My suggestion is talk to your commander or manager for more information. You can also go online to the F35 webpage and read the latest Force 4 New Zealand magazine.

WHAT’S IN THIS FOR SOLDIERS – AT THE INDIVIDUAL LEVEL?
Firstly, I think people are going to notice some pretty positive changes at the individual level. Army personnel are going to be better equipped with the right kit – new personal weapons and integrated soldier systems are on the way. There are key platform investments under way – the Network Enabled Army means connectivity, agility on the battlefield, and many of the IT tools we use in everyday life will give us the ability to rapidly reconfigure and combine organisations in a way that is natural to the networked generation. Thinking about support, there’s a range of initiatives of interest to Army personnel. Resilience training, health and safety and leadership development. Finally, there’ll be more integration in the way we work and come together as a Defence Force. This will mean getting better at operating Joint Task Forces – improving the ways we work with our government partners, other agencies and multi-nationals.

ANSWERED BY:
Debra Francis,
Chief People Officer

CDRE John Martin,
Assistant Chief Capability

AVM Kevin Short,
Vice Chief Defence Force

BRIG Peter Kelly,
Acting Chief of Army

MAJ GEN Timothy Galli,
Commander Joint Forces

Defence Leadership Team.
They say it’s the people who make a place special, and that could not be truer for those close to the Army marae, Rongomaraeroa-o-nga-hau e wha Marae. With the marae’s recent renovation, the Waiouru community experienced this more than ever as hapu from around the country returned home in full force to devote their time and lend a hand.

Since its inception in 2004 AIA Marae DIY has become a touchstone that connects iwi, hapu, whanau and communities around New Zealand as they take on the ambitious task of major building and repair work in just four days. As part of the 2015 series, which kicked off on TV3 on 4 July, the New Zealand Army Marae received help in the makeover of its wharekai and the creation of a reflection garden.

Unique in its set up, the Rongomaraeroa-o-nga-hau e wha Marae is both the national Army marae and a local community marae that fosters a sense of national pride within the NZDF. With whanau, hapu and ex-military personnel returning from all over New Zealand to pitch in, the renovation was perhaps one of the best things Waiouru Military Training Facility Commandant Major Patrick Hibbs has ever been a part of, he says.

“A number of our young engineers helped out with several marae renovations in last year’s AIA Marae DIY series, so it’s neat to feel as though we have a small bit of a history with this wonderful, wholly Kiwi initiative.

“A lot of work was done as part of this renovation; our wharekai had a complete makeover. Floor-to-ceiling windows were installed, extended decking was built around the exterior and a much-needed and already well-used storage area was properly established. We also constructed an extension between our wharenui and wharekai, three carports at the rear of the marae and our Garden of Reflection.

“On the Saturday, 140 of our newest recruits turned up en masse to help out. Seeing so many members of the local community, the school and the recruits take part was such an incredible experience and a true testament to our culture. Looking at the faces of those who took part really demonstrated the multi-cultural aspect of our marae and I was both proud and humbled to be able to call myself a Kiwi and member of Ngati Tumatauenga.”

The team from AIA Marae DIY producer Screentime includes many who have led previous marae renovations, including presenters Te Ori Paki and Ria Hall, landscaper David Clayton-Greene and builder Harry Anneff.

Staff from AIA New Zealand – a long-term partner of the show and primary sponsor of AIA Marae DIY since 2011 – were also on-site to lend a hand at Rongomaraeroa-o-nga-hau e wha Marae. Over the years, more than 80 staff and their families have worked with the crew and local communities on marae renovations across the country.

AIA New Zealand CEO Natalie Cameron describes AIA Marae DIY as “a unique New Zealand initiative which is making a lasting contribution to communities.” As to the impact on staff, Cameron says, “Working on AIA Marae DIY is an experience our staff never forget. It’s inspiring and a privilege to be part of.”
Our thoughts are with the family and friends of

Lieutenant Tim O’Donnell
15 August 1982 – 3 August 2010

Lance Corporal Rory Malone
14 September 1985 – 4 August 2012

Lance Corporal Pralli Durrer
3 April 1980 – 4 August 2012

Private Daniel Kairua
25 August 1981 – 11 August 2004

Private Mark Madigan
14 July 1970 – 13 August 1990

Private David Stewart
5 December 1966 – 13 August 1990

Private Sean Dougherty
15 April 1975 – 11 August 2004

Private Brett Barker
30 March 1972 – 13 August 1990

Private Stuart McAlpine
6 August 1967 – 13 August 1990

Private Meredith Simms
8 December 1987 – 16 August 2006

Private Jason Menhennet
27 February 1971 – 13 August 1990

Private Richard Harris
30 September 1990 – 19 August 2012

Private Stuart John Ladds
25 February 1970 – 22 August 1993

Lance Corporal Jacinda Baker
28 August 1985 – 19 August 2012

Corporal Luke Tamatea
14 August 1991 – 19 August 2012

Corporal Douglas Grant
26 April 1970 – 19 August 2011

Our thoughts are with the family and friends of

Lance Corporal Jacinda Baker
28 August 1985 – 19 August 2012

Private Richard Harris
30 September 1990 – 19 August 2012

Private Stuart John Ladds
25 February 1970 – 22 August 1993
THE PERSONAL PROFILE

Colonel Rose King
Director of the NZDF’s Reserve Forces

In the first of an occasional series Army News asks a serving soldier or officer about their life in and out of the Army.

What inspired you to join the Army?
It was quite by fluke really. I spent my 7th form year overseas as an exchange student, and when I came home I wanted to go to University, but couldn’t afford it so found a labouring job which I only got as I knew someone who knew the owner. Anyway, I was into sports and the outdoors and one of my workmates had a friend who was a territorial, and she mentioned that I’d most probably enjoy the Army because of my enjoyment of the outdoors. It just so happened that there was an ad in the paper that night for recruiting, so I went along not knowing much about the Army, and one thing lead to another and here I am almost 25 years later! I guess one of the drivers for me was that I believed I would get where I was because of how I performed, not who I knew.

Why did you decide to become a logistics officer?
I went through Officer Cadet School and when we did our Corps choices I choose Electrical Mechanical Engineers. I wanted something different to what most females did and as my brothers are all mechanically minded, I thought would be a good fit. Later in my career the three separate logistics corps were amalgamated to Royal New Zealand Army Logistics Regiment.

You’re married to Colonel Glenn King – how did you meet?
The first time I saw Glenn was on the bus from Palmerston North to Waioруru for our initial training before I had even signed up. We went through our Officer training together. Needless to say we have known each other for a long time and he has seen me at my best and my worst!

What is it like managing a big job, children, and your own life?
Honestly, managing a job, our two young children and our lives is difficult. I take my hat off to any working parent, it is not an easy road. I personally struggle with juggling my family time, work time, and my time, let alone time with my children. With worklife balance. Glenn and I are lucky in that we are in a financial position that we can get help such as a cleaner or an au pair, but even so I struggle almost daily that I am not giving 100% to my family or my work. I have had to learn to be easier on myself and I have become very guarded with my time.

How do you ensure your whole life is not Army-focused?
Good question! We have a bit of a rule – that does get broken every now and again – but we try not to discuss work at home. If we are lucky enough to be traveling home or to work together, we use that time to talk work, and when we get home we focus on the children and if there is something burning we want to discuss about work we do so after the children are in bed. We also try to do activities that aren’t linked to our work. Like our children are part of local sporting clubs, and they are members of Forest and Bird and we try to be part of our local community.

What do you do to relax?
Physical activity is good for my mental health - I love playing sport, like hockey or basketball, or going for a run (although that is not as much fun as it used to be as I get older!). I also really enjoy the outdoors – recently we went to Kapiu Island and as the children get older I hope to take them tramping too. I also find baking, catching up with friends, and relaxing at our property on the Kapiti Coast good for my soul.

What keeps you awake at night?
Well, this used to be my children! But now they are much better sleepers. Now, different things keep me awake at night, sometimes it is work related, this will inevitably be around our team, our people, and the impact of decisions being made, and critically thinking through decisions and whether I have done all I can to shape a good outcome. Other times it is about my life – what am I about and what do I want to achieve. Do I want to be a stay at home Mum, do I want to continue with a career in the Service and how do we as a family get a better balance in our lives.
Spies like us?

With allegations of global spy programmes run by the NSA, GCSB and others, or stories of Chinese cyber spies hacking networks, it’s easy to think that spying is the sole preserve of super-powered nations with high-tech capabilities. But the more traditional and personal form of spying, known as HUMINT (Human Intelligence) is alive and well, and has been for thousands of years.

Ancient Egyptian hieroglyphics and early writings from China, Greece, and Rome describe practices and tradecraft of spies that are still used today. It is likely that spies have existed as long as regimes have. The Bible mentions the use of spies, the Aztecs used diplomats to collect intelligence, and the Japanese used ninjas to do the same.

It’s all very James Bond

Sadly, not true. A Foreign Intelligence Service (FIS) agent’s day-to-day life is far less glamorous. A spy has to live a double life. Unlike 007, they try to blend into normal life. They seek invitations to wider society, with influential groups or individuals. They make ‘friends’ not just with the targets, but wider related communities, hoping to support introductions into particular sports clubs, schools or workplace gatherings. They have to flatter egos and build relationships with their sources; often exploiting individuals’ personal vulnerabilities, all the time hiding their true thoughts and feelings. They live in constant fear of the dreaded 3am knock at the door from security services and can be separated from true friends, family and country for decades. The reward is often not much more than an average government salary, but this is a job they have chosen either for the adventure and travel, or a sense of purpose and duty. The best will remain covert for years and climb to positions of influence in governments and militaries.

Yeah... nah... not me

If you’re thinking “spies are not interested in me” you are very much mistaken. Whilst senior staff officers are the obvious target, it is often more worthwhile to target the assistants and even the bag carriers. As far back as 500 BC, military strategist Sun Tzu wrote “you must first know the true thoughts and feelings. They live in constant fear of the obvious target, it is often more worthwhile to target the assistants and even the bag carriers. As far back as 500 BC, military strategist Sun Tzu wrote “you must first know the

names of the defensive commander, his assistants, staff, door guards and attendants. You must have our spies search out and learn them all.”

Countering spies

Identifying and countering spying is challenging. Some FIS agents will be known to security organisations through prior counter-intelligence activities, others will not. To combat this, Directorate of Defence Security (DDS) relies on the reports of NZDF personnel who may be the target of FIS activity. The reporting of security incidents is vitally important. Recruitment ‘advances’ can be in any social setting, while travelling or even over the internet, and you will be the only one who can tell if things feel a bit strange. Security organisations would prefer to be deluged with hundreds of false leads than miss a chance to identify a spy or security concern.

With this in mind, please let the DDS know of any unusual incidents: a stranger knowing personal information about you, intense questioning about your job, repeated encounters with a foreign national, or a meeting at a pub that fails the “Spyometer” test (see below) – report anything that makes you think “that was a little weird!”. Use the reporting forms on the DDS intranet website, contact DDS directly, or contact your Unit Security Officer.

Changes Afoot for Special Operations Command

The Directorate of Special Operations has had a name change – it is now the Special Operations Command (SOC).

The latter, established in August 2008, was a long-held aspiration of New Zealand Special Air Service (NZSAS) commanders who were aware of the need for a strategic-level headquarters to support operational activities and the Special Force’s future focus and development. As the transition to the SOC occurs, the responsibilities formerly held by the Directorate will be retained and expanded. The SOC becomes the equivalent of the Maritime, Land and Air Component Commanders and reports to the Commander Joint Forces New Zealand for operations. In addition, the SOC remains accountable to the Chief of Defence Force (CDF) and Chief of Army (CA) for other specific command functions. The Commanding Officer’s NZSAS Regiment now reports directly to the SOC. In addition, the SOC will inherit the NZDF C-IED responsibilities and bolster its Special Operations Liaison Officer (SOLI) at Headquarters Joint Forces New Zealand to a Special Operations Liaison Element (SOLE). More staff are likely to be appointed in the future.

The SOC badge and motto will remain the same as for the Directorate, with the minor amendment which reflects the name change. The badge design uses a black and silver motif to match the national colours of New Zealand. It displays the sword Excalibur in the same fashion as the NZSAS badge, but replaces the traditional wings with silver fern leaves. In doing so it acknowledges both its national heritage and its kinship to the NZSAS. The motto, “Innovative and Agile”, emphasises two of the key attributes of NZSOF and embodies the CDF’s intent for the future-focused NZDF.

The SOC, Colonel Jim Blackwell, ONZM, handed over to his successor Colonel Rob Gillard on 03 July 2015.

Colonel Jim Blackwell, ONZM, handed over to his successor Colonel Rob Gillard.
TALISMAN SABRE

OUR PART IN MASSIVE COALITION WARFIGHTING EXERCISE

By Luz Baguio, Public Affairs Manager, Joint Forces NZ

Around 200 combat soldiers from the New Zealand Scots Squadron, Queen Alexandra’s Mounted Rifles (QAMR Scots) formed part of a coalition force in a major warfighting exercise with Australia and the United States recently.

US troops embark a RNZAF C-130 in Williamson Airfield at Shoalwater Bay Military Training Area.

LT Kadion McDonald, QAMR are working as part of 7th Brigade (Australian Army).
The soldiers operated as part of the Australian Defence Force’s (ADF) 7 Brigade and spent almost a month in the bush in the Shoalwater Bay Military Training Area in Central Queensland.

“Exercise Talisman Sabre was designed to enhance participating countries’ ability to plan and execute a campaign plan that required warfighters to work alongside government officials, police and non-governmental organisations,” said Colonel Glenn King, Senior National Officer of the New Zealand Defence Force (NZDF) contingent to the exercise.

The exercise, which ran from 5 – 21 July, involved almost 30,000 troops from Australia, the US, New Zealand and Japan, 21 ships including the US Navy aircraft carrier USS George Washington, more than 200 aircraft and three submarines.

The NZDF deployed a total of 620 personnel, two ships, four aircraft including two NH90 helicopters, 22 Light Armoured Vehicles and 23 other military vehicles as it took part fully for the first time in Australia’s largest warfighting exercise. During the exercise, participating forces faced a realistic scenario against a peer adversary that tested the cohesion of the different militaries and required complex planning and execution to include military operations at sea, in the air and ashore.

“The exercise was challenging in that it crossed a number of domains, with battles occurring at sea, on land and in the air and with a humanitarian crisis unfolding all at the same time,” said Colonel King, who was based on US Command ship USS Blue Ridge along with five other NZDF personnel.

Major General Tim Gall, Commander Joint Forces New Zealand, said the joint training was critical for New Zealand to work better with security partners Australia and the US in conducting real-world operations.

“The training that our personnel got in Exercise Talisman Sabre helps us better understand how we can work together with our partners as well as within our Defence Force as we enhance combat capabilities needed to support New Zealand’s requirements and a Joint Task Force,” Major General Gall said.

Although Talisman Sabre is a bilateral exercise between Australia and the United States, “New Zealand is a natural partner for Australia and its participation is vital,” said Vice Admiral David Johnston, Chief of Joint Operations (Australia).

“WHAT WE’RE TRYING TO DO HERE IS BRING TOGETHER THE UNIQUE CAPABILITIES OF ALL OUR FORCES – AUSTRALIA, THE UNITED STATES, NEW ZEALAND AND OUR JAPANESE PARTNERS – AND ENSURE WE CAN RELY ON EACH OTHER’S CAPABILITIES, OPERATE TOGETHER AND BE SUCCESSFUL ON ANY MISSION FROM HUMANITARIAN ASSISTANCE TO VERY COMPLEX OPERATIONS AS WE HAVE LAID OUT IN THIS EXERCISE.”

LIEUTENANT GENERAL JOHN WISSLER,
III MARINE EXPEDITIONARY FORCE COMMANDING GENERAL, US MARINES
“We need to have that confidence that our equipment is compatible with each other, our planning processes work and we can talk and coordinate with each other. That confidence comes from training exercises like this,” Vice Admiral Johnston added.

“The fact that New Zealand is here is a great opportunity to increase that interoperability,” said US Marine Lieutenant General John Wissler, III Marine Expeditionary Force Commanding General.

“What we’re trying to do here is bring together the unique capabilities of all our forces – Australia, the United States, New Zealand and our Japanese partners – and ensure we can rely on each other’s capabilities, operate together and be successful on any mission from humanitarian assistance to very complex operations as we have laid out in this exercise,” Lieutenant General Wissler explained.

During the exercise, the Royal New Zealand Air Force’s (RNZAF) NH90 helicopters were embedded within the ADF’s 16 Aviation Brigade and operated with six Australian MRH-90 and eight ARH Tiger helicopters and up to 600 US troops that served as the ground force for ‘Battle Group Griffin’.

A Seasprite helicopter was embarked on Navy frigate HMNZS TE KAHA, which engaged in maritime warfare off Darwin in Northern Australia as part of the Opposing Force. A C-130 Hercules aircraft operated alongside the Royal Australian Air Force’s 37 Squadron, while the tanker HMNZS ENDEAVOUR helped refuel the 21 ships that took part in the exercise.

“Talisman Sabre provided us the opportunity to see how other armies operate and to observe the skills, drills and equipment that they use,” said Major Maia Baker, Officer Commanding QAMR Scots.

“Talisman Sabre was a great opportunity for both Australia and New Zealand to train as an ANZAC team with our American Friends. We rarely have the opportunity to operate as part of a large Combined Task Force, which comes from the CTF based on the US Seventh Fleet. This gives us access to a range of high-end capabilities that only the US military can bring to bear,” said Australian Army Brigadier Robert Brown.

“It is important that the Kiwis can play their part because the reality is that we frequently work together, as we do today in the Middle East,” he added.

The ADF also lauded the NZDF personnel who took part in the exercise for their “dedication, skill and willingness to fully integrate”.

“In the centenary of the ANZAC landings at Gallipoli, it is a poignant reminder that New Zealand and Australia share a common bond in adversity through war. As it was 100 years ago, it is an honour and privilege to serve and fight alongside the NZDF, in particular the RNZAF’s 3 Squadron,” said Australian Army Lieutenant Colonel Dean Thompson, Commanding Officer of Battle Group Griffin.
Various aspects of Exercise Talisman Sabre.
Personnel from 3 CSS Bn deployed on Exercise Rorkes Drift recently to practise, develop and achieve competency in individual and collective CSS battlefield skills. The Battalion-led exercise was conducted in the Tekapo Military Training area.

It began with the advance party setting up the training areas with both static visible and hidden pull targets placed, to provide a variety of training scenarios for the participants. This was also valuable time for the Safety Staff to have practice runs through the stands and identify any possible problems that could arise, and design some contingency plans should they be required.

On the morning of 10 June, the last bits of the set up had been completed. The day started off with inclement weather and it looked like it was going to get worse. The Rorkes Drift participants arrived, and after quickly stowing away equipment and gear, it was straight out to zone 4. The exercise began with a field zero of the Steyrs and the LSW for the section gunners, before moving into qualifying everyone on the MAG 58 LFTTs. The weather certainly got colder and some individuals were regretting leaving their warm clothing items back at Tekapo Camp.

The next day saw the weather get even worse, with snow storms throughout the day; this only added extra value to the training environment for everyone to enjoy. However, it was noticed that no one forgot their warm clothing this time! This day was solely dedicated to give the participants the chance to spend as much time possible on learning the MAG 58 and how it can be employed as a mount platform. With the weapons mounted on the weapon LOVs, individuals were given the opportunity to fire them in a static mode, adjust between targets at different ranges, and then progress to bounding where they worked as pairs.

The third day saw the movement into Break Contact Drills (BCDs), but before being able to move into these drills, revision was conducted on peers fire and manoeuvre, progressing to fire teams before finishing as sections. This was achieved through practising on blank until the Safety Staff were happy with the skill levels of the participants before progressing to live firing. The sections were given scenario briefs and then ran through a two vehicle stand circuit twice in order to practise contact front and from the sides.

Once the BCDs had concluded, the exercise moved location to where the Sections could be taken through dismount assaults on an enemy position; this was a valuable learning opportunity for the Section Commanders, most of whom had very little experience in this area.

The final day saw the best weather for the whole exercise. It was a continuation of dismount assaults and section quick attacks to keep the blood flowing. The main difference for the Section Commanders on this day was their fire support was mounted in a Weapon LOV, which allowed them freedom of movement with their Section LSW.

All the sections showed steady improvement throughout the day, and worked hard to improve not only their individual skills but working together as a team in some very trying conditions towards the end of the day. The wind had picked up to gale force, at times making communication very hard. The final act was to confirm the Section Commanders’ application of Fire Control Orders and ensure the sections understood, as a whole, why they are important and how each individual/team has an important part to play. Overall, Exercise Rorkes Drift was an enjoyable and successful exercise that gave personnel of 3 CSS Bn the opportunity to not only live fire various weapon systems, but also revise and up-skill their All Arms Skills for future training and deployments.
Train Safe Case Study 13

The principle of the Army Health and Safety Policy is to take all reasonably practicable steps to prevent occupational accidents and illness from occurring and to reduce the possibility of harm to our personnel and to any other person who may be exposed to Army activities. Where an incident of harm occurs, reporting, investigation, and follow-up action is aimed at ensuring that the possibility of such an incident re-occurring from the same set of factors is eliminated or effectively managed for the future.

The Incident
- A unit was conducting a Live Field Firing activity on private farm land in the South Island.
- The activity was a live firing practice incorporating VIP extraction drills using IW Steyr and C9 LSW with fire teams bounding from location to location as they moved back to a nominal safe location.
- During the practice and during one bound the RCO lost his foam earplug from his left ear.
- Rather than pausing the practice whilst he retrieved and refitted the plug, the RCO let it run and continued to oversee the activity while approximately 1-2 metres from the LSW during which time 200–300 rounds were fired from the weapon.

Facts
- The activity was planned in accordance with DFO (A) Vol 2 Book 1, Safety in Training.
- The RCO continued to monitor the activity after losing his foam earplug.
- The RCO experienced hearing difficulties and was diagnosed as having suffered acoustic trauma to his left ear consistent with short exposure to impulse noise.
- The RCO reported to the MTC 4 days later.
- The report raised was an ammunition incident, however should have been reported as an ammunition accident.

Findings
- Subsequent examinations showed there was evidence of permanent injury.
- The follow up reporting procedures were not conducted in a timely manner.
- Rather than pause the activity and retrieve and refit the earplug, the RCO let the live firing activity continue.
- The RCO was to have received remedial training in Safety Reporting Procedures however had since left the Army.

Conclusion – Fault Checking and Individual Responsibility
- Hearing is one of the easiest things for a soldier to progressively degrade over a period of time through unintentional negligence.
- The simplest solution is prevention to hearing injury by ensuring we wear adequate hearing protection and fit it correctly.
- Written orders and safety briefs include where, when, and how hearing protection is to be worn.
- We all have a responsibility to protect ourselves and our mates – wear your hearing protection and ensure it is fitted correctly.

Train Safe Case Study 14

The expense of training personnel, and the high cost of modern equipment together with the long lead times involved with its replacement, make the conservation of these resources a paramount consideration in achieving the Army’s defence commitments. Although there are inherent risks in military operations, the level of risk must be commensurate with the objective to be achieved by those operations. Accident prevention involves the continuous identification of hazards and the management of risk. In this manner, the risks involved in Army operations can be kept to a minimum.

The Incident
- A unit was tasked to assist another unit with the planning and conduct of Battle Handling Exercises (BHE’s).
- The BHEs involved mounted and dismounted break contact drills in the Waiouru Military Training Area (WMTA).
- Blank ammunition, pyrotechnics including thunderflashes, and a ‘live’ enemy party were being used for the BHEs.
- During the last BHE a vehicle and its occupants were ambushed, the vehicle was stationary with three of its four doors left open by the passengers who had debussed when the ambush was initiated.
- The driver remained in the vehicle, a thunderflash entered through the open front door and exploded in the vehicle’s left foot well.

Facts
- The training level and competency of BHE participants was overlooked and safety briefs were somewhat cursory.
- The unit SNO/CO acting as the RCO was unaware of NZ Army Safety requirements.
- There was no detailed participant brief regarding the use of pyrotechnics including thunderflashes.
- The driver wearing ear protection remained in the vehicle.
- The driver suffered mild hearing loss to his left ear and the vehicle sustained other minor damage and a cracked windscreen.

Findings
- Assumptions were made by the conducting unit regarding the exercise participants training and competency levels prior to handling blank ammunition and pyrotechnic safety precautions.
- No one person was identified as having thrown the thunderflash.
- Most personnel recalled their last training in pyrotechnic safety was during recruit training.
- None of the participants received any refresher training “formal safety brief” or detailed supervision during the employment of pyrotechnics.

Conclusion – Fault Checking and Individual Responsibility
- All of the students were NCO’s.
- Their backgrounds were such that they did not have the levels of currency and understanding that could be taken for granted with combat arms NCO’s.
- There are safety procedures and precautions to be taken when employing blank ammunition and pyrotechnics.
- Never assume or take it for granted that all of our people are aware of those safety requirements.
- DFO (A) Vol 2 Book 1, Weapons and Range Safety, are clear in the safety procedures and precautions for blank ammunition and pyrotechnics – follow them.

THUNDERFLASH FRICTION S6s
- Only to be thrown by hand
- NOT to be thrown within 10m of personnel, flammable goods or any other fire risks
- NOT to be picked up once it has been struck and thrown
- NOT to be used in confined spaces
- Do NOT reuse the striker

‘Learn from the past, live in the present, plan for the future’. This case study is based on real events. Some details have been omitted to protect privacy.

‘Excellence/Perfection is not a destination; it is a continuous journey that never ends’. This case study is based on real events. Some details have been omitted to protect privacy.
Exercise Le Bass Ville tests OCDTS

By Officer Cadet Finlay Dick

Exercise Le Bass Ville (LBV) was the New Zealand Commissioning Course class (NZCC) of 2015’s first exposure to leading sections at a formative level. Held recently, it was also a chance for officer cadets to touch up on any necessary field craft and soldier skills. LBV was structured with four sections of roughly 12 to 13 cadets in each section. Every cadet had their chance to lead a section for the first time in a tactical setting, and was tested not only on their skills but also their section’s leadership ability throughout the exercise.

LBV began with Waiouru putting on a cold, wet front. Our first section commanders stepped off at 0700 with two cadets left at the command post to conduct orders and have a crack at back briefing the duty staff on our plans for the next day’s task. This was the first time officer cadets would put our planning and our orders to the test in a formative setting. For the next week the weather couldn’t have been better, ranging from hot 17 degree days to low -2 degree nights, giving us a perspective of the cold nights to come in the exercises ahead.

EX LBV also gave cadets a chance to improve on much needed field craft and soldier skills under the watchful eye of the OCS field wing staff. We were assessed on our ability to lead self and had to be at a certain standard for our training at this point and time in the year. Each section commander was in charge of his or her section for a minimum of eight hours, with each being tasked with a number of different activities such as OPs, ambushes and clearing patrols. Every one that was conducted was different from the last with even word coming through that one section ended up having their own ambush ambushed by the enemy party. Call sign 15B was lucky to have Staff Sergeant Trembath as their DS as he was walking with his section in his last deployment into the field after 43 years service in the military.
STOP! Keep reading this article, give it a chance before you continue to browse through the photos and conclude that it is just a back brief of women advocating their rights and burning their bras.

Give me five minutes to fill you in on the NZDF Women’s Development Forum, and you may be surprised, and, like me, counting down to the next bi-annual NZDF Women’s Development Forum 2017.

Part of my job involves writing social media posts for Army activities and events that I attend through the Sergeant Major of the Army.

The 2015 NZDF Women’s Development Forum was one of these events, a two-day forum hosting more than 200 women and men from throughout the NZDF. Women were the represented majority yes, but with the CDF and the three Service chiefs being involved I would hesitate in calling it a female dominated voice.

The chiefs however were not the only men there: others ranging from lance corporals to Regimental Sergeant Majors attended. I didn’t once burn my bra or, as we know it, die by burning their bras.

The forum was opened by the CDF, Lieutenant General Tim Keating. He escorted guest speaker Dr Habiba Sarabi – the first female governor in Afghanistan (she was the governor of Bamyan where the New Zealand Provincial Reconstruction Team was based for 10 years). She told stories of liberating women and men from throughout the Army.

Other key speakers were successful women from within Defence, Our Chief People Officer – Debbie Francis and our Director Public Affairs – Trudy Warrender, both gave talks on what helped them throughout their careers. They shared their highlights and insight into their down-times – both extremely inspirational. We also had the opportunity to hear from Major Alana McDonald who got us thinking about strategic self-awareness and gave us our own paths to critically reflect on. We learned how that reflection can change not only perception within ourselves but how we are perceived amongst families, comrades and society.

“Thank you so much for the insight, experience and knowledge you shared with us over the two days. It’s safe to say we all took away something we can apply to our careers.”

– AMED C. Williams

“Having had the opportunity to be there, we can understand why the places were limited. We would like to acknowledge the organisers of this forum as we could see the amount of time and effort that went into organising something so successful. If you have the opportunity to put up your hand, then please do, you will gain so much out of it.”

– Roch and Michelle, HRSC

“Sorry if it’s a bit long but while my enthusiasm is fired up I wanted to share with you all what it was about, for me it really showed what an amazing organisation NZDF is and gave me a much better insight into how things work and what it is all about.”

– Jacqui Nicholls, NZDF Personnel Archives & Medals

“Thank you very much for allowing me to be a participant at the forum, it was a great experience and the speakers were wonderful.”

– Corporal Amanda McErlitch, DPA
TEN QUESTIONS: NZDF’S NEW TALENT MANAGEMENT SYSTEM

1 What was the first thing that came to mind when you first heard that the NZDF will be adopting a new talent management system?

COL Gillard: A single reporting system across the NZDF for both military and civilian personnel sounds like a good idea. The previous reports were retrospective and the new talent management system is forward-looking. At the same time, a few questions raced through my mind: Is HRMIS Wave 1 sufficiently embedded to allow a smooth transition to HRMIS Wave 2? Will this be more efficient in terms of time and outcomes? Will it totally replace our previous systems (for example, PC(NB))?

LT COL Beck: How much of the previous personnel reporting system (interim OPRA) can I take forward?

LT COL Beck: I had mixed reactions. I think the system is long overdue. But this was tempered by another thought of ‘oh no, not another online tool’!

2 There are four online courses on the new talent management system that all NZDF personnel have to complete and an additional five for commanders and managers. Have you done them all?

COL Gillard: Yes.

LT COL Beck: I completed most courses, preferring to work away at them as I work through the process. This gives greater relevance to the training when I need to work away at them as I work through the process. This long overdue. But this was tempered by another thought of ‘oh no, not another online tool’!

LT COL Beck: I did the initial packages early on and this took almost an hour. I initiated the Performance Development Reports (PDRs) of my direct reports and then progressively completed the others.

3 Are you always this conscientious?

COL Gillard: As a commander, there is a duty of care to ensure we are fully trained across a range of command, leadership and management areas. This is one of them. However, like many of our courses and training, qualification does not equal experience. Time spent on the job will equate to mastery. It doesn’t take long to navigate around the pages and get a feel for setting performance expectations, objectives and development goals. I would recommend that all personnel attend the additional training available on setting these. There are also some useful booklets and intranet resources available to assist.

LT COL Beck: When you are busy, it’s important to stay on the front foot especially with a large number of direct reports. It was important to allocate the time to ensure it gets done. Like many managers/commanders, this was work that was done after most people have left work for the day. There is a lot of ‘front-end loading’ required to set up and populate the system so it has to be done properly.

4 How long did it take you to complete the online training?

COL Gillard: No more than a couple of hours. Answering these 10 questions has taken longer. Shut the door and get on with it. This may be at the end of a busy day but as commanders or managers, we have an obligation. It also demonstrates an investment in our people.

LT COL Beck: I like the idea of a consistent and transparent tool that is a central repository for all reporting and development. It makes it easier to capture observations, manage performance interviews (interim and final) and when we post our people, send them on tour of duty or change the reporting Officer.

5 What are the pluses of using the new talent management system, as a user and as a commander?

COL Gillard: It is an online one-stop shop for personnel management and is consistent across all of the NZDF. The performance expectations, objectives and development goals are a useful personal and command checklist able to be referred to both formally and informally. They are agreed between the individual and their one up commander / manager and are clear and unambiguous.

LT COL Beck: I think the idea of a consistent and transparent tool that is a central repository for all reporting and development. It makes it easier to capture observations, manage performance interviews (interim and final) and when we post our people, send them on tour of duty or change the reporting Officer.

6 How is the new talent management system better than the one the Army used previously?

COL Gillard: It’s way better. As soldiers, we are by nature a cynical bunch. Change can be hard and comparisons will always be made to how it used to be. ‘So better’ can be a relative term. It will be better if we all use the system to its full potential.

LT COL Beck: Having a Position Description is a good step forward on its own, but linking this to performance indicators and development actions formulates expectations and makes me accountable for developing my staff. I am more engaged in the process and so are my staff. We all have better ownership of the process and outcomes.

7 As Commander/Commanding Officer, how many PDRs did you have to initiate?

COL Gillard: I have 13 individual reports to initiate and manage. They are a mix of military and civilian. Regular Force and Reservists.

LT COL Beck: I did the initial packages early on and this took almost an hour. I initiated the Performance Development Reports (PDRs) of my direct reports and then progressively completed the others.

8 Within 1 brigade/HSB, what is the take-up rate of the online training?

COL Gillard: Thus far it is low. Only nine per cent of Army personnel in the first cycle group’s PDR have been actioned. 1(NZ) Brigade is the bulk of the Army so the onus is on us to crack it. I can empathise with why the uptake is low. It’s not a case of being averse to change but rather the challenge of managing time and effort in what has been a busy time for the brigade. From personal experience, I would also cite some 2015 personnel reporting fatigue. Because this is the transition year we have just completed the old reporting process and now find ourselves initiating the new one. Next year will be better. The key is to find the time to get this done. It is possible. I also commend those who have yet to submit their individual Position Descriptions to do so.

LT COL Beck: Take-up has been good to date but then, the training is the easy part. As we embed the system, we need to think about the work our staff are doing. There will be many spin-off benefits but also some tests and adjustments required in the initial stages of implementation.

9 What is your advice to those who dread doing the online training?

COL Gillard: In addition to the suggestions I made earlier, I would like to reinforce the need to attend the additional training available at our camps. By engaging with this, people will realise that the new system is not difficult to manage at all and will have a positive effect on career management. This, in turn, has a positive effect on retention and our ability to achieve our outputs.

The Talent Management System is new and in its early life support phase. We may have some problems. Training and knowledge of the system will alleviate these. The system will evolve with time so our feedback is essential. It will become business as usual very quickly and in a few years time, we will be telling our young soldiers and officers about the 25(A) and the OPRA. I bet they won’t have a clue what we are talking about.

LT COL Beck: It doesn’t get any better with age. Commit the time and commit to the process. Ultimately, as either a manager/commander or the one being reported on, we will only be able to take out what we put in. There is a lot to put in upfront at the moment and it is hard to see the value at the present time. We have to see through this and get on with it.

10 They say that early adopters are cool. Are you?

LT COL Beck: Ha, I wish I had more time on my hands than any other commander. The reality is that we are serious about looking after our people it starts with us and it starts with a good honest conversation with our staff. It’s what I expect from my boss and what my subordinates expect of me. This process actually makes it easier to do that.

On 23 March, the Defence Force started rolling out the new Talent Management System, an online-based reporting for career development, staff performance and civilian annual remuneration. The online tool is being used across all ranks and grades for both military and civilians, and replaces multiple reporting tools currently used across the Defence Force.

Army News spoke to two of the early adopters – Colonel Nick Gillard, until recently Commander, 1st New Zealand Brigade, and Lieutenant Colonel Darren Beck, Commanding Officer, and Health Support Battalion – about the benefits of the new online talent management system.
The New Zealand Defence Force has a new intranet site aimed at transforming the way information on individual learning (training, education and workplace experience) is made available to its personnel. The Learning Toolkit site, developed and owned by the New Zealand Defence College, consists of:

- learning information (information, processes and guidance on a wide variety of individual learning matters, ranging from nominating and enrolling on a course through to getting assistance with study)
- the Defence Manual of Learning (the primary source of NZDF individual learning policy), and
- the SAL Toolkit (processes, guidance and support material to assist learning practitioners in undertaking the Systems Approach to Learning (SAL)).

Launched in mid June, the response from users of the site has been positive, such as the feedback:

"A brilliant initiative. I really like the look and feel about the homepage and how it's now only one or two clicks away to the majority of the information I use. Impressed there is a template and information for lesson plans/lesson delivery; this will be very useful for my junior soldiers. Well done NZDC."

Chief People Officer, Debbie Francis, has also shown her support for the Learning Toolkit: "The website is a great innovation that provides our people with easy access to material and information that's critical to delivering individual training and education within the NZDF. As such, the Learning Toolkit is included within '2020 Ready' as one means by which the NZDF is delivering better support to its personnel as we progress towards an Enhanced Combat Capability in 2020."

How to find the Learning Toolkit
The Learning Toolkit can be accessed:
- by going directly to its web address (http://ref/sites/learning/)
- from the NZDF intranet landing page (ILP), either from the button on the right under "HR Toolkit" or the link under "Training & Education" from the top menu, or
- from the button located on NZDC’s home page.

A young visitor inspects an MHOV.

The Secretary of defence Helene Quilter (centre) was shown around the MHOVs on display.


SAFETY IS A WAY OF LIVING

Have you ever watched Piha Rescue on the television? If you have you will probably have noticed that many of the people who end up in distress are the ones who were swimming outside of the flags. Our own studies also clearly establish that 80% of ‘incidents’ in the Army occur when the rules have been broken.

We should all be aware by now that government is tightening up the penalties for people who break the rules and cause injury or death to others. What does this mean for us? Should we focus on the fines imposed when we “swim outside the flags” or focus on mitigating the risks instead, and applying the rules?

Safety is a way of living, a state of mind. Our military rules and regulations have been developed over hundreds of years through trial and error. These rules are our flags on the beach; they give us our left and right of arc. It isn’t smart to swim outside these flags, so we have to ensure it isn’t smart to break our military rules and procedures. As in Piha Rescue, when you swim outside the flags, you not only put yourself at risk, you also put the lives and wellbeing of others at risk.

We, as a World Class Army have to develop a culture around health and wellbeing that recognises the only acceptable behaviour is to always swim between the flags.

Any other behaviour, unless it is an operational necessity, is unacceptable and selfish.

Insanity is doing the same thing over and over and expecting a different result. We must always be looking at ways we can improve safety and wellbeing. Over the coming months, a team from the Army Standby Reserve (ASR) from TRADOC will visit your unit or HQ to present a number of tools and a fresh way of thinking about Operations First, Safety Always. We believe we have very good rules but there are a lot of them so we have to apply some reasoning around how we can best apply the rules.

If you have any questions, feedback or great ideas, please contact Major Tony Williams, Leader ASR at TRADOC or give him a call on 027 2094926. No idea is a bad one. If we can save one life in our lifetime, all of our efforts will have been worthwhile.

Remember to always swim between the flags (and always apply your sunblock!) Operations First, Safety Always.

PNGDF ASSISTANT PHYSICAL TRAINER COURSE

Five New Zealand Army physical training instructors travelled to Papua New Guinea recently to conduct assistant physical trainer courses.

The level one and two courses were held at the Goldie River Training Depot in Port Moresby. The main focus of the courses was to develop and grow the PNGDF Physical Training Instructor capability. This was part of the PNGDF Commanders Brigadier General Toropo’s 2013 white paper plan “to ensure that all PNGDF personnel are physically fit and mentally alert at all times to fulfil the national governments requirements.” The courses were officially opened and closed by PNGDF Commander Brigadier General Toropo.

Thirty-five students for the courses were selected from a number of camps and bases in PNG, including four female students. Twenty-five of them successfully completed the training and qualified as either a PNGDF APT Level One or Level Two Instructor. All the women qualified with two ranked in the “Top 10” based on overall performance.

NZ Defence Adviser PNG Lieutenant Colonel Nick Ang was instrumental in ensuring that the liaison for the Mutual Assistance Training Team (MATT) activity ran smoothly. He had done some of his training as a Captain in PNG early in his career, and was keen to reinvigorate these unique opportunities for other NZ Army personnel to experience. The instructors included SGT Don Mohr, SGT O’Shea Mathi, SSGT Lawrence Calvin, SSGT Brett Maraku and SGT Kerian Eades. Three NZ Army soldiers also deployed and were students on the level one course – LBDR Valen Taripo (16 FD Regt), PTE Wallace and PTE Tee Maka (2/1 RNZIR). The purpose of the students attending was to expose them to an austere and challenging environment, develop confidence and instructional technique and forge friendships with PNGDF course personnel through shared experiences.

PTE Wallace had this to say about his experience: “We basically lived and breathed the life of a PNG Soldier while we were there. We all got to know each other fairly well after hours and with over seven hundred cultures and traditions in PNG it was quite interesting hearing and learning about their different upbringings and way of life. Overall the course was a really great experience with some challenging factors thrown in along the way.”

Overall the MATT was a success with a number of professional and personal relationships forged between staff and students. I am grateful to be part of an organisation that uses our expertise to assist with developing other countries military capabilities; it was an experience I will treasure and I recommend that if you get an opportunity to train another military force then seize it.

POSITION VACANT

Can you interact with people from all walks of society? YES NO

Could you assess a person’s suitability to enter into a sensitive information sharing relationship? YES NO

Could you shape these relationships to safeguard operations? YES NO

Can you work in small team under Operational conditions? YES NO

Can you identify risks and apply strategies to mitigate the risks? YES NO

Can you deal with a number of complex issues at any one time? YES NO

Do you understand the global security situation? YES NO

Are you a PTE to SGT or 2LT to CAPT? YES NO

Can you interact with people from all walks of society? YES NO

Can you understand the global security situation? YES NO

Are you able to obtain a Top Secret security clearance? YES NO

EMAIL: fh.Recruiting@nzdf.mil.nz

Can you interact with people from all walks of society? YES NO

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EMAIL: fh.Recruiting@nzdf.mil.nz
161 Battery, stationed at Bien Hoa air base near Saigon, opened fire on a Viet Cong position in support of the American 173rd Airborne Brigade. Between June 1964 and December 1972 more than 3000 New Zealand military personnel served in South Vietnam. At its peak in 1968 the New Zealand force numbered 543.

Thirty-seven men died while on active service and 187 were wounded.

This was the first war in which New Zealand did not fight alongside its traditional ally, the United Kingdom. Instead, our participation reflected this country’s increasingly strong defence ties with the United States and Australia.

New Zealand’s involvement in Vietnam was highly controversial and attracted protest and condemnation at home and abroad. Opposed by a growing number of young New Zealanders, this country’s participation in the conflict triggered a re-examination of our foreign policy and identity.

New Zealand’s National government was cautious in its approach to Vietnam. The first response was to send a New Zealand Civilian Surgical Team in 1963. Under continuing US pressure, the government provided 25 army engineers in June 1964. They were engaged in reconstruction projects such as road and bridge building.

The crucial decision to send combat forces was made in May 1965. The Royal New Zealand Artillery’s 161 Battery was dispatched to South Vietnam, replacing the Engineers in July. The Battery was initially under the command of the US Army’s 173rd Airborne Brigade, based at Bien Hoa. From June 1966 it served with Royal Australian Artillery field regiments based at Nui Dat in Phuoc Tuy Province, east of Saigon. The battery remained in Vietnam until May 1971.

Source: nzhistory.net.nz
One of the oldest soldiers to attend the Aumangea course, Major Aaron Couchman gives a personal and command perspective of this demanding activity.

“Aumangea is an experience that every soldier and officer should be putting themselves forward for. You will be better for it.” — Major General Dave Gawn, Chief of Army.

With the words of the Chief of Army echoing around the Linton Camp Warrant Officer’s and Sergeants Mess on June 19, at the march out of Te Aumangea Programme 9, I had time to reflect on the past five weeks and what it was that I had undertaken and achieved. At my age (45) it was not an easy choice to make; I had personal concerns that my body would not hold up to the rigors of the programme. I remember a good friend of mine telling me that “pain is weakness leaving the body...” (Yes BRIG Parsons, those words still resonate from time to time). So, with this in mind I took tentative steps in November 2014 to enquire about attending the programme as a participant.

I sought advice from programme director WO2 Red Robinson and Major Ed Robinson, who had previously attended the programme. They were both cagy with details yet free in providing encouragement and support to attend the programme and “find out for myself” what it involved.

Not knowing much about the Aumangea programme, I used the NZSAS training programme as much as my current job commitments would allow me. Balancing overseas exercise planning, week long planning conferences for Ex Southern Katipo, and a growing number of repetitive injuries as well as family commitments became significant challenges to overcome. I quickly came to the epiphany that you can teach an ‘old dog’ a new trick – Learn, Unlearn, Relearn.

Regardless, all participants had time to reflect and develop creative and critical thinking strategies in stressful environments that were challenging or foreign to most. Being ‘thrown’ into the Whanganui River while fully dressed, not my idea of fun. Walking to the middle of nowhere, after wearing only a life jacket, in order to test previous lessons is not my idea of fun. Walking to the middle of nowhere, after getting out of the river, with only what you are standing up in, carrying a range of scavenged stores to erect temporary shelters and “survive” for a week on what nature can provide you does however resonate on a personal level.

Food and sleep deprivation as well as climatic conditions all play their part in placing high levels of stress onto participants. It is how participants then deal with these circumstances that matters most. It is how each challenge is overcome that develops each participant and empowers them to develop and grow more confident in their own personal abilities to survive the challenge.

It has been said that the Aumangea programme is about uncovering the ‘real you’; it is more than that – it uncovers what is important to you as an individual which in turn has significant benefit in a unit environment. I personally saw a group of young NCOs, from two disparate service environments, grow in confidence over a short intense period; develop strategies to deal with stressful circumstances and identify new ways to approach a range of challenges. As commanders we should all appreciate this opportunity for the development of our subordinates as well as ourselves. As commanders we need to freely allow our subordinates access to such development opportunities. As commanders we need to de-conflict any obstacles that would prevent personnel from attending such opportunities for the wider organisational gains.

My challenge to my own peer group (Majors and Lieutenant Colonels) is to get on the Aumangea Programme so you can better understand the power of what the programme offers your subordinates and you as commanders. This opportunity like any other opportunity is like water passing through a sieve – capture the opportunity and you will have water in your hands, let it pass through and you will never have that opportunity again. The rest they say is in your hands.
On 7 June, 1955, 182 selected men of the 800 applicants reported to Waiouru for training for the newly-formed NZSAS Squadron. The experience of the men who stood to attention in the snow that day was broad, with 138 of them coming from civilian occupations and others having seen action in World War II or Korea. In the coming months of training, this number was reduced to 133 men.

The first NZSAS squadron, known as the “Originals”, served in the jungles of Malaya between 1955 and 1957. They were commanded by MAJ Frank Rennie, after whom the 1st NZSAS Regiment’s current home, Rennie Lines, is named. Through its two-year tour in Malaya, the Squadron established an extraordinary reputation as trackers and jungle fighters. During this deployment, the Squadron was to lose two men: TPR A.R (Charlie) Thomas, killed in action on 2 May 1956; and CPL A.G. (Buck) Buchanan who died on an operation on 11 May 1957.

Upon returning to NZ, the squadron was disbanded and the personnel posted back to conventional Army units, a decision which does leave a bitter taste in the mouths of the Originals to this day.

Fast-forward 60 years and 23 of the remaining Originals attended Papakura Military Camp for a formal dinner with the 1st NZSAS Regiment. Invited guests of the CO and RSM, the Originals arrived under the watchful eye of their original squadron 2IC, CAPT (Rtd) Graham Boswell, and were each paired with a current-serving badged member. Graham told the story of how his wife, Beryl, was delighted to have the opportunity to attend a formal dinner at last. All those years ago, some subaltern shenanigans put a hole in the mess wall the night before the formal dinner. Because the hole could not be repaired in time, the dinner was cancelled. An angry OC is one thing, but, in the days when dresses were handmade over a period of months by the wives themselves, one shudders to think of the treatment those subalterns must have endured at home.

The dinner also served as the unveiling of an artwork by Rod Emmerson, The Malaya Emergency: 1955-1957, which features a scene of SAS troopers interacting with native Malayan tribespeople. The following day, the Originals were received at Government House, Auckland, by His Excellency the Governor General, himself a former SAS officer. During his welcome, he recounted his experience as a subaltern of acting as escort officer for Graham.

After a short tour of the Papakura Military Camp memorial, chapel and Rennie Lines, the CO and RSM were themselves hosted by the Originals at their dinner. The weekend gave an opportunity for the Regiment to look back on the Originals’ achievements and the impact they had on the future direction and ethos of the unit, best summed up in a letter written by LTCOL George Lea to NZ Army HQ in 1957.

“...The Sqn has given an exceptionally fine account of itself... This outstanding contribution [is] indelibly recorded, and will be regarded, henceforth, as highlights in a vital phase in the early history and development of the Regiment.”

Who Dares Wins.

Mr Bruce Craig, Maj (Rtd) Brian Martin, WO2 (Rtd) Ross Cameron

The remaining ‘Originals’ who attended the celebrations.
JOHNNY ENZED –
THE NEW ZEALAND SOLDIER IN THE FIRST WORLD WAR 1914–1918
BY GLYN HARPER

Reviewed by Colonel (Rtd) Ray Seymour, MBE, JP

Some years ago, one of Glyn Harper’s books was acclaimed by the then Prime Minister Helen Clark as being the “book of the year”. I wouldn’t be at all surprised if this, his latest book, “Johnny Enzed” is not given the same accolade. It’s just so good.

In 720 pages, Glyn has told the story of New Zealand’s involvement in World War One obtained from, in the main, the personal diaries of those who fought in this war. And it is those stories that tell the story as it was actually seen.

Glyn provides in his prologue the history behind the terminology “Johnny Enzed” – the title of his book – and once he has set the scene, walks us through the First World War as seen and witnessed by “Johnny Enzed”. This social history of that Great War is just so well written by Glyn and there are so many lessons to be learned by all who read it. Our politicians will learn a lot from the challenges and experiences of political management of military affairs. Serving soldiers will learn a lot, especially that it takes a lot of “SHEER GUTS” to achieve the mission. They will also learn that by the end of that war, the “Johnny Enzed” had earned a reputation as the best soldiers in the world during the twentieth century. Now it is your turn in this, the twenty first century. For those readers who would have had a military forebear fighting in this war – and that would need to be just about every New Zealand family today, this is their story. You will learn so much about their life, be it in Samoa, on Gallipoli, on the Western Front or operating in the deserts of Egypt and Palestine. A good indication of the ‘width and breadth’ of Glyn’s “Johnny Enzed”, is the extensive index he has compiled. There are approximately 1,300 subject headings available.

“Johnny Enzed” leaves very few ‘stones unturned’. The pages tell us of the soldiers’ bad teeth; the mortality rate in the training camps; “Massey’s Turnips”; the hilarious story of the burning toilet paper rolling down the ‘open-air’ ship’s latrine; VD; suicides; PTSD; mutinies and rioting. Quite rightly, the incident involving the Mounted Rifles at Surafend, after Armistice, is included. The pages also tells us stories about the incursion into Samoa; training in New Zealand, the United Kingdom and at Etaples in France; Gallipoli – and as Harper records one British historian claiming (the attack on Hill 60 – but it could have been any number of attacks) that the attack was in “a class of its own for connoisseurs of military futility, valour and incompetence”; the Western Front; Le Quesnoy and finally, the Armistice – and so much more.

Few readers will be able to read “Johnny Enzed” in one night, but be warned, it is such an exciting and well written book, well supported by photographs that have remained ‘hidden’ for one hundred years, that once the reader gets through the first few pages, there will be a desire to keep on reading – and learning about those magnificent warriors of the New Zealand Expeditionary Force. This is a “10 out of 10” publication!

COL Seymour is the Honorary Colonel, First Battalion Royal New Zealand Infantry Regiment, and Patron of the New Zealand Military Historical Society (Inc)

HOCKEY DEVOTION RECOGNISED

Hockey administrator Staff Sergeant Abe Pourau has devoted 31 years to the game, so it was appropriate he receive a NZDF Colour for his services to the sport.

Initially he played hockey, but for the last 15 years he has coached both the Army men’s and women’s teams, and the NZDF man’s team. As a younger man he played rugby league and soccer as well as hockey, but it was hockey that “stuck”. ”I enjoy the competition and team spirit. It’s good to help grow players, and to see up and coming talent get a chance to show their skills”.

The NZ Army Men’s Volleyball team have become the 2015 Inter Services Champions beating Air in the final, 3 sets to nil.
Twenty runners lined up at Stromlo Park in Canberra Australia earlier this year for the start of a one-off 450km solo race to mark the centennial anniversary of the landings on Gallipoli by the ANZACs.

They would be joined later in the race by a number of other runners on shorter races, or relay teams.

This race was aptly named “Lone Pine”. The aim of the race was to raise money for the non-profit organisation Legacy, which assists families of service personnel who have been injured or killed during or after their service within the Australian Defence Forces. It was also to give military and civilian runners the opportunity to challenge themselves whilst displaying the ethos and values of our forbearers.

New Zealand Army representative Staff Sergeant Alexander McKenzie (Macca) felt “a little lonely at the start with my Aussie mates eyeing me up”. It was hot, around 35°C, at only 0800hrs; certainly a little warmer than he was used to in his home training ground of Waiouru.

On Day 1 they were off into the Australian bush onto one of Canberra’s many cycling tracks and into the first of the hills on the 75km course. Macca realised if they were hitting hills that early (within the first 6km) it was going to be tough. He had done his training on Waitangi so felt his legs were ready. That first hill however paled into insignificance compared to the many many climbs on the course and the largest climb that rose up over 850mtrs high with great views over Canberra.

His first 7km lap was completed in just over 8hrs (despite a couple of wrong turnings) and he was sitting in 5th place. On completion of the first lap the decision was made to rest early, get a good night’s sleep and be fresh for Day 2. The few runners who continued on were forced to take a break that night as a tropical storm developed. The Kiwi 14x14 tent (on loan from RMC) turned into a mud pool and threatened to completely blow over.

Starting before sunrise on Day 2 saw Macca battling the elements. Rain was still heavy and temperatures very cool. The track had turned into streams of water and the constant effort started to take its toll on those who were not used to running in wet conditions. Macca on the other hand seemed to be in his element and got through the second 75km without much trouble. There was no time to be wasted so with a quick sit down followed by a hot drink, he was off again, pushing hard to complete as much off-road as possible before dark. As dark fell he entered a section of the route that follows a river, climbing up and down hills and across farmland, eventually coming out in a residential area not far from Checkpoint One at Tuggeranong Park. A quick assessment was made by his crew. It was apparent that the cooler temperature of 14°C was starting to take its toll. His feet were looking like they had been attacked by some madman with a hammer as he had been smashing them against rocks that he couldn’t see on the muddy track for the past few hours. It was now 2300hrs and a decision was made to take a 4hr break before continuing on. 2300hrs on Day 3 came around quickly and Macca poured out of the crew’s campervan into the darkness with shouts from his sister Meda McKenzie and partner Kaye Germann to do another 100km day as he had moved off into the darkness.

This leg took him to the highest point in Canberra via an offroad mountain bike track. It was a very steep ascent with the most magnificent view over the city. It was a challenge getting up there on Day 1 but by Day 3 it was becoming quite painful. Legs and lungs burned climbing up to the trig. On the plus side once that was reached, it was downhill almost all the way to Parliament in central Canberra and then only 2 km to Checkpoint 2 at Lemnos Gardens.

He crested the top of the hill just on sunrise. It was an amazing sight but unfortunately it was not to last as he had to push on. He knew he was no longer running so well so every minute counted. He had been sipping water from his camel pack and taking small amounts of food, and getting food from his support crew at every opportunity.

“...I was trying to get myself together and was running a lot better along the lake when I was approached by a camera crew from Channel 9 as I had my NZ Army t-Shirt on. I thought it best to comply with their request to have a chat so I stopped. He pushed through to Checkpoint 3 and continued on back to the start point. By now he had run halfway (300km). It was only 0600hrs so with a short break the plan was to get through the large off-road section before dark. At this point he became violently ill and at one time he lent too far forward and fell onto the ground.

He recovered, and the final two circuits were very difficult, not only for him but for all competitors. A few runners had already been forced to pull out and the remaining runners were spread widely around the 75km course.

The event was a huge challenge for everyone involved. Exclamations of “never again” and “can’t wait for this to be over” were regularly heard. The event was won by Sam Weir in 8hrs approx with Kevin Heaton in second 8hrs (both men are Australians) followed by Macca in third place with a time of 12hrs. More than AUD$76,000 was raised for Legacy.

Macca would like to thank Phil Essam for his organisation of the event, the Singapore Fund, Air New Zealand, the Waiouru Officers’ Mess and the Warrant Officers’ and Sergeants’ Mess for their most generous donation to Legacy, along with everyone at OCS for their outstanding support.
Five Army Touch players competed in the Touch World Cup in Coffs Harbour, Australia.

LCPL Paul Davis and SGT (Ret’d) Eugene Hepi played in the Open Mens grade. SSGT Lisa Harrison played in the Over 27 Womens grade and WO's Greg Mildon and Jason Keno played in the Mens Over 40s grade.

The road to the Touch World Cup (WC) began at the 2014 Touch Nationals. Players were selected into squads and requested to attend a training camp in Auckland. Immediately following the training camp players were advised of their final selection (or not). From that point fundraising and physical/mental preparation began. Physical fitness is a large component of Touch so training through Christmas was expected. Players from NZ and Australia were also required to play for their respective provinces at their National Touch Tournaments in order to confirm fitness and preparedness.

Following the National tournaments some players were dropped, mainly due to injury, which created openings for others to be selected. The Touch WC only comes around every four years so selection was a huge honour.

All the NZ teams made it to the finals but unfortunately the only team to win gold was the O35 Mens team where they beat Australia 6–5. The remainder came bitterly close with some beating Australia in the round robin but fell short in the final. The next closest team was the O40 Mens team. They were up 6–3 with 9 minutes to go but unfortunately Australia were able to dig deep and bring it back to a 6–6 draw at full time forcing the game to a drop-off and extra time.

The high for most was the honour to wear the Silver Fern. SSGT Harrison was also very proud of the opportunity to play in such a high profile event with so many of her NZDF comrades playing in other teams.

The tournament low was caused by the weather, where on day two, monsoon rain and flooding ceased play for a full day. The touch fields quickly turned into pools of water and mud. The conditions were terrible and it was hard to play a fast exhilarating game. The weather caused games to be cancelled and new draws to be created, causing frustration to players and management. The weather was out of our control and we all had to adjust to the conditions. For Linton personnel it was like playing on a summers day in Palmerston North.

The 2015 Federation of International Touch (FIT) World Cup is over, leaving us with unforgettable memories and waterlogged shoes. On behalf of all the Army personnel that attended, I would like to thank the Singapore Fund, respective camp messes and UPF’s for their significant financial contributions. Without their support it would have been difficult to commit. We would also like to thank our commanders for supporting our leave and finally our NZ Army whanau for picking up the extra workload while we were away representing New Zealand.

LINTON COBRAS RUGBY LEAGUE CLUB

25TH ANNIVERSARY CELEBRATION & 2015 ANNUAL CLUB PRIZEGIVING 18 – 20 SEPTEMBER 2015

Celebrating 25 years of the Linton Cobras Rugby League Club (LCRLC) and the 2015 Annual Club Prizegiving.

Registrations have now opened for past and present members or those personnel that have worked or been involved with LCRLC.

Please email: linton.cobras@nzdf.mil.nz for a registration form.

The celebration will include the Masters ‘Past vs Past’ game, a combined 25th Anniversary Celebration Function and 2015 Annual Prize giving for the Club, Buffet meal and Function with one of the top Manawatu Bands and conclude with a Service on the Sunday – More details on our Facebook Page.

Special guests include Mr. Graham Lowe and Mr. Howie Tamati

Follow the event at www.facebook.com/groups/309150819078/

Registration will close 7 Aug 15
A Stronger You
A Stronger Force for New Zealand