BETTER TOOLS, BETTER EFFECTS
Our new weapons

TEACHING IRAQI SOLDIERS LIFE-SAVING SKILLS
Our trainers in Taji

A NETWORK ENABLED ARMY
Improving operational effectiveness
As we welcome everyone back to work it would appear that the vast majority have been able to get a decent break and return reinvigorated for 2016. The weather has been kind in most cases, which, combined with the new year to commitment to make positive changes in our lives, sees people attempting new regimes of exercise, diet and relaxation. Putting physical training into our daily routine is great – it is so easy to push away. Our military PT periods are planned and organised by our trained staff and provide balanced sessions that prepare us to be ‘Fit to Fight’.

When do we train outside of these scheduled activities, what is the purpose and what type of exercise do we do? This isn’t a write up about PT; it is however some thoughts about our mindset and profession.

Operating in the land environment is challenging and demands certain attributes from us as soldiers. Grit, agility, strength, humour, and endurance are just a few. To be able to move across various terrain with a range of weight is one requirement. Exploding into or out of combat action is another. Fatigue is our constant enemy, as is monotony. Variables in climate and weather test our fortitude. All the while there can be uncertainty, chaos and complexity, which when coupled with our physical, emotional and mental states, place our decision making under pressure. This is what we need to train for.

We don’t need big soldiers; we need strong ones. We don’t need sprinters; we need those that can go the distance. We don’t need those that can only work for a set time or for those activities they enjoy; we need those that can do the grind and just when it appears that all is done, have enough in the tank to go again. We don’t need individuals of greatness but teams of tenacity. We need to train hard and smart; as individuals and as teams – mind, soul, body.

So whatever your new regime is, at work or in recreation, good for you. Every now and then mix in those elements that will help you to soldier better. Choose the hard right over the easy wrong; duty before pleasure; others before self. Swap the running shoes for some boots, weights for webbing, music in your ears for tricks on your mind. If the terrain is easy head for the hills. As the body aches and the brain triggers stop, show heart and do one more rep; one more carry; one more ‘klick’. Turn the clenching of teeth and the curse into a joke and a smile. And when it eventually gets cold, wet and/or windy, get out of the gym and run in the rain.

Nga Mihi – Good soldiering.
TELL YOUR MATES
MORE SUPPORT AND SERVICES FROM VETERANS’ AFFAIRS

From 7 December 2015 more support and more services were made available to more veterans than ever before—and the Head of Veterans’ Affairs Jacki Couchman wants you to tell your mates.

In December 2014 a new Act—the Veterans’ Support Act 2014 came into effect, giving Veterans’ Affairs the ability you or your mates. “Where a veteran is unable to work because of a service-related injury or illness, or where a veteran has died to get back to work.”

“If you’re a currently serving member of the NZDF, this joint NZDF activities. And newly released capabilities will be integrated into amphibious task force’s capabilities. Additionally, the occasions will be based on stabilisation, support and humanitarian assistance scenarios likely to be found in the South West Pacific. The primary aim of SKX5 is to demonstrate the successful introduction into service of new and enhanced capabilities. Accordingly, during SK17 the NZDF’s amphibious task force’s capabilities will be exercised, and newly released capabilities will be integrated into joint NZDF activities.

The Army Command team members are, from left, Special Operations Component Commander, Colonel Rob Gillard, Deputy Chief of Army, Brigadier Chris Parsons, Chief of Army, Major General Peter Kelly, Sergeant Major of the Army, WO1 Titch Mortiboy, and Land Component Commander Brigadier Mike Shapland.

SOUTHERN KATIPO 17 ON THE HORIZON
Planning for one of the Army’s biggest exercises, Southern Katipo 17, is under way.

SKX7, which follows on from SK15 held in October and November last year, will look at similar training objectives, says the exercise director, Colonel Martin Dransfield. “It will, not only build on the successes achieved in the most recent exercise, but also maximise the opportunities gained from working with other government departments, local communities, NGOs and our international partners within a regional context.”

Every level of command will be tested and challenged in the exercise which will support the continued development of NZDF joint operational command and control, capabilities and doctrine. The scenarios will take place in similar regions to SK15 and will be based on stabilisation, support and humanitarian assistance scenarios likely to be found in the South West Pacific. The primary aim of SKX5 is to demonstrate the successful introduction into service of new and enhanced capabilities. Accordingly, during SK17 the NZDF’s amphibious task force’s capabilities will be exercised, and newly released capabilities will be integrated into joint NZDF activities.

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The bottom line is that Southern Katipo is the NZDF’s keynote activity and will be designed to provide a Joint and operational level training activity that is the culmination of capability development and joint collective training over the next two years. Accordingly, this August SK17 will provide tailored activities focussed on developing, exercising and evaluating the NZDF’s ability to plan and execute combined joint inter-agency operations. The two areas of focus for evaluation during SKX5 were Joint Operational Command and Control and the Amphibious Task Force. Building on the evaluation reports recommendations the Joint Waka series of exercises will commence with Joint Waka 16-1 in Lyttelton in February 2016 focussing on enhancing the amphibious task force capabilities. Additionally, the NZDF will undertake a series of joint and inter-agency exercises including a series of command post and table top exercises that will test our ability to plan and execute Combined Joint Inter-Agency Task Force operations within a South West Pacific contingency environment.

COL Dransfield said having as much realism as possible would be key to the success of SK 17 as it was in SKX5. “Deploying and conducting exercises on this scale provides us with the unique opportunity to work as a Force for New Zealand, alongside both our national and international partners, in order to not only gain a better understanding and confidence in each others’ roles and capabilities, but also to identify where we can improve. The desired end state being that we are well prepared for any contingency.”

A MESSAGE FROM CHIEF OF ARMY
I trust you all managed to have a decent break over the holidays, and kick back and relax. The break seemed to go all too quickly for me, and before I knew it, a new year was upon us. Last year was a good year for Army and 2016 looks like it will shape up as being another big year.

When I became the Chief, I spoke about my four priorities: Operations, People, Networked Enabled Army (NEA) and Plan Mere. I am grateful for your continued support in these areas, and we are making good ground. Collectively last year we sustained a number of operations around the world, whilst concurrently establishing a new mission in Iraq. We had a busy domestic and international exercise schedule, which culminated in the very successful SK5 exercise. As an aside, the Sma and visited Baghdad and Taji in late December and the contingents in both locations were in great spirits getting stuck into their tasks. Our Iraqi and US colleagues spoke very highly on what the teams have achieved and the attitude they have brought to the coalition.

As an Army, we have continued to grow over the past 12 months. We’ve retained our soldiers (all ranks) at much higher rates than forecast, and we’ve attracted very talented and capable young men and women to join our ranks. This growth is crucial to overcoming the hollowness in our ranks and trades. Furthermore, we are coming to grips with the new personnel reporting process – enabling us to work more collaboratively in the ongoing development and management of your careers.

NEA is my third priority, and is essential to meeting the CDF strategic goal of 2020 Enhanced Combat Capability. For us as an Army, to be able to operate effectively in the contemporary and future land operating environments, and to be capable of conducting Population Protection, Capacity Building, Joint Land Combat and Information operations either independently, or most likely, as part of a coalition, will require us to be networked as never before. Commanders at all levels – from the Section Commander to the Contingent Commander – must have the connectivity and Situational Awareness to make those decisions that will enable us to win on the battlefield. NEA will deliver the means, and we as an Army will have to deliver the training to make this a reality.

Finally, there are a number of events and milestones that will be marked this year which are an important part of our whakapapa. The first of these will include hosting the Royal Edinburgh Military Tattoo, the 100th ANZAC Day dawn service, the 75th anniversary of the Battle of Crete in May and the 100th anniversary of the battle of the Somme in September. Some of you will get the opportunity to represent our Army at these events. Do this with pride in your uniform and our history.

Onward

Major General Peter Kelly
Chief of Army
The introduction of a new rifle is a major step in ensuring our enhanced combat capability by 2020. Our professional soldiers are at the core of our land-based military capability and having the right personal weapon is a fundamental requirement for this role.

When New Zealand Defence Force personnel receive their new individual weapon, the MARS-L, they’ll be getting a modern, modular weapon that came out on top after a rigorous period of testing.

The MARS-L, or Modular Assault Rifle System – Light, manufactured by Lewis Machine and Tools will be introduced into service later this year and rolled out across all three services by mid-2017.

The Government announced late last year the $59 million purchase of the new weapons system and associated equipment. At the heart of the system is the new rifle but the whole package also includes advanced day optics, a detachable grenade launcher that can be used independently of the rifle if required, and other ancillaries such as combat torches and sound suppressors.

With the Steyr rifles, which have been in service since 1987, reaching their end of life the decision was made to find a replacement individual weapon.

It wasn’t possible to upgrade the existing Steyr rifles to meet all of NZDF’s requirements, including the ability to easily use the full range of night vision ancillaries required to detect, recognise, identify and engage targets in a modern 24-hour battlefield. The Steyr’s built-in 1.5 power optic was also a limitation.

"THIS IS A RELIABLE, MODERN WEAPON SYSTEM WELL SUITTED TO THE CONTEMPORARY OPERATING ENVIRONMENT AS IT CAN BE TAILORED TO MEET THE REQUIREMENTS OF THE INDIVIDUAL AND MISSION."

— MAJOR JOHN LAWREY, ISWRUP.

Major John Lawrey, the Programme Manager for the In-Service Weapons Replacement and Upgrade Programme, explains that the aim was to procure a 5.6mm assault rifle with an open architecture configuration that was able to effectively engage targets out to 600 metres.

The standard NATO 5.56mm calibre maintains interoperability with ABCA/NATO military allies.

**THE WEAPONS SYSTEM PACKAGE**

At the heart of the system is the new rifle but the whole package also includes advanced day and night optics, a detachable grenade launcher that can be used independently of the rifle if required, and other ancillaries such as combat torches and sound suppressors. It includes initial spare parts, storage/shipping solutions, armoury upgrades, blue weapons (plastic replicas of the real thing), training and maintaining manuals, introduction into service training, and marking and simulation systems.

**THE TESTING PROCESS**

Eight weapons platforms were trialled as part of the process to find the right individual weapon for the NZDF. The evaluation included personnel from Army, Navy and Air Force, and was carried out from March to May last year. The trial included live firing, shooting from close quarters and back to 600m, and in all weather conditions. The trial was carried out with the help of the Defence Technology Agency which measured a number of factors including usability, mobility, acoustics, grouping capacity, energy, recoil and jump.

The MARS-L rifle was consistently in the top three rifles for all of the evaluation criteria and the overall weapon of choice in the final analysis.

"There are many factors which made this rifle and weapon system a standout for us," Maj Lawrey says. "Its open architecture allows all of the current in-service attachments and accessories to be fitted to the weapon with the flexibility for other additions in the future.

"Its ergonomic design means it is better suited to all shapes and sizes of personnel and it can be adjusted to fit when wearing body armour. It has fully ambidextrous controls. If you’re right-handed, you can fire it off your left shoulder around cover without issue. We’ve got the accuracy we wanted, and it’s got the versatility we wanted. It also meets the requirements of our Special Forces, so this rifle will be used by all of NZDF," he says.

**SPECIFICATIONS OF THE MARS-L**

- Open architecture that allows for all current in-service attachments and accessories to be fitted to the weapon, with the flexibility for future changes;
- The free-floating barrel means the weapon can be rested on hard surfaces without affecting accuracy;
- The monolithic upper receiver means there is no movement between the quad rail and the upper receiver which in other weapons can be in two parts;
- There are ambidextrous controls for cocking the weapon, safety catch, magazine and bolt releases;
- The two-stage trigger means shots can be released cleanly and consistently;
- The flash eliminator has built-in recall compensation properties, allowing enhanced target reacquisition and follow-up shots;
- It’s easy to strip and clean;
- It’s extremely accurate;
- The 40mm grenade launcher can be easily fitted to the rifle and standalone frame;
- A 16” barrel length will be standard for the Army with 14.5” barrels for the Navy and Air Force due to the shorter engagement ranges required in their operating environments and storage constraints on ships and in aircraft;
- Finished with a hard wearing black phosphate coating with a removable camouflage paint available to those units that require it.

**WHEN AND WHERE**

Early 2016: ‘Show and tell’. Members of the individual weapon replacement programme team will go on a
The next eighteen months will see the introduction into service of two new weapons for New Zealand Defence Force personnel – a new rifle and a new pistol.

The rifle will be shown at camps and bases early this year to personnel the first to receive the new rifles in early 2017. Training in the weapons system will begin around October with instructors receiving equipment from the manufacturer in July. "Existing personnel will get their first look at it, the first deliveries arrive from the manufacturer in July, instructors will receive their training in the weapons system around October with operational units the first to receive the new rifles towards the end of the year."

"Reliability was also a factor in our recommendation to purchase the MARS-L as the individual weapon for our personnel. Over the course of the evaluation we fired more than 10,000 rounds on MARS-L platforms and there were very few stoppages compared to the other weapons used."

The new rifle and pistol will be introduced into service in the next eighteen months. The rifle will be shown at camps and bases early this year. The next eighteen months will see the introduction into service of two new weapons for operational units the first to receive the new rifles towards the end of the year. In May this year, the NZDF will begin to introduce the Glock 17 Generation 4 pistol into service, replacing the Sig Sauer P226 pistol which was introduced into service in 1992 and has reached the end of the planned life of type.

The Glock 17 Gen 4 pistols, recently introduced into the British Army, are known for their reliability. They're easy to operate, and easy to maintain as they have fewer parts than the Sig Sauer. A variety of holsters and carriage options have been purchased including MOLLE and thigh rigs that allow the pistol to be carried when wearing armour. The new holsters are tactically designed and have been selected based on service requirements.

"The holsters are designed to securely retain the pistol," explains Major John Lawrey. "There's a simple locking mechanism which also allows the pistol to be drawn quickly when required."

### PISTOLS

The New Zealand Defence Force will be joining Police and other militaries around the world that have chosen to use the proven and reliable the Glock 17 pistol as their personal protection weapon.

In May this year, the NZDF will begin to introduce the Glock 17 Generation 4 pistol into service, replacing the Sig Sauer P226 pistol which was introduced into service in 1992 and has reached the end of the planned life of type.

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### FEATURES:
- The patented Glock safe action system that includes a trigger safety, firing pin safety and drop safety without requiring a manual external safety catch.
- Rough textured frame to enhance grip
- Interchangeable backstrap system to change pistol grip size
- Reversible extended magazine catch
- Extended slide catch.

### SPECIFICATIONS:
- Calibre: 9 x 19mm NATO
- Length: 186mm
- Height: 83mm
- Width: 30mm
- Weight: 625g unloaded + 905g loaded
- Barrel length: 114mm
- Twist rate: 1 in 9.4" Roll
- Sights radius: 16.5mm
- Trigger pull: 5.1lb (23N)
- Magazine capacity: 17 round

As part of the package, the NZDF will get blue weapons for training simulation.

"We will 'train the trainer' in May before the pistols are delivered to Navy, Army and Air Force personnel in the second half of this year. "As the Glock 17 Gen 4 pistol is introduced into service, personnel will notice some changes in the training for this weapon as the NZDF modernises its approach to pistol training."

### HOW MANY?

<table>
<thead>
<tr>
<th>NZDF (Includes HQ, FNZ, SOC, Joint Units and MFU)</th>
<th>538</th>
</tr>
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<td>Training Sim</td>
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ANTARCTIC RESUPPLY GUARANTEES VITAL RESEARCH ON THE ICE

New Zealand’s contribution to scientific research in Antarctica received a boost last month with a 60-strong team from the New Zealand Defence Force unloading a year’s supply of the science equipment, food, and construction materials needed to sustain researchers in one of the world’s most inhospitable laboratories.

Soldiers and logistics specialists from Burnham and Linton military camps start to offload 468 containers packed with science equipment, construction materials and fresh, dry and frozen food and drink supplies from the supply ship Ocean Giant. The supplies are crucial in sustaining scientists and other staff working on the continent over the next 12 months.
During summer, weather conditions can be challenging. In nine days, excess equipment, items for repair and waste from the previous 12 months will be unloaded. Assisted by US Navy personnel, we will reload the ship with United States Antarctic Programme at McMurdo Station. The rest are earmarked for Antarctica New Zealand. The supplies are crucial for them to get through the season, said Simon Trotter, General Manager of Operations at Antarctica New Zealand.

“The supplies are crucial because they ensure that science and operational personnel working on the continent have the necessary supplies to get through the season.”

NZDF’s support through the Joint Logistics Pool is a lifeline for our scientists and other staff working on the continent. The supplies are crucial for them to get through the season, said Simon Trotter, General Manager of Operations at Antarctica New Zealand.

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NZDF personnel take part in global TV series
by Luz Baguioro, Public Affairs Manager – Joint Forces New Zealand

The New Zealand Defence Force’s (NZDF) 50-year contribution to the scientific research in Antarctica will be featured in a six-part series on Antarctica New Zealand to be broadcast across 171 countries in 45 languages starting in June 2016.

Jeanine Begg, Antarctica New Zealand’s General Manager Communications, said the National Geographic Channel will showcase the challenging work undertaken by Antarctica New Zealand’s scientists and support staff through a global series. This will be complemented with articles in National Geographic magazine and multimedia content on the National Geographic web platforms over the three-year partnership.

“People are at the heart of the New Zealand Antarctic Programme. We will be able to tell New Zealand’s story to the world through the thought and the most credible documentary makers on the planet,” Ms Begg said.

“We are pleased that the NZDF can also take part in this opportunity for global outreach.”

Personnel from the Navy, Army and Air Force who are deployed to support Antarctica New Zealand will be filmed for the global series, which will be produced and aired each year over the next three years.

“Operation ANTARCTICA is one of our major missions. The first Royal New Zealand Air Force air cargo mission to Antarctica was in 1965 and 50 years on, we continue to support Antarctica New Zealand and the US Antarctic programmes through the Joint Logistics Pool,” said Major General (MAGEN) Tim Gall, the Commander Joint Forces New Zealand.

A NZDF C-130 airlift aircraft marked the 50th year of New Zealand’s airlift support flights to Antarctica by delivering over 7000 boxes of freight and the most credible documentary makers on the planet, Ms Begg said.

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“A NZDF C-130 airlift aircraft marked the 50th year of New Zealand’s airlift support flights to Antarctica by delivering over 7000 boxes of freight and the most credible documentary makers on the planet,” said LtGen Keating, who has just returned from a visit to the icy continent at the invitation of Antarctica New Zealand.

The NZDF provides search and rescue support, air transport, terminal operations at Harewood Terminal in Christchurch and McMurdo, and support for the unloading of the annual container ship. Up to 220 NZDF personnel, including air crew and ground support staff, passenger and cargo facilitation staff, logistics staff, fuel specialists, Army engineers and heavy plant operators, cargo handlers and communications specialists, are deployed during the summer season to support both Scott Base and McMurdo Station.

Antarctica New Zealand manages Scott Base and supports scientific research in Antarctica and the Southern Ocean, particularly the Ross Sea region.

Senior National Officer Major (MAJ) Mac McColl said soldiers and logistics specialists from Burnham and Linton military camps have been deployed to offload 468 containers packed with science equipment, construction materials and fresh, dry and frozen food and drink supplies from the supply ship Ocean Giant. A crane and a tractor for Antarctica New Zealand were also to be unloaded.

“NZDF’s support through the Joint Logistics Pool is a lifeline for our scientists and other staff working on the continent. The supplies are crucial for them to get through the season,” said Simon Trotter, General Manager of Operations at Antarctica New Zealand.

MAJ McColl said around 60 of the 468 containers were for Antarctica New Zealand. The rest are earmarked for the United States Antarctic Programme at McMurdo Station.

Once all the cargo has been offloaded, NZDF personnel, assisted by US Navy personnel, will reload the ship with excess equipment, items for repair and waste from the previous 12 months.

MAJ McColl said the entire operation would take about nine days.

“We have highly trained people to do this operation. Even during summer, weather conditions can be challenging. In addition, we are handling 20 per cent more supplies this year compared to last year,” MAJ McColl said.

“Since 1965, the NZDF has been supporting New Zealand and American scientists as they carry out important research on the ice,” said Lieutenant General (LTGEN) Tim Keating, the Chief of Defence Force.

“We are proud that our partnership with Antarctica New Zealand is contributing to the continued advancement of their work,” said LTGEN Keating, who has just returned from a visit to the icy continent at the invitation of Antarctica New Zealand.

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Antarctica New Zealand manages Scott Base and supports scientific research in Antarctica and the Southern Ocean, particularly the Ross Sea region.
NZDF personnel learn from Afghan cadets they mentor

by Lour Baguiror, Public Affairs Manager – Joint Forces New Zealand

They come from all over Afghanistan and from a wide range of backgrounds.

Some had to brave the dangers of travelling from the provinces to the Afghanistan National Army Officer Academy at Qargha, where they are training to become their country’s future military leaders. They don’t speak any English yet the New Zealand Defence Force (NZDF) personnel who help mentor them said the Afghan cadets are teaching them more than any book could ever do.

“From the comforts of our homes, the news provides us stories of what is happening around the world. But when you have an opportunity to get to know people who actually live that life, day in and day out, it gives it all a whole new meaning,” Captain (CAPT) Layne Cowan said.

CAPT Cowan, who mentors a female Afghanistan National Army (ANA) Platoon Commander and the Company’s second in command, said, “many of the female cadets were thankful for the opportunity to be able to work and serve in the ANA”.

Some cadets are well-educated and come from supportive families whilst others have experienced events in their lives that are unimaginable in New Zealand,” she said.

Officers and Senior Non-Commissioned Officers from four NATO countries – Australia, Denmark, New Zealand and the United Kingdom – mentor ANA instructors during a 12-month commissioning course at the ANAOA at Qargha west of Kabul. Since New Zealand troops pulled out of Afghanistan’s Bamiyan Province in April 2013, a small number of New Zealand Army trainers at the ANAOA constitute New Zealand’s only military presence in the South Asian country.

Five New Zealand Army personnel presently form part of a team of mentors who are helping develop both male and female cadets into future military leaders, able to lead the ranks of ordinary Afghan soldiers.

“As with any mentoring or training role, there are ups and downs and a great deal of patience is required,” said CAPT Samuel Gouk, one of the New Zealand mentors.

“Working as part of a coalition alongside Australia, Denmark, Norway and the United Kingdom has been a rewarding experience in itself. Our armies operate in a similar fashion,” he said.

The ANAOA began training female cadets in 2014. It currently has around 30 female cadets going through training and is working towards increasing this to 90 women annually. The academy currently recruits about 1000 male cadets per year.

The training programme includes lessons on leadership, tactics, map reading, field training and physical training. “Although a significant part of the training is integrated, some of the training for female cadets is conducted separately,” CAPT Cowan said.

“In addition to mentoring ANA instructors, we also conduct some lesson delivery until such time that the female cadets graduate and gain sufficient experience to return as instructors in the future. The intent is for the instructors to attend these lessons so they can learn and teach next time,” she said.

“The female cadets are enthusiastic and really want to learn. They don’t speak any English so we use Powerpoint slides in Dari (the most widely spoken language in Afghanistan) and an interpreter to help overcome the language barrier,” she explained.

CAPT Gouk said he observed the same eagerness to learn in male officer cadets. “They are full of enthusiasm, which is great to see given the circumstances they will face once they leave the academy and join the ANA. They display a great deal of passion for the Army and for Afghanistan and are very proud to serve their country. “They are incredibly fit and often make light work of the rugged terrain and steep hills that surround ANAOA,” he added.

For the NZDF personnel who have been working with coalition partners to deliver the course, mentoring the Afghan instructors and cadets is a rewarding experience.

“When you see some of the advice and guidance you have passed on applied during training, it can be very rewarding,” CAPT Gouk said.

CAPT Cowan said her nine-month deployment to Afghanistan, which finishes in June, is “an eye-opening experience that I will always remember”.

“I most enjoy spending time with the female cadets outside the classroom, where we are able to just talk. I have learnt more from them than any book will ever teach me.”
As dozens of Iraqi jundi (soldiers) watched intently, New Zealand Army medic X recently demonstrated how to properly apply a tourniquet on a dummy that had part of its right arm just above the elbow blown off, supposedly by an explosive device.

After giving a step-by-step guide on how to place a tourniquet, the Kiwi trainer picked out two Iraqi soldiers to demonstrate what they had just learnt before the entire class. "It may take a few minutes or several hours before they are evacuated from the battlefield. So if they are able to stop the bleeding, they gain time to save their or their friend’s life," he explained in an interview recently.

"The tourniquet can spell the difference between life and death when these soldiers are on the front lines. Just as important as their flak jackets and helmets, the tourniquet is lifesaving equipment and every soldier must know how to use it," he said.

Use of the tourniquet is only one of the basic lifesaving skills Iraqi soldiers learn from Task Group Taji, the combined Australian-New Zealand training force based at Taji Military Complex northwest of Baghdad. They are also taught how to administer CPR (mouth-to-mouth resuscitation), treat gunshot wounds and insert a tube into the nose to secure an open airway.

Task Group Taji has trained close to 3500 members of the Iraqi Security Forces (ISF) since their mission began in April 2015. The training covers combat first aid, weapons handling, live fire training, building clearances, obstacle breaching techniques, counter-IED (Improvised Explosive Device), map reading, tactics and techniques for squad through to company-level operations, marksmanship and team leadership. All ISF members are also taught the fundamental aspects of international human rights law and Law of Armed Conflict.

Frowned upon in previous years because of fears it could cause long-term limb damage, the tourniquet has seen a revival on battlefields when they were proven to raise sharply the odds of survival in recent conflicts in Afghanistan and Iraq. "Stopping catastrophic haemorrhage is crucial in saving lives on the battlefield and it’s one of the easiest things to teach. Giving the ISF the skills to apply the tourniquet will definitely save lives," the New Zealand Army medic explained.

"When the Iraqi soldiers go to the front lines to fight ISIL, getting professional help may be hours away. So knowing basic first aid like applying a tourniquet is very important and can increase their and their colleagues’ chances of survival," he added.
It’s hot, smoky and the hours can be long but nothing beats being first on the scene to help out when flames take hold, say Army fire fighters.

The challenges can vary depending on the calls that come in, but working in hot dry conditions for long periods of time can be a less favourable part of the job.

On the Fire Fighter Basic course core skills required to be an NZDF fire fighter are learned, including basic fire fighting skills, hose running, knot tying, wearing and operating breathing apparatuses, pump operation, dealing with hazardous substance emergencies, motor vehicle crash extrication, structure fire fighting, aircraft crash fire fighting, urban search and rescue, general rescue, medical training and rural/vegetation fire fighting.

The NZDF Joint Services Fire School is based in Linton where Army and Air Force fire fighters are trained. Other training locations around the country are also used, including Auckland International Airport’s fire training ground, the New Zealand Fire Service’s Wellington Regional Training Centre and a fire training ground in Opunake.

And when there are no fires to extinguish fire fighters train and keep fit, maintain equipment and make sure it is always ready to go. They also do fire safety inspections, trial evacuations and conduct fire safety training for units on NZDF Camps and Bases.

The NZ Army is recruiting fire fighters now.

For more information:
http://defencecareers.mil.nz/army/jobs/fire-fighter
This was exactly like the film her teacher had shown her of a tsunami which struck Hawaii in 1946. Tilly was convinced this was what was happening right now and told her mother. Her mum wasn’t convinced; no one had heard of a tsunami back then. No one on the beach including the life guards was taking any notice. She yelled at her dad. He had a difficult choice. Listen to his ten year old daughter who was getting hysterical and cause panic on the beach or ignore it and take her back to the hotel until she calmed down. But, what if she was right?

He told the security guards who told the life guards and the beach was cleared with everyone going back to the hotel and climbing to the third floor. They didn’t have long to wait. In less than a minute, the first of three giant waves struck. It was Boxing Day of 2004. That tsunami killed a quarter of a million people on beaches in thirteen different countries. No one died on Mai Khao Beach, Thailand, because ten year old Tilly knew something was wrong and refused to shut up. She saved 100 people’s lives that day because she was unreasonable and insisted on being heard.

If each of us was to make one New Years resolution for the “team”, please consider making it this; If I am ever in doubt, I will speak out. Regret is worse than embarrassment. And to leaders; be like Tilly’s dad and listen. The same message applies to us all.

(Adapted from the book “One Plus One Equals Three” – David Trott)

By Major Tony Williams

Tilly Smith was ten years old when she was on holiday at a place called Mai Khao Beach with her family. As they walked along the beach early one morning Tilly noticed the tide had gone out, a very, very long way out. She also noticed the water was frothy, just like a pint of beer. She stopped dead.

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(Adapted from the book “One Plus One Equals Three” – David Trott)
ARMY OFFICER SHARES EXPERIENCES AT KOFI ANNAN PEACEKEEPING CENTRE

Lieutenant Colonel Helen Cooper and NZDF analyst Erica Dill-Russell recently taught students at the prestigious Kofi Annan International Peacekeeping Training Centre in Ghana on the impact females have on military operations.

The women discussed the benefits gender brings to peace and security operations, outlining the lessons LTCOL Cooper had learned as a female commander on operations and previous research Erica had undertaken on the topic.

“We talked about how to use the capability of women in operations. That is, how militaries can best employ the capabilities of female military personnel to achieve mission success – as one of their force multipliers,” LTCOL Cooper says.

In a combined NZDF and Ministry of Foreign Affairs and Trade initiative, the two NZDF instructors were sent to Ghana to teach a module as part of a Gender, Peace, and Security Master of Arts programme at the Centre.

They also lectured on gender in peace operations and conflict prevention at a Ghanaian university and spent a day teaching female officers from the Ghana Armed Forces.

During her career, LTCOL Cooper has been deployed a number of times including to Cambodia and East Timor. In 2011, she was a Chief Military Observer at the United Nations Peacekeeping Mission in Lebanon, and was the first woman to hold a command appointment at that level within the mission. Her work during the deployment earned her commendations from the United Nations and the Lebanese Government.

“Teaching at the Kofi Annan Centre was a fantastic opportunity to share some of my experiences and learnings from operations. My colleague Erica shared research that she had undertaken which showed women have far more to add to the success of military operations than previously realised. “Erica, who is an Army Reservist as well as a strategic analyst, says she became fascinated by the topic of how gender can impact on military operations while deployed to Afghanistan as part of the Bamiyan Provincial Reconstruction Team.

“Gender had a real effect on the people we were speaking to, and on situations. Sometimes it made things easier, sometimes it made things more difficult. It was really interesting to me how I was perceived as a soldier but also as a woman.”

As she analysed the subject, she found research on the effects military operations had on women soldiers, but little research on women’s effects on operations.

“While no situation is the same, gender can have an impact on access. Women are more likely to be able to access females in cultures where female and male members of the population may not be able to interact unless they’re family members. That can be a really useful tool in de-escalating situations, in providing humanitarian aid and in peacekeeping operations.”

TRAINDING DEDICATION AND DEVOTION REWARDED WITH SECOND COMMENDATION

Warrant Officer Class One Tony Wright has devoted most of his career to training soldiers. Even after completing 30 years service in the Regular Force, he kept on using his skills and experience to train Reservists.

That devotion to duty was recognised by the award of the Chief of Army commendation to WO1 Wright earlier this month. It was WO1 Wright’s second CA commendation for his skills and devotion to training.

Chief of Army, Major General Peter Kelly said when WO1 Wright was posted to the position of Company Sergeant Major of the recruit Company at The Army Depot he showed “outstanding devotion to duty and professional competence of the highest order.”

After completing 30 years service in the Regular Force WO1 Wright enlisted in Reserve Force in 2003 and used his skills and experience to prepare and conduct Recruit Territorial Force All Corps Basic’s 157, 159 and 160. MAJGEN Kelly said the totality of his effort as a Reserve Force Warrant Officer had been outstanding and his professional military diligence, enthusiasm and total dedication saw him manage a series of complex Reserve Force Recruit intakes. “He has managed to plan, guide and see to completion a seven day a week training programme that previously required three Regular Force staff to manage.”

WO1 Wright has made a significant contribution to the Reserve Forces and in particular to The Army Depot over the past four years, while also studying full time for a BBS (Finance and Business Studies).
Over the past two years, the Defence Recruiting Organisation has hosted many school students as part of a week long Defence Career Experience. To experience first hand what the Defence Force is all about, this is a chance of a lifetime, and for most, is the decision as to whether they choose the Defence Force as a career once they leave school.

In our most recent Career experience 120 school girls congregated at the RNZNs Tamaki Leadership Centre over the six days, (2 courses of 3 days) to participate in a Women in Defence Experience (WDE). Defence Recruiting has been focusing recently on maximising our talent pool and increasing capability, with one area being NZDF’s commitment to more women within our ranks; which allows a more flexible workforce in its output and operational duties.

The opportunity to attend the WDE was sought after, with over 600 applications; the selection process from schools around the Waikato, Bay of Plenty, Auckland and Northland regions was very competitive. Although we couldn’t take everyone, it was positive to see the amount of interest received. It was our job to provide an experience that set realistic expectations of what the three services were received. It was our job to provide an experience that set realistic expectations of what the three services were.

The first service to experience was the Royal New Zealand Air Force. The WDE gave those selected the opportunity to engage with each of the three Services, their personnel, platforms and equipment, and participate in activities to experience first hand what life is like on base and ask those difficult questions.

The Tamaki Leadership Centre is a great facility, and enables us to provide the feeling of isolation and discipline that would be required on basic training. The girls were given uniforms, expected to keep their kit and living area in a respectable order, ate their meals in the mess environment, learnt basic drill, and participated in leadership and team work activities.

Each day the students visited a separate service and learnt about the different trades available to them. What enhanced this experience was the support that each service gave to showcase their different trades and opportunities. The service personnel who assisted were all very engaging with the students to make their experience more enjoyable. We understand this took time away from their core business but the time was extremely valuable for the girls, and their contribution will have a direct affect into the decisions they make. If we attract and recruit the right people, it benefits everyone.

Day one saw the girls experience their first physical training session on the Confidence Course. This appeared daunting for some and many were pushed out of their comfort zone. They were given the opportunity to practise each obstacle slowly under the physical training instructor’s supervision, before it was time to compete in teams against each other. Their can’ts turned into can dos, and through supporting each other, everyone successfully finished the course. It also became one of the highlights of their experience. In the afternoon at RNZAF AUCKLAND (Whenuapai Air Force Base), the students visited and interacted with the Parachute Training Support Unit, Ground Support Equipment Maintenance Flight, Safety and Surface Flight, Aeronautical Engineering Support Flight and Communication Information Systems.

The second day saw an early start to miss the traffic over to HMAU NZS Otago (Devonport Naval Base). There students boarded HMNZS Otah, experienced the Seamanship Training Facility, the Damage Control School, which simulated the flooding of a ship, and learnt about the different trades available at Trade Training School.

At night the girls also met a panel of our service women who spoke about their own stories and experiences within the Defence Force. This experience was invaluable, as each woman had their own personal story that the students seemed to relate to differently. The stories were completely genuine, and as a fellow service woman, it was humbling to sit and listen to what each woman had achieved and continues to achieve in our organisation.

Women in Defence Experience was a long but rewarding experience for everyone involved. All of the students walked away more knowledgeable about the Defence Force and the career opportunities we have available. It is pleasing to see many of the students now working through the recruitment process to hopefully be selected for the Defence Force. This organisation won’t suit everyone, but if we can provide as much information and set realistic expectations to prepare people for what to expect, then it will benefit both the candidate and our organisation. Just remember everyone in the Defence Force is a recruiter; don’t be afraid to tell your family your own personal stories and what the Defence Force has to offer. You never know, you may just influence the next Chief of Defence Force to join. The more like minded people we recruit into our organisation, the more effective we will be.
UNited NaTions TrUe supervision organisAtion (unTSO)

For more than 50 years New Zealanders have deployed to the Middle East to one of the first peace keeping missions in the world: UNTSO.

The United Nations Truce Supervision Organisation (UNTSO) is the original UN peacekeeping mission that was established in May 1948 in order to maintain the integrity of the armistice agreement signed between Egypt, Jordan, Syria, Lebanon and the newly formed state of Israel. The mandate gives freedom of movement in all five of these countries; however subsequent peace deals signed by Egypt and Jordan with Israel have focused the main effort of the mission to the boundaries of Lebanon and Syria with Israel. The UNTSO HQ is located in Jerusalem, and is currently led by New Zealand’s former Chief of Army MAJGEN Dave Gawn, Chief of Staff/Head of Mission UNTSO. His military assistant in Jerusalem is LT COL Tim Tuatini.

UNTSO is divided into two observer groups, Observer Group Lebanon (OGL), and Observer Group Golan (OGG).

OBServer group Holan (oGG)

by Flight Lieutenant Garth Magnusson

There are currently three NZDF officers deployed to OGG; CAPT Jeremy Mati Biepale, CAPT Gerard Peeples and FLTLT Garth Magnusson.

OGG is under operational control of the Force Commander United Nations Disengagement Observer Force, tasked with assisting Israel and Syria to observe the 1974 Agreement on Disengagement. Tasks carried out by UNMOs include inspecting, observing, patrolling and reporting activities that are, or could lead to, violations of the agreement. The AO includes Observation Posts (OP) where UNMOs observe activities in the area of separation, which is marked by the Alpha and Bravo lines and is an area free from military activities. UNMOs also carry out duties in the areas of limitation, where defined restrictions apply on both the Israeli and Syrian personnel and material in specified areas. Currently the NZDF contributes officers as UNMOs in OGG OPs and HQ positions.

OGG OPs are manned by three teams, responsible for areas in the north, centre and south. The OPs are manned 24/7 to enable constant observation, and while patrolling and inspecting can be conducted by personnel manning the OPs, UNMOs who are not rostered on for OP duty will also carry out patrolling and inspection duties throughout the Golan Heights. UNMOs from OGG also man temporary OPs in specific areas depending on the circumstances, to provide situational awareness for the HQ. This may include activities on the Syrian side of the AOS, and the IDF reaction, if any, as well as activity that may impact on the safety and security of personnel. Training is carried out frequently, with first aid scenario training given a high priority. Similar training is also given to driving in various conditions, as well as how to operate the 4x4 vehicles and their supplementary pieces of equipment.

While the nature of the roles of OGG UNMOs has not changed, recent developments in the area, particularly on the Syrian side AOS, provide new and dynamic challenges. Activity ebbs and flows, and there is no area that is considered more or less active than the other, as it depends on the day of the week as to what is happening. OGG UNMOs do not conduct as much patrolling at our OGL counterparts, as the mission here produces different objectives, and with the prevailing situation in our AO, being static enables us to provide informative updates on named areas of interest.

ObSERver group Lebanon (osl)

by FLTLT Shane McGregor

Four NZDF officers are deployed to OGL; LT COL Ruth Putze, CAPT Lucy White, FLTLT Shane McGregor and FLTLT Wayne Crosswell.

OGL is responsible for patrolling and monitoring the ‘Blue Line’ and the surrounding area. The 55 UN Military Observers (UNMOs) assigned to OGL from 24 different countries, work across four teams and the OGL Headquarters which is located in Naqura. The teams are located in forward patrol bases, which are spread across Southern Lebanon. From these bases, we conduct patrols of the AO 365 days a year, in vehicles, on foot and by helicopter.

The Blue Line itself is not a border, but rather a line of withdrawal, drawn to mark the Israeli Defense Force extraction in the year 2000 following their 22 year occupation of Southern Lebanon. The location of this line is based on the old borders of Palestine, Lebanon and Syria, however these old maps (c. 1920) are not as precise as you might hope. Think of a 1:250000 map and a crayon. These inaccuracies have created a number of disputed areas, which has resulted in both literal and metaphorical barriers between the people of Israel and Lebanon. These ongoing issues as well as the legacy of wars and discord, inhibit a final peace settlement being reached.

Change happens slowly in this part of the world; while there is progress being made by the respective governments and the UN, there are also regular setbacks. The complex geo-political environment ensures there is never a united voice and armed groups such as Hezbollah are present within the AO and willing to act on their beliefs, with force. Regular engagements have occurred between Hezbollah and the IDF with the subsequent retaliation or counter-retaliation only widening the divide.

Despite these inherent tensions, the life of an UNMO in Lebanon is relatively good. Most Lebanese people are very hospitable and friendly. There are often opportunities to engage with locals whilst on patrol or off duty and to share a coffee and a story. A large portion of this population have seen civil war, two occupations and lived through the 2006 war, so they have a story or two to tell. As a previous Kiwi UNMO put it, the Lebanese display an improbable optimism for Lebanon in spite of the hardships they have faced and the effects of war on their country.

Lebanon itself is a stunning country. In summer the Mediterranean beaches and warm water could rival the best of anywhere in the world. In winter the mountains to the north have ski resorts and year round the landscapes are breath taking. The opportunities for a thriving economy are there, but the unstable security situation, and seven decades of conflict destroying infrastructure and leaving explosive remnants of war across the landscape, have crushed this dream.

Peace in Lebanon is theoretically possible however the obstacles are significant. UNTSO and other UN agencies have been here for decades and look likely to remain in Lebanon for many more.

Be’er sheva commemoration

Australia is also a contributing nation to UNTSO, and like New Zealand they of course have a prominent history in the region. On 31 October 1917, 4th Light Horse (Australia) charged Turkish trenches at Beersheba, one of the largest cities in Israel. This charge became known as the last successful charge in British history. The city now contains a memorial park dedicated to the memory of the battle, and the NZDF contingent with UNTSO was fortunate enough to accompany the ADF from both UNTSO and the MFo from Sinai to commemorate the occasion in Beersheba this year.

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NEA will improve our operational effectiveness, situational awareness and our ability to operate with multiple partners, be they our ABCA partners with their own digitalised command and control systems, non traditional defence partners, or our other NZDF services.

A 12 year Programme, NEA is divided into four tranches, with each tranche building on the one before it:

- **Tranche One** *(December 2014 to June 2018)*
  - will modernise C4 systems and provide net-enabled capabilities for a Task Group Headquarters and the supporting C4 Support Group. This will include modern command post equipment, modernised communications systems ranging from tactical radios to satellite terminals, and the software used on our TANE battle management system will be updated.

- **Tranche Two** *(July 2018 to June 2020)*
  - will net enable deployable Combat Service Support elements to support a Battalion Group, and see the first surveillance and reconnaissance systems delivered.

- **Tranche Three** *(July 2020 to June 2023)*
  - will net enable combat and combat support sub-units. This will see units receiving the types of systems fielded in Tranche One and Two. The programme will also begin to replace equipment purchased in Tranche One that has a short lifespan.

- **Tranche Four** *(2023-2026)*
  - sees net-enablement of the remaining force elements required to sustain the deployment of a battalion group.

In April 2015, Government approved Tranche One. Currently in the acquisition phase, Tranche One focuses on C4 capability, which is delivered in three main sets:

- **The Common Universal Bearer System.**
  - This provides the communications backbone that will support deployed forces. It will consist of satellite and terrestrial communication devices along with the computer equipment, and battle management software to support Battalion and Company level headquarters.

- **Common Command Post Operating Environment.**
  - This delivers the deployable shelters, display devices, furniture, power generation and climate control systems for the command posts.

- **Mobile Tactical Command Systems (MTCS).**
  - These systems will provide forward deployed commanders with voice and data services, and will provide voice communications for their troops. MTCS will deliver modernised radios, display devices and software applications for use by sub-units.

The implementation of NEA focuses on establishing the C4 system first – to establish the modernised bearer network, and ensure headquarters are better able to function in a digital environment. Surveillance and reconnaissance systems will be fielded later in the programme. A mobile tactical command system based on a data capable radio fleet for use by sub-units will then be developed.

The first systems planned for delivery in Tranche One will be the modernised command posts for a deployable Task Group Headquarters. The Bearer Network and Battle Management Systems will then be modernised, followed by the Mobile Tactical Command System.

**What is a Network Enabled Force?**

A network enabled force uses modern communications systems and computer technology to produce an integrated network of command posts, platforms, soldiers and sensors that enhances shared situational awareness, supports tactical decision making, enables information collection and improves joint interagency and multinational interoperability in order to increase the likelihood of mission success and reduce operational risk.

**Benefits provided by the network:**

- Friendly force tracking on an electronic common operating picture
- Known locations of other elements of interest displayed quickly and more accurately
- Shared information for collaborative planning
- Rapid, accurate dissemination of orders
- Improved interoperability

**What Does Network Enabled Mean For:**

<table>
<thead>
<tr>
<th>THE SOLDIER</th>
<th>• Reduced risk from fratricide</th>
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<tbody>
<tr>
<td>THE COMMANDER</td>
<td>• Improved situational awareness • Informed Leaders • Faster operational tempo</td>
</tr>
<tr>
<td>OUR PARTNERS</td>
<td>• Credible Land Forces and Special Operations Forces able to operate with partners • Improved interoperability</td>
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## Train Safe Case Study 33

The discharge noise of modern weapon systems can cause considerable damage to unprotected eardrums. To prevent noise induced hearing loss, the officer in charge of the practice, range conducting officers, safety supervisors, and personnel in charge, are to ensure that all personnel participating in blank and live firing activities are provided with the correct designated hearing protection.

### The Incident
- A unit was conducting a live field firing (LFF) exercise involving a series of platoon quick attacks by day in the Tekapo Military Training Area.
- During the second platoon attack the lead section started engaging the targets and was acting as fire support to cover the move of another section.
- A bunker was located and one of the section members who was carrying a 66mm High Explosive Anti-Tank (HEAT) Short Range Anti-Armour Weapon (SRAAW) (M72), requested permission to engage the bunker.
- The section commander gave permission and the safety supervisor moved into position and carried out his safety checks before allowing the weapon to fire.
- Once the safety supervisors and the RCO were all happy, the all clear was given and the soldier engaged the bunker and then continued on with his role.
- Some time after the attack, another soldier noticed blood on the side of the M72 firers face, it was then reported it to his superiors.

### Facts
- An overall safety brief was given to all personnel at the start of the exercise, with a final quick participants brief prior to the conduct of the live firing activity.
- The M72 firers were not issued with the correct hearing protection in accordance with DFO (A) Vol 2 Book 1 Safety in Training.
- The soldier suffered a perforated eardrum and acute hearing loss in both ears.

### Findings
- Specifics were not covered in the safety briefs regarding the minimum hearing protection required when firing high explosive weapon systems.
- The soldier was only wearing earplugs underneath his PRR earpiece where he should have been wearing earplugs rated class 5, and, ear muffs rated class 3. (Double protection)
- No-one checked to ensure that correct hearing protection was being worn.

### Conclusion – Fault Checking and Individual Responsibility
- What do you think?
- Retraining within the unit was conducted at various levels of command and focused on hearing protection requirements.
- The soldier who suffered the hearing loss has been actively managed and his hearing improved significantly and he has been medically up graded.
- The unit has implemented an internal checking procedure to ensure that all RCO’s and Safety Staff qualifications are verified and current to perform their LFF functions.

## Train Safe Case Study 34

The person in charge of an activity (non-live firing) or the range conducting officer (live firing) is responsible for ensuring that before being issued with any ammunition, explosive device, or pyrotechnic device, all personnel have been trained in their use and are aware of all hazards (including safety distances) associated with the ammunition, explosive device, or pyrotechnic device. Under no circumstances is live or blank ammunition to be broken down or sectionalised for experimental or instructional purposes, nor are any experiments with explosives or explosive materials to be carried out, except with the authority of the Chief Ammunition Technical Officer (CATO).

### The Incident
- A unit was conducting a Battle Handling Exercise (BHE) during a course in the Tekapo Military Training Area.
- A makeshift Improvised Explosive Device (IED) consisting of a thunderflash taped to a smoke grenade simulated an IED protecting an enemy weapons cache.
- During the refurbishment of the BHE a soldier separated the two components by using a knife to cut the tape holding them together.
- The soldier then cut the thunderflash, emptied the contents onto the ground and ignited them using a cigarette lighter.
- The soldier suffered burns to his right hand and wrist.

### Facts
- The IED device was fixed to a wall left of the doorway entry into a connex.
- The device was set so that if the door were opened, the safety pin would detach from the smoke grenade thus igniting the thunderflash.
- The ignition of the thunderflash failed.
- Three witnesses made false statements under oath and as a result they were charged and disciplined.

### Findings
- The thunderflash and smoke grenade had been combined and employed in an unauthorised and irregular manner.
- The injury to the soldier was the direct consequence of deliberate tampering and ignition of a pyrotechnic that was a blind.
- The exercise was conducted with insufficient properly qualified staff, and as a consequence exercise safety and risk management had suffered.
- The four basic safety rules for the handling of ammunition and explosives were not followed.

### Conclusion – Fault Checking and Individual Responsibility
- What do you think?
- The following are the four basic safety rules that must be observed at all times when handling ammunition and explosives:
  - DO NOT attempt to tamper in any way with the ammunition and explosives;
  - DO NOT attempt to breakdown (take apart) any item of ammunition;
  - DO NOT carelessly handle any item of ammunition, and explosive, or any demolition accessory; and,
  - DO obey all regulations and instructions.

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"It is better to look ahead and prepare, than to look back and regret."

_This case study is based on real events. Some details have been omitted to protect privacy._

‘We must be big enough to admit our mistakes, smart enough to profit from them, and strong enough to correct them.’

_This case study is based on real events. Some details have been omitted to protect privacy._
Too long ago now to remember, I met Tina Grant at a Resettlement Seminar at Ohakea when she was planning to adopt aspects of the programme for NZ Army personnel. I was working as a Career Consultant for Careers NZ and was captivated by her enthusiasm for her work, her passion for Army education and training and of course her commitment to her career— all things I care deeply about. Tina and I kept in touch over a few years and I even did some resettlement work for the Army.

So inspired by Tina, when a Team Leader position in the NZDF came up in 2011, managing qualification completion for Defence, I applied and much to my surprise, I got the job.

It was a tough start to Defence. It was hard to watch the civilianisation process and those personnel that had provided over 20 years service to their country to be leaving without any recognition of their skills or career guidance support. Back then my team, External Relations and Qualifications (ERQ) did something about it and put in place a special recognition of current competence process with the approval of the Tertiary Education Commission. Three qualifications were awarded to selected senior SNCOs and above – the National Diploma in Business Administration, the National Certificate in Adult Education level 4 and the National Certificate in Business (First Line Management) level 4.

From then on ERQ set about changing the qualifications environment in Defence. Our first job was to make sure that all military pers achieved at least a level four qualification. Based on significant government research it has been identified that New Zealanders who achieve a level four qualification and above contribute a great deal to the labour market and the NZ economy. Recently, building on this qualification we have just completed the next career step by developing an attestation process to enable achieving the National Diploma in Business for Warrant Officers, Major (E) and above. Even more still, we are working with trade groups to trial different qualifications such as the Project Management qualifications for the Engineers. Moving forwards, with our appropriate new name, Defence Qualifications, we are focused on contributing to attracting, retaining and engaging personnel in their careers while in Defence and also ensuring that once personnel are ready to leave that they are able to make a meaningful contribution to NZ Inc. What a great job I have!

Then there was Staff College in 2014...

What I believed in had to be re-examined. My values, beliefs and thinking were completely turned upside down and I had to essentially wrestle internally with what I really thought. This process is important as how often in life do you get to think about what you really think? Which brings me to the first point about being at College; I had to be prepared.

I had to be prepared to be open and to be challenged in every way, especially my leadership skills.

Everyone had to re-think their smugness...and that was a good thing because suddenly people were talking to each other. We were sharing essay results, talking to people about how we answered the questions and started to get to know one another as people; rather than as a rank or as part of a service. Military, Civilian or Other Government Agency, we were all in the same boat.

I had to be prepared for the process of writing essays and that process involved a huge amount of research, and I was slow, even with the reading. A really useful technique I used was the Pomodoro study technique. Setting a timer for 25 minutes and reading hard out for that period of time. Once the 25 minutes is up I re-set the timer and started reading again. It’s amazing at how much can be achieved in 25 minutes!

Talking about buddies, one of the most significant learnings from my time at College is how much knowledge I gained from other course members. In my case, I learnt to stand up for myself, and how to influence, support and motivate others. In ways I hadn’t considered. My classmates also taught me how to see all sides of a situation or argument, and from our international colleagues I learned about culture, different ways of tackling a problem and the challenges of the kiwi language. Try and explain “Sweet as mate”.

And I like to think learnt shared something from me too – about Critical Reflective Practice, about the leadership task of being a good follower, challenging thinking and maintaining a positive attitude despite everything. But sometimes it was challenging I have to admit, to maintain a positive attitude. One of the key learnings about being at College, is I had to be self-aware.

What I noticed was very typical group behaviour – forming, storming, norming and performing. And then there was sub-group behaviour where people get locked into different aspects of this cycle.

I had to make sure that I balanced the serious stuff with some fun and relaxation. What helped was spending time walking hard out up Tank Hill, learning geo-caching and spending time in the gym.

Would I do it all again? Absolutely! I have never worked so hard, met so many incredible people, and learnt more academically, professionally and personally than I have ever done in my life. And I am humbled by the experience. On 27 November 2015 I graduated with my Masters in International Security with Distinction.

What’s on offer at Defence College...

Completing a degree level qualification is just one of the many learning opportunities the Defence College can offer, and learning and education opportunities are for everyone, no matter rank or service.

The Defence Learning Centre (DLearnC) provides learning and educational assistance, either through one-to-one coaching and mentoring sessions or through embedded literacy and numeracy as part of a trade or other course. The Defence Learning Centre is there as a resource at camps and bases throughout NZ and these are staffed by Adult Learning tutors, dedicated educators who provide assistance to anyone who needs their help, in confidence of course.

DLearnC is not just about literacy and numeracy, it is also the place to go for advice and guidance on a particular course of study for qualifications that are not supported through trade, banding or through Defence Qualifications. It’s the place to go for financial assistance for higher level study as the Educational Study Assistance (ESA) fund is held within the DLearnC.

COMPLETING A DEGREE LEVEL QUALIFICATION IS JUST ONE OF THE MANY LEARNING OPPORTUNITIES THE DEFENCE COLLEGE CAN OFFER, AND LEARNING AND EDUCATION OPPORTUNITIES ARE FOR EVERYONE, NO MATTER RANK OR SERVICE.

The ESA fund is available for eligible tertiary study, with funds of up to $1800 per year per person for certain types of study, whilst other eligible study could see funding assistance of many thousands of dollars.

If you would like to know more about what assistance is available, just pop into your local DLearnC. The staff are always happy to help.

If you’re thinking that taking on a qualification seems a little tough right now, how about doing a course? The Defence Corporate Training School offers generic courses on a heap of things that add skills to your job — coaching, performance management, PowerPoint and Hazardous Substances to mention just a few. You name it and they have it! If you’re an instructor, check out courses available through the Defence Training Systems School — Foundation instructor through to Advanced Instructor and Syllabus Design. And then you can’t forget the Institute for Leader Development and the amazing leadership courses they run.

Remember whether course or qual, it’s important that you link them back to your career plan and performance development record while you’re in Defence and your mega career plan when you’re ready to leave Defence, considering how what you want to do fits in with your life and family.

A couple of useful links for you to check out include:

- Education Study Assistance information: http://ref/sites/learning/information/education-study-assistance.aspx
- Courses available from the Defence Corporate Training School: http://org/hqnzdf-ted/LP/DCTS.aspx
- If you want information about qualifications linked to your trade, promotion or banding, email the Defence Qualifications team at qualifications@nzdf.mil.nz or if you would like to receive The Qualifier, the Defence Qualifications’ quarterly newsletter, email Rachael Branch.

Your one-stop shop for finding information on individual training and education within Defence.

A final piece of advice, while completing a qualification is fantastic, it’s only the “how” of the career decision making process. Key things to think about before you start on your qualifications journey are, do you have a good understanding of what’s important to you in your career — what drives you, what is your passion, and what are your skills and personality traits. These are the things that give you clues to knowing what you might want to do with your life. Happy life-long learning!
The New Zealand Defence Force (NZDF) has made big strides towards getting the three single Services to work better together and Op TROY is an example of this.

Located in the Middle East, Op TROY provides support to NZDF operations in the region. Apart from being a strategic NZDF presence in the Middle East, Op TROY serves as an operational hub through which many operations transit through.

"There will be very few individuals, ships and aircraft that deployed to the Middle East in the last 12 years that will not have been supported by Op TROY in some way," said Commander Andrew Law, the current Commanding Officer and Senior National Officer of Op TROY.

The mission delivers tactical day-to-day support by providing accommodation, rationing, logistics, movements, distribution, communications, finance, contract, administration and welfare support. By doing so, Op TROY is very much an enabler that provides Headquarters Joint Forces New Zealand with options for both current and future NZDF operations in the Middle East.

CDR Law leads a team of eight – six from the New Zealand Army and two from the Royal New Zealand Air Force.

"I am a strong believer in the need for the three Services to be able to work better together and Op TROY provides a good example of this," said CDR Law, an experienced naval Supply Officer who has previously been deployed to Bougainville, Timor-Leste, the Gulf of Oman, Solomon Islands and twice to Afghanistan.

"Although Op TROY is small in terms of the number of personnel deployed, it has the ability to reach out and leverage the use of coalition assets and capabilities. By doing so, Op TROY is able to deliver services greater than what its relatively small footprint would suggest. In return, Op TROY is always ready to assist those coalition forces seeking assistance," he explained.

CDR Law said working in the joint operational environment has its challenges but is rewarding.

"It is not lost on me that I am a naval officer situated within an operational air base, supporting primarily land-based operations. It is also not lost on me that as a sailor, I find myself in the middle of a desert in the Middle East, whilst my NZDF colleague Lieutenant Colonel Richard Weston recently found himself at sea on HMNZS CANTERBURY during Exercise SOUTHERN KATIPO 15. But such is the nature of the NZDF today – one of joint operations and multi-environment experiences," he said.
At the last of the 2015 Formation Command Conferences in December, our NZDF Census results for TRADOC (NZ) were examined as one way of taking the pulse of the formation and where we are tracking on our NZDF, Army, Formation, Unit and just as important, individual and family goals. At the same time our training stats were coming in from the Schools, and it gave time to pause and reflect on the year that 2015 was for TRADOC (NZ).

The challenges for a Formation that conducts training across the spectrum from Regular and Reserve Force recruit and officer initial training at TAD and ACS, to trade and command courses, to LOIC training and PDIs for deploying personnel are immense enough. Throw in three Reserve Infantry Battalions, the Aumangea Programme, and the Adaptive Warfighting Centre, and you could be forgiven for us reaching for the aspirin (or something stronger) as the year goes on.

Last year was a stellar year for TRADOC (NZ), not only in quantity of training delivered, but the quality of the content and the quality of the instructors delivering it. Striving for excellence is easy to say, doing it takes effort. Here are some of the highlights of 2015.

The 43 officers who graduated from the New Zealand Commissioning Course was the largest number for many years and double the numbers of 2013. Included in the ranks were 10 international officers from five countries.

Across the other side of Waioare Military Camp we saw fewer recruits march in to TAD overall, due to the low attrition rate in Army, but we saw a higher graduation rate, and completion of training. This was not through any lowering of standards but rather our instructor excellence and resilience programmes starting to produce great results, reducing both injuries and the number of recruits and officer cadets who self-select off training.

In 2015 preparing more than 700 personnel for operations speaks volumes. Not only of the increase in numbers reflecting our role in Iraq and other operations all over the world, but the operational focus of our Army and Joint Forces and our commitment to ensuring personnel are well trained and prepared to succeed on missions.

LOTC provided, on average, a course for about half of the Army’s strength during the year to meet the trade and career requirements for our units and corps. Impressive numbers from our biggest and most diverse unit, and one that is the envy of many overseas military training institutions for the diversity of training on offer, and its quality.

Equally pleasing to us has been student feedback at the completion of courses which reflect we are on the right path for pre-course packages, content, time management and instructor delivery. We can always improve, and we will as we strive for excellence.

**AS ARISTOTLE SAYS, “EXCELLENCE IS AN ART WON BY TRAINING AND HABITATION. WE DO NOT ACT RIGHTEOUSLY BECAUSE WE HAVE VIRTUE OR EXCELLENCE, BUT RATHER HAVE THOSE BECAUSE WE HAVE ACTED RIGHTEously. WE ARE WHAT WE REPEATEDLY DO. EXCELLENCE IS THEN NOT AN ACT BUT A HABIT.”**

The TRADOC (NZ) trophy cabinet (well 5/2 Bn’s) is also looking pretty full with wins in the Freyberg Trophy, the Twin Peaks Battle Tab and the Reservist of the Year (Lance Corporal Nicholas Hill). Our Reserve battalions are a critical part of the formation. In 2015 they supported local and international Centenary commemorations, integrated training with the regular Army, were our immediate response to domestic disaster and Civil Defence callouts in the Hawkes Bay and Taranaki regions, and lead on community engagement initiatives such as Rotary and supporting our vets at homes like Rannerdale and Montecillo. 2015 saw the three Battalions demonstrate what it takes to be a volunteer reserve soldier, committing to both a civilian and military career.

Our Adaptive Warfighting Centre has gone from strength to strength in 2015. The production of two world class Army journals, hosting of the International Lessons Learned Conference in Auckland, US Asymmetric Warfare Group visit, and joint hosting the Irregular Warfare Seminar with Massey University all contribute to our professional master of land warfare.

But with all that behind us we now look towards 2016. In essence, I am after more of the same, and then some. We have made a lot of changes to our training year in synchronization with 1 (NZ) Bde, including the frequency of some of our courses, when they occur in the training year, and how we maximize our available resources. This is with an eye to not only continuing to improve our training but to allow our instructors the time and space for us to invest in their development and time with their families. We believe that the selection, training, support and development of our instructors has a massive benefit for Army. We want to see young instructors returning to TRADOC through their career Ben 10, LOTC, ACS or CTC.

The formation also looks to bed in or expand some initiatives namely our new Mission First - Safety Always culture (STRIKE – Safe Workplace, Train Safe, Ricks Managed, Innovation, Knowledge, Education), fully implement the Instructor Excellence and Recognition Programme, and grow AWC with a focus on tactical lessons learned in support of 1 (NZ) Bde and our future warfare focus (keep an eye out for the Building Partner Capacity Symposium in Linton in May).

Lastly our Army is all about operations, in both the land and joint environments, so we will be working to refine and support our force generation model and training, and working closely with NZDF and the other services to keep us aligned and progressing from a training perspective, to the 2020 Combat Enhanced Waypoint.

To those who served in TRADOC (NZ) in 2015, can we express our thanks again for your efforts, what you have put into the year. We are sure Army will reap the reward downstream. To those new to the Formation this year, welcome. For those new instructors out there, congratulations on your selection to be one of those responsible for Training Tomorrow’s Army Today.
INSTRUCTION BRINGS REWARDS

Corporal Ailene Stephens discovered first hand that the role of a TAD instructor is full of rewards.

When I was first told that I would be sent up to The Army Depot for a tour of duty as an instructor my first thought was “do I know enough?”

I had certainly come a long way from my first presentation on the Junior Non-Commissioned Officer (JNCO) course, but did I have the knowledge to guide the next generation of soldiers through their initial training? I wasn’t so sure.

I needn’t have worried. The Army prides itself on camaraderie, and the first thing I encountered at TAD was encouragement and offers of guidance and tips. Don’t get me wrong, there was study and research that had to go in to bring my infantry minor tactics skills back up to standard.

I think I read nearly every PAM, aide memoir and Tactics Techniques and Procedures book I could find, but at the end of the day it was the support of the rest of the staff that really made me feel comfortable in my new role. In fact, I enjoyed it so much at the end of my TOD I asked to be posted.

Being a female at TAD brings with it its own set of challenges. TAD staff are a good cross section of the Army on the whole, but at times there are not many of us. As well as guiding, instructing and mentoring all of the recruits, you are a role model for the females in particular. I still remember my own platoon staff from Andrew VC Platoon AARC 345 like it was yesterday and my aim was to leave a similar impression on my recruits.

My two-year posting here came to an end last year and I returned to 5 Mov Coy. The culmination of two years hard work came at the TAD formal dinner when I received the award for Top Instructor for 2015. I am very honoured to be awarded in such a way, especially amongst a group of such hard working and knowledgeable soldiers.

For those of you considering a posting to TAD, grab it with both hands. There are few times in your career when you have the opportunity to work with other trades and corps. I have certainly learned a lot about what the rest of the army actually does.

The skills I have picked up and refined during my time here are too numerous to list, but I have definitely left Waiouru a more well rounded and confident soldier.

Too few of us truly realise the imprint we leave on other people, especially our junior soldiers. TAD illustrates that perfectly.

Your recruits don’t just listen to what you say, but imitate what you do. I would like to convey my sincerest thanks to everyone at the Army Depot. From the CO, RSM, OC and CSM to the support staff such as Training Wing and the CQ to the families and partners of the staff for their support – we couldn’t do the job without it. To all combinations of Pl HQ’s I’ve worked under – I was fortunate enough to take something away from all of you.

But the final “cheers bro” has to go to my fellow corporals. There was never a moment where I felt I couldn’t reach out to any of you for guidance, an ear to moan to, a favour or a beer. And I hope you all felt the same about me.

I wasn’t so sure.

The quality of the instructors at TAD is vitally important to the future of our Army. The way an instructor conveys their intent, attitude, beliefs, behaviour, dress and bearing and the way they promote the Army’s ethos and values have a direct influence over the newest soldiers,” says WO1 Nickling.

It’s so important that last year an Instructor Evaluation Board was established to ensure the right type of person comes in to the TAD family. The Instructor Evaluation Board consists of three parts.

“I first part kicks off with you putting your hand up and stepping forward to say yes I would like an opportunity to be an instructor at TAD. This is done through your own command chain who then forwards your name through to Military Career Branch(MCM Br).

All nominations for a posting to TAD as a Recruit Instructor are reviewed and include previous performance and discipline history.

The second part of the Instructor Evaluation Board is the Evaluation Assessment.

“This consists of psychometric testing and attendance at a panel interview composed of a NZDF psychologist and a senior TAD staff member.”

The interview is comprised of a series of questions into the motivation and expectations held regarding the TAD Recruit Instructor role. In addition, a series of questions are asked around specific competencies and scenarios relevant to the TAD Recruiter Instructor Role.

The third part of the Instructor Evaluation Board is the Board Review which is conducted by the CO TAD.

“The CO reviews the Information compiled from the previous two parts of the evaluation process to determine the suitability for employment as a TAD Recruiter Instructor.”

The decision is then notified to MCM Br who will then inform all personnel who undertook the evaluation process.

So if being an Instructor at TAD sounds like you, submit your name through your command chain in the form of an AFNE 45 – New Zealand Army Posting Preference Notification or through the Talent Profile tab on your ESS.
The Officer Cadets’ journey began in Woodbourne in January with the Joint Officer Induction Course, and on 22 February 65 Officer Cadets (55 NZ, two Australian, three Fijian, two Timor Leste, one Tongan and two Papua New Guinean) marched into Waiouru to continue on the NZCC. Throughout the year the officer cadets deployed on several exercises, both nationally and internationally, which tested their knowledge, skills, teamwork, command, mettle and resilience. Along the way several cadets fell off the pace and could not complete the training.

At their graduation in front of family, friends, ACS staff and members of the wider NZ Army and community, 43 OCDTs who displayed that they had what it takes finally realised that all their hard work had come to fruition. Under the command of OCDT James Topham, they proudly paraded in front of Chief of Army MAJGEN Peter Kelly, before receiving their commissioning parchments.

The number Officer Cadets graduating meant that 2015 was the most successful class (in numbers) since the forming of the Officer Cadets School of NZ in 1985.

During the Graduation Parade command of ACS was handed over from LTCOL Kate Lee and WO1 Mus Boykett to LTCOL Andrew Fox and WO1 Wayne McAsey.
The major awards:

**THE MILITARY HISTORY TROPHY**
Awarded to the Officer Cadet who gains the highest aggregate marks in Military History
OCOT Dylan Brown

**THE AUSTRALIAN CHIEF OF ARMY’S PRIZE FOR TACTICS**
Awarded to the Officer Cadet gaining the highest aggregate marks in Tactics subjects
OCOT Bradley May

**THE CORPS OF OFFICER CADETS OFFICER COMMANDING’S PRIZE**
Awarded to the Officer Cadet who has displayed the greatest improvement throughout the entire course in all areas
OCOT Peter Choi

**THE LIEUTENANT COLONEL JOHN MASTERS PEERS AWARD**
Awarded to the course Officer Cadet who is assessed by their peers as being the student who consistently demonstrated the core qualities of the NZDF and best displayed comradeship as a valued peer on the NZCC towards their fellow students
OCOT Karl Roberts

**THE COMMANDANT’S PRIZE**
Awarded to the Officer Cadet whose performance in and contribution to the NZ Corps of Officer Cadets is assessed as being most deserving of recognition
OCOT Jason Worthington

**THE SERGEANT MAJOR OF THE ARMY’S PRIZE**
Awarded to the Officer Cadet for the best performance across all aspects of field training
OCOT Isaac Stuckey

**THE COMMANDER TRAINING DOCTRINE COMMAND PRIZE**
Awarded to the Officer Cadet gaining the highest aggregate marks in Education and Military Studies
OCOT Sione Manuolevao

**THE LIEUTENANT TIM O’DONNELL MEMORIAL LEADERSHIP AWARD**
Awarded to the Officer Cadet who has best exhibited the attributes of leadership
OCOT Isaac Stuckey

**THE SULTAN OF BRUNEI’S PRIZE**
Awarded to the best Mutual Assistance Programme Officer Cadet
OCOT Joeli Logavatu

**THE GOVERNOR GENERAL’S MEDAL**
Awarded to the Officer Cadet gaining the highest aggregate marks in all subjects
OCOT Bradley May

**THE SWORD OF HONOUR**
Awarded to the Officer Cadet who best displays the qualities of leadership, initiative, integrity, motivation, academic ability and physical fitness, and who is assessed as having the greatest potential as an Army Officer
OCOT Karl Roberts

The Commandant’s Prize went to OCOT Jason Worthington

CA awarded the Governor General Medal to OCOT Bradley May

OCOT Dylan Brown won the Military History Trophy
The JOHG team dominated by NZ Army physical training instructors came out as champions over a very classy 1RNZIR side in the NZ Army Inter-Unit Touch Championships in Linton in late January. This tournament is in its second year and the quality of play far surpassed last season. With a number of units engaged in their respective local competitions the standard of touch is at a level that will hopefully encourage players to challenge themselves at provincial and national level, says PTI WO1 Greg Mildon.

The 2CSS Bn Women’s side defended their title from the previous year over a spirited JOHG team. The Most Valuable Players were Crystal Mayes (2CSSBN) and Paul Davis (JOHG). Manawatu U17s Boys and U15 Girls representative teams also attended as part of their build up to their national event. Both teams added a level of skill and youthful agility that was entertaining and challenged the Army teams throughout the competition.
The New Zealand Army cricket team had some good individual performances and a number of solid team performances when it took part in the 4th edition of the International Defence Cricket Challenge (IDCC) in Canberra at the end of last year.

The side was made up of players of all ranks, regular force, reserve force and civilian personnel, and took on single service teams from six countries (NZ, Australia, UK, Malaysia, Pakistan and Fiji) in both T-20 and 50 over formats.

**TOURNAMENT RUNDOWN**

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<td><strong>Opponent:</strong> Royal Navy – RN</td>
<td><strong>Opponent:</strong> Barbarians</td>
<td><strong>Opponent:</strong> Royal Australian Navy – RAN</td>
<td><strong>Opponent:</strong> Australian Army</td>
<td><strong>Opponent:</strong> BNZAF</td>
<td><strong>Opponent:</strong> Royal Australian Air Force – RAAF</td>
<td><strong>Opponent:</strong> Royal Australian Air Force – RAAF</td>
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<tr>
<td><strong>Result:</strong> Royal Navy batted first and made 171 for 5. NZ Army only managed 121 for 7 in reply. Royal Navy won by 50 runs.</td>
<td><strong>Result:</strong> NZ Army batted first and made 96 all out and the Barbarians chased it down in 36.4 overs with 3 wickets in hand. Barbarians won by 3 wickets.</td>
<td><strong>Result:</strong> NZ Army batted first and made 124 and the RAN chased it down in 24.5 overs with 5 wickets in hand. RAN won by 5 wickets.</td>
<td><strong>Result:</strong> NZ Army batted first and made 157 and the Aussie Army chased it down in 32.2 overs with 8 wickets in hand. Australian Army won by 8 wickets.</td>
<td><strong>Result:</strong> PN batted first and scored 174 losing only 3 wickets. NZ Army only managed 92 before being bowled out on the last ball. PN won by 82 runs.</td>
<td><strong>Result:</strong> BNZAF batted first and scored 185 losing 7 wickets. NZ Army only managed 113 for 7 in their 20 overs. RNZAF won by 72 runs.</td>
<td><strong>Result:</strong> BNZAF batted first and scored 185 losing 7 wickets. NZ Army managed a respectable 169 for 9 in their 20 overs. RAAF won by 16 runs.</td>
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<td><strong>Top Performers:</strong> Batting – Caleb Bate with 30 runs and Ryan Walmsley with 25 not out. Bowling/Fielding – Ryan Walmsley 3 (wicket) for 9 (runs) from 2 overs.</td>
<td><strong>Top Performers:</strong> Batting - Caleb Bate with 30 runs Bowling/Fielding - Scott MacGibbon 4 for 24 from 10 overs, Kevin Hurrell 2 for 16 from 10 overs and Rory Lorimer and Leighton Hamlin 2 catches each.</td>
<td><strong>Top Performers:</strong> Batting – Leighton Hamlin with 45 runs Bowling/Fielding – Caleb Bate 2 for 34 from 4 overs.</td>
<td><strong>Top Performers:</strong> Batting – Nick Wellwood with 68 runs Bowling/Fielding – Kevin Hurrell 1 for 18 from 5 overs and Leighton Hamlin with 2 catches.</td>
<td><strong>Top Performers:</strong> Batting – Nick Wellwood with 29 runs Bowling/Fielding – Caleb Bate 2 for 33 from 4 overs.</td>
<td><strong>Top Performers:</strong> Batting – Rory Lorimer with 24 runs and Jade Hamilton with 24 runs. Bowling/Fielding – Kevin Hurrell 3 for 24 from 4 overs, Nick Wellwood 2 for 33 from 2 overs and Jade Hamilton with 4 catches.</td>
<td><strong>Top Performers:</strong> Batting – Ryan Walmsley with 50 runs and Leighton Hamlin with 38 runs Bowling/Fielding – Nick Wellwood 3 for 27 from 4 overs.</td>
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EIGHTH GAME – ROUND ROBIN SEVEN: T20 GAME

Opponent: Royal Malaysian Air Force – RMAF  
Result: NZ Army batted first and made 68 and the RMAF chased it down in 10.2 overs with 5 wickets in hand. RMAF won by 5 wickets.  
Top Performers: Batting – Ryan Walmsey with 31 runs  
Bowling/Fielding – Andrew Reddin 2 for 17 from 4 overs and Geoff Fosbender with a run out

NINTH GAME – ROUND ROBIN EIGHT: 50 OVER GAME

Opponent: Royal Navy – RN  
Result: RN batted first and scored 226 running 9 wickets. NZ Army chased it down in the 42nd over with 6 wickets in hand. NZ Army won by 6 wickets.  
Top Performers: Batting – Nick Wellwood with 88 runs and Caleb Bate 38 runs  
Bowling/Fielding – Rory Lorimer 3 for 34 from 10 overs, Caleb Bate 2-47 from 10 overs, Scott MacGibbon 2 for 50 from 10 overs and Trent Morell with 2 catches

TENTH GAME – ROUND ROBIN EIGHT: 50 OVER GAME

Opponent: Royal Fijian Military Forces – RFMF  
Result: NZ Army batted first and made 311 for 5 in their 50 overs, the RFMF only managed to make 221 before being bowled out. NZ Army won by 90 runs.  
Top Performers: Batting – Leighton Hamlin with 120 runs, Nick Wellwood with 84 runs and Ryan Walmsey with 45 runs  
Bowling/Fielding – Caleb Bate 5 for 56 from 10 overs, Rory Lorimer 2 for 19 from 8 overs, Scott MacGibbon with 2 catches and Andrew Reddin and Nick Wellwood with one run out each

ELEVENTH GAME – 7TH–8TH PLAY OFF: 50 OVER GAME

Opponent: Royal Australian Air Force  
Result: NZ Army batted first and made 195 all out and the RAAF chased it down in 38.5 overs with 3 wickets in hand.  
Top Performers: Batting – Ryan Walmsey with 45 runs and Nick Wellwood with 35 runs  
Bowling/Fielding – Kevin Hurrell 2 for 27 from 10 overs, Caleb Bate 2 for 27 from 5 overs and Mike Clulow with 2 catches

QUICK STATS
- One five wicket bag – Caleb Bate vs Fiji (5–56).  
- One four wicket bag – Scott MacGibbon vs Barbarians (4–24).  
- One person took four catches in a game – Jade Hamilton vs RNZAF.  
- One person made a Century – Leighton Hamlin 120 not out against Fiji.  
- A couple made over 50 (but not enough) – Nick Wellwood – 3 Times (68, 88 and 84) and Ryan Walmsley – Once (50).  
- Top Bowler took 16 wickets – Caleb Bate.  
- Highest Run scorer with 331 runs – Nick Wellwood.  
- Highest Innings – 311 for 5 from 50 overs vs Fiji  
- Highest Chase – 226 in the 42nd over, won that game by 6 wickets vs Royal Navy  
- Injuries: Broken Finger, Broken Thumb, 2 suspected Broken Fingers (not X-Rayed), Torn Bicep (requires surgery to reattach), suspected Broken Foot (not X-Rayed) and numerous pulled muscles with miles of strapping tape holding the lads together.  
- Ryan Walmsey ticked over 1000 runs and 50 games for Army  
- Both Nick Wellwood (20 games) and Caleb Bate (28 games) ticked over 500 runs for Army

Nick Wellwood made the IDCC World Defence XI who played an Australian Masters side that included ex Aussie International Cricketers Brad Haddin and Micheal Kasprowicz. He managed to take a good catch in the field and assist in restricting the Masters side to 156 from their 20 overs. Unfortunately for Nick he was not required to bat, this was mainly due to the power hitting from the top 4 batters (three of which were Pakistan Navy) who managed to chase the total down with 3 overs to spare. Despite not finishing higher in the competition (finished up in 8th place from a field of 10) everyone enjoyed themselves and would like to thank a number of people for making the tour possible. Joel Grason (Manager) and Scott MacGibbon (Code Chairman) for planning everything and getting the administrative detail sorted. We would also like to thank Dave Pilgrim (NZ Army Sports) for his assistance throughout the year and in the lead up to the tour. The NZ Army Cricket team would like to mention the hard work and effort put in by the Australian Tournament Organisers, in particular, Lieutenant Colonel James Brownlie and Major Darren Mattison.
Lisa Harrison is a mum, a physical training instructor and a soldier. She’s from what she says is the “best little place on earth” – Kennedy Bay in the Coromandel, and for her, life is all about balance.

What got you interested in joining the Army?
Travel and the money I could earn. My best friend and I decided to join the Army together. We sat the test together. She joined as a medic and lasted a year.

Have you always been a PTI?
No, I was a Signaller first, best years of my life. I spent five years as a Sig, and made it to A/CPL before changing across to be a PTI. I only wanted to be an assistant PTI but was talked into doing the selection course by WO1 Jase Keno and WO2 Carl Fairbairn.

What has been the most challenging thing you have had to do so far in your Army career?
PTI Selection was one of the hardest things I have ever done. Juggling my family and career has been challenging at times.

Thirty years ago it wasn’t common to have female PTIs. Do the soldiers treat you differently from male PTIs?
I have never had any issues with soldiers treating me differently at the gymnasiums or during my classes. Karen Walker (Hulton) was an inspirational female role model for me when I came over to PTIs. I believe she would have had a lot of that, but by the time I got to the gym, there wasn’t a drama as far as I was aware.

What do you enjoy most about your job?
Doing something that I am passionate about. I love training people. I get excited when soldiers achieve their PT goals through hard work.

What’s it like being a mum with what must be quite a long, tiring job?
This is the tricky part. Balancing being a mum and soldier/PTI does have its challenges. I always communicate with my commanders about my intentions before I do anything. Sometimes I have to put my kids first, some days I put my job first. It’s about balance.

What sports do you play, and which do you like the best?
Touch, Netball and rugby. Hands down Touch is my favourite sport. I’ve been playing it since high school.

What do you do to relax?
I watch my children play sport, hang out with family.

What keeps you up at night?
Not much… I’m shattered at the end of the day.