OUR NEW SMA
WO1 Clive Douglas

THE ARMY SHOOTING COMPETITION
Winners announced

KIWI DOCTORS IN TAJI
We hope we won’t be needed
SAS hero Steve Askin farewelled

"Thank you for saving my country"

Profile: Army Band Director of Innovation – making good

Photo: LAC Naomi James

As soldiers we want to go on operations. We want to train with other forces and in different environments. We want to be challenged and to find out whether we are good at what we do. This is a healthy mindset – to be trusted, to be professional and to be ready. Repetitive training, strong teams and a pursuit of excellence underpinned by our ethos and values gets us to where we need to be. This takes high calibre individuals well trained and equipped, and led by competent leaders. My observation and dialogue over my time as SMA leads me to assess that we have plenty of these people. Thanks for what you do every day and when we send you to make a difference around New Zealand and the globe. You preserve, uphold and enhance the reputation of our Army that leads us to be trusted and respected by those we are sent to protect and with whom we operate. Thanks to our families for their support. We remember where we have come from, those who have gone before us and the legacy that we are a part of. We are all fundamentally New Zealand soldiers so that behoves us all to be the best we can be at what we do, loyal to those that serve with, and just good people.

Nga Mihi – Good soldiering.

Editor,

I've recently read the article "Military dads rise to the challenge" (Issue 476) in the Army News.

I am disappointed with the theme of this article, as I think it could have been a very positive one about the challenges faced by families when one parent is deployed. I think this may have been what was trying to be said, but unfortunately the way it has been written implies that females are the ones who tend to do all the domestic duties, and child-rearing, while the males do not generally contribute in this area. This is unfair to both males (fathers) and females (mothers). It would also have been nice to have seen an acknowledgement of same-sex NZDF couples who would identify even less with 'traditional' female and male domestic roles.

Comments such as "Fathers have taken on functions that are traditionally associated with motherhood following their wives' deployments..." and "...took charge of cooking, doing the laundry, ironing school uniforms and preparing lunchboxes. He attended parent-teacher meetings and drove his children to swimming lessons, rugy practice and their friend's birthday parties," are not helpful in promoting equality. I'm pretty sure that many men would be insulted or disappointed to read that unless their female partner is away, it is assumed that they are not involved in any of the above-named activities or duties.

In writing to you, I am not wanting to undermine the extra workload and stress that these two officers took on while their wives were deployed. I completely take my hat off to them. I simply want to highlight that perhaps the point of this article – being the challenges faced when a spouse is deployed (whether they are male or female) – was missed due to the gender stereotyping comments made in the article.

Kind regards,

Major Roz Mitchell
Senior Policy Advisor, HR Policy, Defence Human Resources

Lt Leroy Judge
A MESSAGE FROM CHIEF OF ARMY

Warrant Officer Class One Clive Douglas has been appointed Sergeant Major of the New Zealand Army.

He replaces Warrant Officer Class One Mark Mortiboy who has finished his three-year tenure in the role and is to take up another position within the New Zealand Defence Force.

WO1 Douglas, who is of Te Arawa descent, was born in Rotorua. He grew up in Ngongotaha and Nelson, before enlisting in the New Zealand Army Regular Force in August 1985 as a Rifleman, Royal New Zealand Infantry Regiment (RNZIR).

To date, he has served in Burnham, Singapore, Linton, Waiouru and Wellington, and has deployed to Somalia, Bonnita, Timor Leste and the Sinai. He has also served as an instructor in various roles, including a posting to the Royal Military College Duntroon, Australia.

In December 2008, WO1 Douglas was appointed Regimental Sergeant Major, 1st Battalion, RNZIR, and Land Force Group in Linton Camp. He later attended the United States Army Sergeant Major Academy. His most recent position was Land Command Sergeant Major at Headquarters, Joint Forces New Zealand.

WO1 Douglas says he is looking forward to his new position, and plans to continue what he says is the great work done before him by those in the SMA role.

“I am committed to the progression of leadership with our Army, and also to the profession of arms. My priorities are our families, our veteran community, our civilian staff, our cadets and our uniformed personnel.”

Major General Peter Kelly
Chief of Army

OVERALL UNIT RESULTS:

**Hardham Trophy**
1st 1 NZ Sig Regt
2nd QAMR
3rd 16 Fd Regt

**Freyberg Trophy**
1st 5/7 Battalion RNZIR
2nd 2/1 RNZIR
3rd 3rd 1 RNZIR

**NZSAC Trophy**
1st 5/7 RNZIR
2nd 2/1 RNZIR
3rd 1 RNZIR

**Individual champions NZSAC**
Top shot LCPL Mark Lupi, 5/7 RNZIR
2nd CPL M, 1 NZ Sig Regt

The Queen’s Medal CPL M 1 NZ Sig Regt

This year additional prizes were awarded to individual soldiers. Top Pistol shot was won by LCPL Tom Waters 2/1RNZIR, sponsored by NOIA, and NZSAC. Top Shot 1st LCPL Mark Lupi, 5/7 RNZIR and 2nd CPL M, 1 NZ Sig Regt.

A full report of the competition will be in the April issue of Army News.
HELO CRASH PILOT AND FORMER SAS SOLDIER FAREWELLED

A large contingent of 1 NZSAS Regiment personnel was amongst the mourners who farewelled helicopter pilot Steve Askin late last month.
Mr Askin, who was a former member of the regiment, and had been decorated for gallantry, died when the helicopter he was flying crashed as he fought an extensive bush fire in Christchurch.

The funeral for the married father of two young children was held at the Air Force Museum in Christchurch.

The then regular Force Corporal was awarded the New Zealand Gallantry Star in 2014 for service in Afghanistan, including the incident at the Intercontinental Hotel in Kabul in 2011. During the incident at the Intercontinental Corporal Askin was wounded by grenade and rifle fire, yet carried on his mission and rescued guests from the hotel as fire broke out. He was also cited on a number of other occasions for exceptional bravery during operations in Afghanistan.

The Gallantry Star is New Zealand’s second-highest gallantry award, presented for acts of outstanding gallantry in situations of danger.

His parents spoke at his funeral, as did his brother and sisters. Special Operations Component Commander Colonel Rob Gillard also addressed those who had gathered, as did the regiment’s RSM.

Deputy Chief of Army Brigadier Chris Parsons said in his eulogy he counted himself privileged to have been Steve’s Squadron Commander and later his Commanding Officer.

“I first met Steve in 2004. I took an instant shine to him; we’d both grown up among Maori, and we’d both grown up on the land. And like most SAS blokes he was a free spirit with a mischievous streak. In fact, when it came to mischief Steve was an artist. Needless to say, one of my first duties was to save Steve’s fledgling SAS career.

“One of the SAS tenets is to maintain highest standards of discipline. On the occasion in question, Steve and one of his mischief mates, who is in this room, but shall remain unnamed to protect the guilty — took that tenet to mean that they should be last out of the SAS bar.

“Having achieved victory, a gnawing truth became obvious to them. An SAS trooper should eat at every opportunity because you never know when the next meal is coming. So with the agility and poise of trained mountaineers (the hardest men in the SAS), they scaled the Mess roof, disarmed a sunrise and silently dropped behind culinary lines and into the kitchen. Whereupon they encountered a cake — no doubt a special cake — lovingly created by the head chef and her team. It was night hunters versus the cake... the cake didn’t make it!

“The next morning there was an indignant howl from the head chef, the Commanding Officer was on the warpath, the Military Police were called to investigate and we Squadron Commanders were summarily summoned. The cake’s untimely demise had to be avenged and the perpetrators drummed out of the Unit.

“In life, it’s not what you do, but what you do next that shows your true character. It’s not a simple thing to get into troubleshooting with the agility and poise of trained mountaineers (the hardest men in the SAS), they scaled the Mess roof, disarmed a sunrise and silently dropped behind culinary lines and into the kitchen. Whereupon they encountered a cake — no doubt a special cake — lovingly created by the head chef and her team. It was night hunters versus the cake... the cake didn’t make it!

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“In life, it’s not what you do, but what you do next that shows your true character. It’s not a simple thing to get into the SAS. You and your family sacrifice a lot. There was only one witness to the crime, the cake — but it wasn’t talking. But with everything he’d worked so hard to achieve suddenly on the line, Steve immediately owned up, in part to draw any heat away from his mate.

“At that moment, I knew Steve was a man of character. He was one of those rare people that will stand and be counted regardless of the cost and he was someone the Regiment could not afford to lose. At the Squadron Sar’Major and I went to bat several times for him and his erstwhile partner in crime. The best we could negotiate was military jail. Typical of both men, they viewed this as an extended opportunity to do physical fitness, they ran the guards ragged and returned to the regiment to achieve the elusive 100% pass in the regiment’s fitness test.

“Soon after this we were in Afghanistan and Steve, with his superb eye for country, his motor cross and 4WD driving skill, his resilience, mate-ship and practical aptitude was a natural. He was equally at home in the barren vastness of the Taliban’s mountain fortress as he was in the glare of battle — but of the two, it was in the thick of the action that Steve was most alive.

“So why do men like Steve shun safety for danger and adventure? There is a line in the SAS Ode that seems apt. Picture if you will, a group of pilgrims in golden times joining a caravan to travel a dangerous and uncertain road to the sacred city of Samarkand. As they leave civilized safety, the watchman on the wall tries to console those they leave behind with the following words: ‘...it was ever thus. Men are unwise and curiously ungrateful; many of them, instead of being grateful to him who has helped them, think only how they can help themselves. So thank the Good Lord we have men like Steve whose fiery hearts are fanned by hotter winds, who race to the call of action, who allow us to sleep peacefully in our beds free from fear. Steve leaves the Regiment as a man of integrity and his departure marks the passing of a true SAS mate.’

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“So far, it has been very quiet,” a New Zealand Army doctor said of the seven weeks he had spent working at the medical facility in Iraq’s Camp Taji, during an interview in early February.

“In military medicine, boredom is actually a good thing,” his Kiwi colleague said.

Both reservists, the two doctors arrived in Iraq in late December to help provide medical support to Task Group Taji, the combined New Zealand-Australian training mission, over the next 10 weeks. The task group is made up of about 100 New Zealand and 300 Australian soldiers who are training Iraqi troops for counter-offensive operations against the terrorist group Daesh.

Both doctors cannot be named due to the New Zealand Government’s protected identity policy for personnel who are serving or have served in Iraq.

“Our main role is to save life, limb and sight and to stop bleeding – what we call damage control surgery – so that wounded soldiers can be stabilised and then flown to hospitals in Baghdad, Germany or home,” one of the doctors explained.

“Every day, we get ready but hope we won’t be needed.”

At Camp Taji’s medical facility, the two Kiwi doctors worked as part of a multinational team that also includes seven other members of the New Zealand Army, 20 Australian doctors and nurses, a doctor and three nurses from the United States, and a medic from the British Army.

“We’ve got a superb team. Apart from nuances in accent, working together has been pretty seamless,” they said.

The facility has an operating theatre, a two-bed intensive care unit, basic diagnostic equipment and a reliable blood bank from Australia.

“*It’s not fully equipped like a New Zealand hospital but it has the essential equipment needed to provide medical support to the mission*,” they said.

“The Americans can provide aeromedical evacuation should we need it, and we exercise with them regularly to make sure we can work together if we need to evacuate a critically ill patient.”

Taji marks the first time the two doctors, who previously joined the New Zealand Defence Force’s humanitarian missions to the South West Pacific, worked in an active war zone.

The days can be long at Camp Taji as the medical team provides 24/7 support to coalition members and the Iraqi Security Forces they train. Both doctors started their day with group exercise or Physical Training at 6:00am twice a week, followed by breakfast at the US-supervised dining facility at 7am.

Wearing body armour and helmets, they walked to Camp Taji’s medical facility for an 8am start. At work, they could take off their body armour and helmets but their handguns remained in hip holsters.

“We are constantly aware of the threat. We’ve never felt unsafe but even as a doctor, you have a responsibility to protect yourself and your patient. Security is a collective thing and there are no niceties about it,” one of the New Zealand doctors said.

Both doctors left busy civilian practices in New Zealand to provide critical surgical capability to Task Group Taji. The New Zealand Defence Force relies on specialist surgical capabilities from the Reserve Forces for this type of deployment.

“I talked to my family when they approached me about this deployment last year. My 19-year-old daughter asked me, ‘Dad, what would you feel if you did not go and heard that a Kiwi soldier got injured and you could have helped him?’ That helped me make up my mind,” one of the doctors said.

“Although it is difficult to arrange timings with work and so on, it would have been harder for us not to go. We have too young Kiwi soldiers in harm’s way and they deserve the medical back-up they need. So how can we not go?”

Colonel Ruth Putze, the Joint Support Component Commander, said the NZDF recognised the massive commitment made by the civilian doctors.

“The Joint Operational Health Group maintains a small pool of highly specialised clinicians in the Reserve Forces who can boost the surgical capability in the NZDF’s Role 2 facility. These clinicians are deployed on humanitarian assistance and disaster relief operations, Pacific support programmes like Exercise Tropic Twilight and Pacific Partnership, and the full spectrum of conflict operations. This small team of Reserve Officers give up time to assist the NZDF, at great cost to both themselves and the New Zealand hospitals they support,” she said.
Brass band music has been riffing through the veins of Hickman men for generations.

But while Army Band Director of Music Major Graham Hickman likes nothing better than to get behind a trumpet – and he’s pretty good at it according to his colleagues – his success as a leader, he says, is all about collaboration and the people he works with.

A member of the band for 32 years and now leading it, Major Hickman will soon be presented with a Distinguished Service Decoration by the Governor General for his service to the band and music.

While he can raise a racket when he blows his own trumpet, he gives the impression when he sits down for a chat he’s a quiet achiever. He recognises excellence when he sees it, and is quick to encourage and celebrate those who surround him.

His great-grandfather and grandfather were champion brass players but his father didn’t learn until the youngest Hickman was about 10. Father (Barry) and son learnt together, and both played in the Royal New Zealand Air Force band in Ohakea. Graham started on a cornet, progressing to a trumpet. Why? “It has the lead line, and often plays the melody. I just like it,” he smiles.

He joined the New Zealand Army Band when he left school, and served in most of the band’s key positions – instructor, band master, and Officer Commanding of the School of Music – until he was appointed Director of Music.

The band has had some major international engagements, including the Royal Edinburgh Military Tattoo in Lucerne, and the Basel International Tattoo in Switzerland. Queen Elizabeth specifically asked the band to play for her during her Diamond Jubilee.

“The band accompanies the Royal New Zealand Ballet Company Performance of Salute,” says Major Hickman.

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The band’s marching displays are among its most popular – and it plays its own riffs through the veins of military brass band is expected to be."

He relates a story from the 1960s when the band was in Malaya and the CO asked for something different for an inspection march. “The bandmaster played Yellow Bird. The RSM was apoplectic. “You’re not playing that rubbish on my parade ground!” he bellowed. And then the CO said, “I quite like it.” Yellow Bird was played and the crowd loved it.

The band’s marching displays are among its most popular and have evolved over the past 40 years. At the Commonwealth Games in the 1970s the Drum Major introduced several entertaining evolutions and some appealing choreography. It went on from there.

“We’ll do difficult choreography and play entertaining music. And we’re not averse to having a little chuckle at ourselves.”

Most of the band’s members are young, and their youth is tapped into. Guitars, piano and vocals have been introduced, a unique combination that allows the band to play rock and jazz, and have a broad repertoire.

“We keep pushing the boundaries in a positive way. The more relevant we are to people the more likely we are to have an impact on the public,” says Major Hickman.

While the band’s performance looks slick and professional to a casual observer, things can and do occasionally go wrong. It only takes a moment’s inattention on behalf of a musician, and things can turn to disaster. “A conductor’s job is to pick up the threads and get everyone back where they are supposed to be. Whoever has made the mistake gets the look, and they pick it up pretty quickly.”

The invitation by the Queen to play at her birthday celebrations was special, but perhaps equally special was the national tour the band did with the Royal New Zealand Ballet performing “Salute” a Ministry of Culture and Heritage World War One 100th commemoration project. It was the first time a brass band had provided music for a national ballet company, and proved, says Major Hickman, that brass bands can be as effective as an orchestra.

He says he is lucky that most band members are passionate about music and being musicians. “When most of your unit is really keen to do the job, and do it well, all you have to do is be collaborative. It’s about allowing people to come up with ideas, and using those ideas. It helps that we all know each other quite well.”

The band must be selective when it recruits, and keeps a keen eye on the “fit” of the potential member as well as their musical ability.

“They have to be a good fit for the military too, and understand the military ethos. When they are surrounded by people with that ethos they inevitably become disciplined musicians and are a joy to work with.”
It’s the application of good ideas to solve problems that defines innovation. These good ideas are rarely purely original and it is sometimes the application of old ideas in new ways which generates the most successful innovation.

By Private William Steenholdt

This is one of many learning experiences gained from my time working in Army Innovation as an intern through the Reserve Internship Scheme (RIS). The RIS is organised by the Directorate of Reserve Forces and Youth Development and applicable to Reserve Soldiers in their second or final year of university study. As a Reserve Soldier and in my final year of study at Otago University I applied as I saw it as a good opportunity to gain professional experience and insight into further careers in the NZDF. I was successful in my application and worked in Army Innovation from November 2016 to February 2017.

The key project that was chosen by Army Innovation for me to investigate was a magazine speed loader for range use. Magazine speed loaders are a classic example of an existing idea that when applied in new way can become an innovation for Army.

It is a long process to pursue perfection and that lengthy process can mean opportunities are missed where a ‘good enough’ product would have worked. Instigating a Minimal
Viable Product (MVP) approach to solve 80% of the problem as soon as possible gives a fast and ready solution. This is the current approach being adopted to drive Army Innovation. Once the MVP is in use the final 20% can be refined with trial and error. With this in mind an Army-made tabletop speed loader was the focus of the investigation, rather than a more complicated and costly commercial design.

Successful innovation is a team effort and was certainly so in the development of the tabletop speed loader. Trade Training School’s Weapons Wing and The Army Depot both volunteered their own self-made loaders to assist in the design process; the Individual Service Weapon Replacement Upgrade Programme provided expert advice and loaned MARS-L magazines to assist with MARS-L compatibility in the design. School of Military Engineering (SME) supported the innovation development by building a prototype speed loader in December 2016 with particular effort from SGT Matt Smith and Mr Jason Fletcher who led the build and had a prototype completed in January 2017. The pilot evaluation for the speed loader was organised with the help of 25ESS, for their January Army Weapons Qualifications and, after final improvements as a result of 25ESS feedback, 1RNZIR conducted a confirmatory evaluation on Parsons Range in February 2017.

While the final design and supporting documentation is being completed, planning is underway to issue the Tabletop Speed Loader to units and ranges. The design is deliberately simple and can be replaced by units as necessary. With help from DLE and DLEM, a template of the loader will be uploaded to DIXS in the near future for unit level production, aimed to reduce Army level support. User feedback identified that after initial use, soldiers quickly became comfortable using the loader and it became a well liked piece of kit. Once rolled out the loader’s design will continue to be refined through users’ feedback and incorporated into the next version produced.

Thanks to the hard work of SME and other stakeholders this project has come through in record time. This is exactly what DCA, BRIG Chris Parsons, means when he refers to Innovation being about doing our work “simpler and better”. Harnessing our good ideas and developing an innovative culture is part of being an adaptive force in our 2020 vision. Good ideas and innovative solutions from our people, such as the tabletop speed loader, have never been rare occurrences but they are not always acted on. With command support, events like the Army Innovation Challenge and the New Zealand Defence Force Innovator of the Year, innovation is being actively encouraged and recognised.

It is not the first person to have an idea but those who apply it that are innovative. Further promoting innovation and the application of ideas in the NZDF can save time, improve training, lead to new kit, and better protect our people. The Army Innovation Challenge is being run later this year so make sure you use this chance to put forward how we can do our business “simpler and better”.

The next time you see an area for improvement at work share the problem and discuss a solution. Put these forward on either the Army Innovation Page, The Hub Ideas, or a brief email to armyinnovation@nzdf.mil.nz

The recent winners of the NZDF Innovator of the Year and Army Innovation Challenge were:

- The 2016 New Zealand Defence Force Innovator of the Year MAJ Stuart Tylee, was acknowledged for his pioneering employment of an Acoustic Electronic Target System that displays the fall of shot on a tablet at the firer’s mound. MAJ Tylee is currently working with Army Innovation to further develop the concept.

- Winner of the 2016 Army Innovation Challenge PTE (now 2LT) Campbell Smith was recognised for his idea of using drone footage to teach Dismounted Tactics, Techniques, and Procedures. This project is currently under development with Army Innovation.

- PTE William Steenholdt is an Army Reserve Soldier and a student in his final year at the University of Otago. He has been working with Army Innovation in Army General Staff for the summer through the Reserve Internship Scheme organised by the Directorate of Reserve Forces and Youth Development.
A long-standing and committed relationship was reinforced in February when General Jang Jun Gyu, Chief of Staff Republic of Korea Army, met up with serving Army personnel and Korean veterans in Wellington.

The visit was hosted by the Chief of Army, Major General Peter Kelly. The veterans, all of whom are in their 70s and 80s had lunch with the General and his entourage, and were presented with medals and gifts by the visiting Korean delegation.

New Zealand’s defence relationship with Korea dates back to our involvement in the Korean War. New Zealand was one of the first nations to respond to the UN Security Council’s call for assistance, and the country was the second largest troop contributor per capita.

During the visit to New Zealand General Jang was welcomed with a powhiri and inspected a Guard at the Wellington War Memorial. Wreaths were also laid.

Mr Des Vinten, said the meeting was a memorable experience, and he felt “quite privileged” to meet General Jang. He spoke with the General, who said “Thank you for saving my country.”

“The oral communication between us was of necessity limited because of the language spoken, but the interpreters did an excellent job. It was a very warm reception, and the 11 of us (veterans) thoroughly enjoyed ourselves.”

Mr Vinten served in Korea as a dispatch rider with the 1st British Commonwealth Division from 1951–53.

The New Zealand Army’s 16th Field Regiment has a special relationship with Korea.

New Zealand servicemen of 16th Field Regiment arrived in Korea on 31 December 1950, along with 10 Transport Company, a Divisional Signals detachment, joining the two Navy frigates that had arrived into theatre on 1 August 1950. As part of the 27th Commonwealth Brigade they were eventually deployed north of Seoul in the area of the Kapyong Valley in early April 1951.

With Anzac Day approaching it was planned to acknowledge the day with the Australian 3 RAR Battalion and Turkish soldiers also in theatre. On 22 April however a massive communist offensive of some 30,000 troops put paid to this plan and the Battle of Kapyong began.

Kapyong valley had long been used as an approach route to Seoul and should the communists break through the entire front would shatter. Elements of 6 Republic of Korea (ROK) Division, 3 RAR Bn, 2 Princess Patricia’s Canadian Light Infantry Battalion (PPCLI) and The Middlesex Battalion supported by 16 Fd Regt were ordered to hold the line at all costs.

From the 22–25 April massed waves of communist soldiers were repulsed using a combination of infantry holding ground and artillery fire support. At times gun fire was directed onto friendly infantry positions as it was the only way to break up attacks, and by 26 April the communist forces had withdrawn.

The battle was intense; 16 Fd Regt fired some 10,000 rounds in its duration. For its role in halting the attack the Korean Presidential Citation was awarded to the Regiment.

The bilateral relationship continues today through a programme of engagement that includes high-level visits, ship visits, defence talks, bilateral and multilateral exercises and training activities. New Zealand is also increasing links with Korean defence industry. Hyundai is currently building New Zealand’s replacement naval tanker in Busan. New Zealand continues to support peace and stability on the Korean Peninsula today through the deployment of five New Zealand Defence Force officers to the United Nations Command Military Armistice Commission.
The final farewell parade of the New Zealand Korean War veterans Association was held at the Auckland War Memorial Museum on 8 March.

The parade, which was held inside the museum because of heavy rain, was attended by veterans from throughout the country as well as invited guests, including the Chief of Army, Major General Peter Kelly. The veterans were addressed by MAJGEN Kelly, the mayor of Auckland Phil Goff and the Korean Consul General Madam Chang Soon Cha.

Wreaths were laid by the veterans, 16 Field Regiment, the Korean Consul General, MAJGEN Kelly and others. In a moving ceremony the flags were lowered, the Last Post played, and the Ode recited. This was followed by a prayer of remembrance and peace.
When a devastating fire raced through the Port Hills in Christchurch last month a large team of personnel from Burnham Military Camp, in particular the 3rd Combat Service Support Battalion (3 CSS Bn), were among the first to assist.

Soldiers from Burnham Military Camp helped police talk to locals and explain what was happening.
By Lieutenant Melissa Mardon

While Army fire fighters helped get the bush fires under control, 3 CSS Bn’s help involved transport, catering and mobilising the Civil Defence Response Group (CDRG). A Southern Response Task Group (SRTG) HQ was established in the 3 CSS Bn HQ building, where the Officers and SNCOs of 3 CSS Bn were called on to assist, along with support from the 4th Signal Squadron. 3 Transport Company split into day and night shifts so they could carry out the tasks required. Company drivers moved the fire fighters from the camp and Lincoln University to the Incident Control Point at Halswell Quarry morning and evening. The shifts also moved the CDRG to the Police headquarters every eight hours. Drivers moved stores and food to the cordon locations and completed any other tasks which were required from the SRTG HQ.

The Company provided drivers who waited at certain cordon locations to help St John Ambulance staff in case anything happened on the hills. The civil defence tasks included reassurance patrols, security on the cordons and assistance at the Incident Control Point at Halswell Quarry. The group was made up of soldiers from 2/1 Battalion and 3 CSS Bn, and rotated every eight hours.

“Working with the NZ Police, the Navy Reservists, and the American Coastguard was a unique experience. Getting to know them personally and the way they worked professionally was interesting, and adapting to suit the response tested our ability to plan and execute tasks on short notice on many occasions,” said Lieutenant Ted Duncker, 3CSC, CDRG Commander. “I’m looking forward to working with them again in future, as building relationships between our organisations is essential to improving our response to another crisis.”

The role of the CDRG Commander was primarily providing a link between the Police and the Burnham Camp headquarters. LT Duncker was part of a team of CDRG Commanders who came from all units around Burnham Military Camp and rotated in and out of the Police headquarters.

The emergency response troop from Burnham was in the thick of the action with up to five fire appliances and a number of liaison and planning staff actively engaged in the response from the outset. As soon as the southern response task group was stood up liaison staff were despatched to both the Selwyn and Christchurch emergency operations centres where alongside their colleagues from the police, ambulance and fire services they actively supported the emergency efforts; co-ordinating the military response for everything including arranging for a RNZAF C-130 to collect essential fire retardant chemicals from Australia and deliver them to the Port Hills.

Some soldiers from 3 CSS Bn are volunteer fire fighters, and they helped their colleagues from the Burnham Fire Station, conducting shifts and clearing hot spots on the Port Hills. Along with supporting the CDRG, 3 CSC ran a semi-permanent field kitchen at the Incident Control Point. The section fed about 250 fire fighters, emergency service personal, Red Cross, local government and council workers associated with the co-ordination and response to the Civil Defence call-out.

The Commanding Officer of 3 CSS Bn, Lieutenant Colonel Rob Loftus said the NZDF lost no time in going to the aid of the community in Christchurch as soon as the fires broke out. “They supported both the police, St John Ambulance and of course the fire fighters. The NZDF team based out of Burnham has demonstrated once again that we are capable, agile and a force that New Zealanders can rely on.”

Flames reach up through the Port Hills

By Lieutenant Melissa Mardon

Photograph: Constable Kurt Davison
by Luz Baguio, Public Affairs Manager – Joint Forces New Zealand

The 17-member Light Engineering Team sent by the New Zealand Defence Force (NZDF) to Antarctica in early February is working at a robust pace, unfazed by constant daylight and temperatures dipping to as low as minus 26 degrees.

“The work is progressing smoothly. The engineers are showcasing their skills and are getting tasks done earlier than expected. Their can-do attitude means we are likely to complete more than what is expected before we leave the ice,” Lieutenant Cam Gurney, the Commander of the Light Engineering Team, said.

“Although the weather is a continuous challenge, doing physical work in these conditions has been a test and is a testament to the hard work the team puts in on a daily basis.”

Fourteen engineers and three maintenance fitters deployed to McMurdo Station in Antarctica for six weeks on 1 February. Their primary tasks include raising the floor of the Vehicle Maintenance Facility, replacing the grout on the floor, demolishing three buildings, repairing an accommodation block and removing a steel water tank from the top of one of the buildings.

At the Vehicle Maintenance Facility, Army engineers and maintenance fitters cut welds under the floor on the support beams, used 75kg hydraulic jacks to raise the floor to the desired height and welded steel shims to hold it in place. They then removed more than 600m of grout on the floor with hand chisels and mechanical equipment and replaced it with a waterproof sealant.

“This task was our main effort as water would pool in the sunken surface of the workshop, creating a hazard once it freezes. It was quite a challenge for our personnel as the area under the floor is quite tight, with a maximum height of only 1.2 metres,” Lieutenant Gurney said.

He said the Army engineering team quickly integrated with staff engaged in the United States Antarctic Programme and had been running a lunchtime circuit training at McMurdo Station.

“We have integrated well with the community here. The morale amongst the contingent has been high. Our members are happy to put in long hours when required and are keen to explore during their downtime.

“Every task we undertake has been an opportunity to showcase our work ethic and professionalism. For example, we completed one of the tasks almost two weeks ahead of schedule. What’s most rewarding is the gratitude shown for the work of our personnel,” Lieutenant Gurney said.

The deployment, which ended mid-March, marks the first time all but one of the members of the contingent had been on the continent.

Sapper Michiel Van Der Wal, one of seven carpenters on the contingent, described the deployment as a “once in a lifetime opportunity”.

“It’s a great working environment with stunning scenery,” he said.

Sapper Jonathan Darby, a field engineer, agreed: “It has been challenging working in this harsh environment but the amazing views and the interesting people make it extremely rewarding.”
By SPR Daniel Besenyő

The NZDF has been involved with Antarctica ever since Able Seamen Tito raised the flag for the first time in 1957. Being the youngest person with the contingent this was considered an honour and later became a tradition.

Since then the NZDF has always supported Antarctica NZ by sending personnel from all three services and various trades during the summer seasons.

NZDF personnel are deployed in various roles in Scott Base as part of Op Antarctica, and in January 2017, McMurdo (American Base) and Scott base saw additional personnel from NZDF arrive to support the ship offload.

Defence Force drivers have been operating trucks, cranes and other heavy equipment that have been in use for decades. The operators work shift hours to complete the given tasks within the ship’s deadlines.

As plant operators we are responsible for the unloading and loading of containers that will be returned to New Zealand within a week. This requires months of preparation as the containers have to be sorted, weighed and moved to McMurdo within a short time frame.

At this busy time of year we also have our daily duties that need to be carried out, including rubbish removal, machine maintenance and general outdoor duties.

Sappers Kieran Anderson and Leon Hunter demolish a building.
Reflecting and looking forward

2016 was a demanding year for our people, both here and overseas with Cyclone Winston and Fiji and back home after the Kaikoura earthquake.

As an Army we ask and expect a lot from everyone and it’s extremely rewarding to see the passion and effectiveness of our people working hard to get the job done in a professional manner. Last year we asked you to tell us how we can make Army an even better place to work so that we can continue to support you. This was done through Census16 and the results were pretty clear in terms of what you told us we are doing well and where we need to make some improvements.

What we’re doing well

Contributing towards Mission Success – Many of our people are able to see how their work contributes to the success of the NZDF, Army and their unit, which is reassuring to see. When people can see how the work they do in their unit positively impacts on mission success, it shows the real value of their efforts. This is echoed by the fact many people said they felt a sense of belonging to their unit and most of our people said they are proud to work here.

Health and Safety – Most of us agreed that the NZDF is committed to the health and safety of its people and Army so they can see how we are all pulling in the same direction. People need to feel we have clear sense of where we are going and our efforts are coordinated across the NZDF and Army so they can see how we are all pulling in the same direction.

Responding to Performance – Most of our people still feel that poor performance is not dealt with effectively. We need to get better at having difficult conversations with those who are struggling to perform. On the opposite side, many people believe that outstanding performance is not rewarded and that there is not enough recognition when others do good work. This could be due to our tendency to be modest as a nation and having a bit of a ‘tall poppy’ syndrome. Nevertheless, it requires a shift in our attitudes around publically or privately recognising and praising people when they do a good job so we can celebrate success.

Communication – Although an improvement from last year, our people still feel we need to improve communication within the NZDF to make it more open and honest. It is also important that our people feel their views and opinions matter and that they can share these freely.

We will continue to focus on improving these areas this year. We also want to hear any success stories where things are being done by leaders, teams and units to improve these areas or others.

Areas to improve

It is great to see the areas we are doing well in and it’s also important to build on these whenever we can at all levels of the organisation on a daily basis.

Vision and Common Purpose – Many of our people feel we can improve on our vision at the NZDF, Army and unit level. Related to this is the fact that many people believe that there is a lack of common purpose within the NZDF and Army. People need to feel we have clear sense of where we are going and our efforts are coordinated across the NZDF and Army so they can see how we are all pulling in the same direction.

Areas to improve

We also want to hear any success stories where things are being done by leaders, teams and units to improve these areas or others.

It’s important to recognise these achievements. And remember, this is also an area you said we need to improve on.

You told us. What is the one thing more than anything else that makes the NZDF a great place to work?

“The comradeship and the understanding that I contribute to New Zealand society in a way that not everyone can.”

“The sense that we are individually and positively contributing to something greater than self-important work that needs doing.”

“Pride in the uniform and being part of the New Zealand Army.”

“The NZDF cares for your health and well being.”

You told us. What is the one thing more than anything else that needs to change to make the NZDF a great place to work?

“A clear common purpose and direction on being a credible 21st century Defence Force.”

“Where possible all three Services should be working together towards a common goal. At the current time we’re maybe half way there, we can get better.”

“Addressing poor performance for what it is – poor performance. People should be held accountable for their decisions and performance and they currently are not.”

“Better communication about role expectations and feedback, and future plans.”
LIGHT MORTAR – ENHANCING COMBAT CAPABILITY

By Major Craig Wilson, Land Combat Working Group

The Light Mortar project has passed a crucial milestone with the recent agreement to purchase the Hirtenberger M6 895mm Mortar System. The mortars and ammunition are now being manufactured in Austria and should be in New Zealand by mid-2017. The Light Mortar System will be introduced in to service from late 2017 to mid-2018.

The Light Mortars will be employed by Infantry and the Special Forces, and maintained by armourers along the same lines as other support weapons. Light Mortars will be flexible, easily employable and potent weapons.

Weapons

The Light Mortars come in two types: The M6 895mm Bipod Mortar (which can be converted to operate as a heavier and longer handheld mortar); and the M6 640mm Bipod Mortar (which can be converted to operate as a handheld mortar). There are three heavier and longer handheld mortar); and the M6 60mm Mortar System. The mortars and ammunition are now being manufactured in Austria and should be in New Zealand by mid-2017. The Light Mortar System will be introduced in to service from late 2017 to mid-2018.

The Light Mortar project has passed a crucial milestone with the recent agreement to purchase the Hirtenberger M6 895mm Mortar System. The mortars and ammunition are now being manufactured in Austria and should be in New Zealand by mid-2017. The Light Mortar System will be introduced in to service from late 2017 to mid-2018.

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Operation

Both the Light Mortars will be operated without a fire control system using the direct lay technique. The handheld mortars have a maximum range of 1950m and the bipod mortars have a maximum range of 3200m (ammunition dependent). Their crew requirements are flexible, and Infantry and Special Forces leaders at all levels have a role to play to get the best out of the system.

Ammunition

Light Mortar ammunition is expensive; the rounds cost very similar prices to 88mm mortar ammunition. But live simulation or training ammunition should ensure that operators get regular and meaningful hands-on training that allows them to be confident when they fire live. Live ammunition includes HE (Point Detonating fuse only at this stage), Smoke (non-WP), illumination and IR Illum (SF only). There is also a full range of lightweight ammunition coming that limits the bipod mortar range, but enables more efficient use of the handheld mortar. The live sim round is a reusable inert shell with a charge inserted that fires appx 100m and can be used ‘in camp’, and the project team is also looking at a pneumatic trainer for similar training.

Training

Training will be designed by New Zealand Defence College with input from the Combat School and Trade Training Schools; possibly with assistance from the Capability Branch Transition Team in to Service Team. The TRADOC Schools will sponsor initial train the trainer and train the maintainers courses and ongoing development training. But units will deliver operator training, and will be key to generating a capability that achieves the planned benefits.

Project Delivery

The Light Mortar project is on track to deliver a new capability quickly given that manufacture of the systems and ammunition takes a year, and ammunition ships only come to New Zealand once or twice a year. The project team is pictured with Mr Carsten Bath and Mr Tony Hornbrook from Hirtenberger. As a minor project the Project Manager Ms Angela Marsh is co-ordinating NZDF delivery agencies, who are working as a team and doing a great job of managing competing priorities. In the future new units will become involved in delivery of the Light Mortar. The current timeline will see operator training starting in early 2018.

ODE READERS REQUIRED

Every day at 5pm, a Last Post ceremony is conducted in front of the Tomb of the Unknown Warrior at the Pukeahu National War Memorial. The service, which lasts approximately seven minutes, incorporates the lowering of the two New Zealand flags, the playing of the Last Post, the observation of one minute’s silence and recitation of the Ode of Remembrance in both te reo Maori and English.

Individuals as well as groups are encouraged to participate in these ceremonies. We are currently seeking people to read the Ode of Remembrance at the Daily Last Post Ceremony at the National War Memorial in the coming weeks.

If you wish to read the Ode of Remembrance in either English or te reo Maori, please email commemorations@nzdf.mil.nz with the following information:

- Name:
- Email address:
- Contact phone number:
- Available date(s):
- Whether you wish to recite the Ode of Remembrance in te reo Maori, English or both.

The Headmaster and President of the Old Boys’ Association of Christchurch Boys’ High School invites all Old Boys serving in the:

Royal New Zealand Navy
Royal New Zealand Army
Royal New Zealand Air Force

To attend the Official ANZAC Day Service at 10:00am on Tuesday 25 April 2017 to be held in the Marquee in front of the WW1 Memorial Shrine.

Details will be on the Invitation Card

Please advise if you wish to attend by e-mailing your request to: jim.blairs@clear.net.nz and an Official Invitation will be forwarded to you.

The Guest Speaker this year is Brigadier Michael Shapland, Land Component Commander
The Chief's Forum is made up of a selected diverse group of officers and soldiers, regular and reservists, from across Army. The experience level is anywhere between 2–12 years' service. Collectively they meet quarterly and when required attend other working groups and seminars as directed by CA. Selected members may be called upon by CDF to join other personnel form across Defence to discuss matters and provide feedback.

The Chief’s Forum first gathered in Waiouru last December and more recently in Wellington. Both of these opportunities allowed two way engagement between the CA, SMA, guest speakers and forum members. As part of the February Forum, an Army 2020 refresh workshop was convened to determine what is understood about our Enhanced Combat Capability. Some great ideas and suggestions were presented which will help our people better understand our way forward as an organisation.

Each time the Chief’s Forum meets, a programme is promulgated in advance so members can speak to wider Army personnel, seek their innovative thoughts and come prepared for discussion. The day has a mixture of workshops, discussions and developmental activities for forum members. To date, the Chief’s Forum has provided our people with an opportunity to have direct input on strategic issues. We look forward to the continued support across Army as units release forum members in order to help our organisation succeed now and in the future.

A wise man once said, “The future belongs to those who prepare for it today” – Malcolm X

FAQ’s for managing your leave during a holiday period

1. I want to change/delete my leave pass? Any amendment or change to an existing leave pass is not automatically approved via ESS or MSS. To ensure that your changes are processed, you will need to check with your 1 Up Commander/Manager that the leave changes have been received. Your 1 Up Commander/Manager needs to approve your leave changes.

2. What if my 1 Up Commander/Manager has been posted or is away? If your 1 Up Commander/Manager is not available to approve your leave change, please contact HRSC and we will action your request.

3. I am a 1 Up Commander/Manager and I am going on leave/ being deployed, how do I manage the leave requests for my team? If you are a 1 Up Commander/Manager and will not be available to process leave requests for your team, please ensure that you set up your MSS substitution. If you require assistance to set up your MSS substitutions, please contact HRSC.

If you need help, contact the HRSC 4777 (selecting option 3, then option 3)
If you would like to see a specific topic covered or have ideas for new topics, please email Bev-Anne Jennings (BEV-ANNE.JENNINGS@nzdf.mil.nz)

Release Documentation if your release date is between 14/04/2017 and 25/04/2017

All Release documentation, as detailed by your case Manager, is to be provided to HRSC prior to the revised pay cut off dates above. This will allow all action to be completed prior to your release and payment to be arranged in the pay period immediately following your release date. Any questions around this are to be directed to your Case Manager.

HRSC staffing over these holiday periods

<table>
<thead>
<tr>
<th>Date</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Friday 14 April 17</td>
<td>CLOSED – Easter Weekend</td>
</tr>
<tr>
<td>Monday 17 April 17</td>
<td>Normal operating hours resume</td>
</tr>
<tr>
<td>Tuesday 18 April 17</td>
<td>Normal operating hours resume</td>
</tr>
<tr>
<td>Monday 24 April 17</td>
<td>CLOSED – Anzac Day</td>
</tr>
<tr>
<td>Wednesday 26 April 17</td>
<td>Normal operating hours resume</td>
</tr>
</tbody>
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EASTER/ANZAC PAY, LEAVE CHANGES

2017 Easter Weekend and Anzac Day Payrun Timetable and Key Dates

Due to the Easter Weekend Public Holidays and Anzac Day there are revised pay cut-off deadlines for all pay runs occurring during the period 14–25 April 17.

The table below provides the key dates to ensure what action is required and by when, to meet these new dates. Any pay related documents (such as Reserve Force Training) received after the revised pay cut off deadline/s will not be actioned until the following pay, resulting in a delay of payment.

<table>
<thead>
<tr>
<th>Normal Pay Date</th>
<th>Date when your pay will be credited into your bank account</th>
<th>The REVISED pay cut off deadline for this pay day (i.e. where all pay related documents have to be submitted to the HRSC)</th>
<th>When will HRSC run the payrun for this pay day</th>
<th>What happens if I submit pay related documents after the new revised pay cut off deadline for this pay day</th>
<th>Note: Payrun Non-Op personnel will be Thu 13/04/17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wed 19/04/17 (CIV)</td>
<td>Wed 19/04/17</td>
<td>NLT 1500 13/04/17</td>
<td>Tues 18/04/17</td>
<td>It will not be processed – payment will be made on pay date Wed 03/05/17</td>
<td>Mon 24/04/17</td>
</tr>
<tr>
<td>Thurs 27/04/17 (including Non-Op personnel) (MIL)</td>
<td>Thu 27/04/17 (normal payment day(s) for Non-Op)</td>
<td>NLT 1200 20/04/17</td>
<td>Mon 24/04/17</td>
<td>It will not be processed – payment will be made on pay date Thu 11/05/17</td>
<td>Mon 24/04/17</td>
</tr>
</tbody>
</table>

The Chief’s Forum provides a mechanism to increase internal engagement across Army. The purpose of the forum is to provide a junior perspective to strategic issues that face Army both now and in the future. It is a chance for us as an organisation to address specific areas of concern that have previously been identified internally and externally. It provides the CA with an opportunity to listen first hand to issues, consider initiatives and listen to members’ recommendations. It’s an opportunity for members of the forum to understand strategic initiatives, provide their input and on completion return to their units across Army and communicate the story.
An exercise in San Diego involving a Troop Wellington East Coast Squadron, QAMR, and Diablo Company, 1st Light Armoured Reconnaissance Battalion, provided training in a very different environment, writes Lieutenant Scott Gray, Troop Commander, WEC Squadron.

The first week with 1st LAR consisted of a crash course on the relatively similar platform of the USMC LAV-25 and covering some pre-live fire testing. The scouts got familiar with the M4 weapon system and shared in training with the Marine scouts; this saw the scout sections going head to head whilst in Camp Pendleton with some Kiwi ingenuity and cunning teaching some valuable lessons to both sections.

The troop then conducted an initial live fire shoot at Range 409 in Camp Pendleton. This included live fire engagements from multiple battle positions by day and night. The Kiwi crews showed the Marine crews the differences in how we operate the turret and apply fire to engagements. On day 3 we conducted a Live M4 shoot thus concluding our first live fire phase.

Prior to stepping off to 29 Palms California the troop got to celebrate Thanksgiving weekend within the local area with the new Marine friends they had made during the last two weeks. With this last prep complete the troop and D Coy complete moved to 29 Palms for Exercise Steel Knight.

29 Palms was a very different environment from coastal Camp Pendleton and Waiouru. Vast desert landscapes provided a great change in scenery and made for some very diverse training. Diablo Company provided the lead manoeuvre force and was tasked with clearing a corridor supported by the Company Fire Support Team (FST) practising their co-ordination of Air and Indirect assets over three days.

The live firing began with a platoon attack by fire onto an enemy objective. The company conducted a breach with the Kiwi troop conducting the assault and securing the enemy objective. Diablo Company then moved forward and adopted a screen where a company initial delay battle was fought. The company then withdrew into the main defensive battle where they were supported by Amphibious Assault Vehicles, LAV-25 TOW Variants, Humvees with multiple weapon systems and Marine dismounts on the ground, all with pre-dug positions. The Marine FSTs brought to bear all the indirect firepower assets they had for the defensive battle, which was spectacular to watch. Upon completion, we headed back into Camp Wilson and prepared for being the enemy party for the force on force portion of Exercise Steel Knight.

As the enemy forces, Diablo Company’s tasks were to delay and attrite 3rd LAR, 1st Tanks and 3rd Bde HQ as they cleared to their objective to the south. NZ Troop placed out dismounted Observation Posts (OPs) to cue engagements by Indirect Fire, Close Air Support, Anti-Armour and LAV-25. Amongst the OPs were dummy OPs set out to confuse and delay the enemy’s advance.

With the trap set, it was now a matter of patience and discipline. This played out over a 36-hour period, which saw Kiwi Troop’s vehicles occupy a vehicle hide during the first 24 hours while a USMC platoon lured the enemy recon down our avenue and towards our waiting OPs. With thermal camouflage netting, preventing observation from air assets and enemy movement down the main avenue of approach, NZ Troop remained hidden. Scout OPs were highly effective in bringing down indirect on unsuspecting high value targets whilst remaining undetectable. The frustration of not being able to detect or engage the OPs increased the pressure on the Lead Company. After 20 hours heavy casualties had been inflicted on the Enemy 3 LAR and an exercise reset was brokered by the Exercise Control, allowing them to start again.

The remaining time in exercise saw the already delayed enemy push his main advance quickly down our corridor with tanks leading the convoy. It was a surreal experience for the troopers to see the large and sinister M1 Abrams coming through our thermal and past the OPs. NZ Troop successfully hid from their advance until high value C2 elements presented themselves cueing our ambush. The ambush and subsequent tasks achieved high casualties on the Brigade and the After Action Review provided some extremely valuable lessons learnt for both sides in dispersion, movement and camouflage.

Exercise Steel Knight was a great experience for all involved and created a good foundation for the partnership to come.

A USMC LAV-25 waits at the range start line for the individual vehicle FME. The Company experienced heavy rain for 24 hours, which was the worst California had experienced all year.
A platoon of Canadian soldiers from The Toronto Scottish Regiment (Queen Elizabeth The Queen Mother’s Own) trained with 5/7 RNZIR on Exercise Bapaume in Waiouru last month.
The “Tor Scots” as they are known, are a Reserve Infantry unit from Toronto, Canada. They contributed personnel to Operation Enduring Freedom in Afghanistan 2002–2009 and other subsequent operations around the world.

The personnel were mainly drawn from The Toronto Scottish Regiment, with some also drawn from other units of 32 Canadian Brigade Group.

It is the first time any of them had been to New Zealand, and for some, it was the first time they had eaten lamb.

The training included a live grenade throw, live field firing (both pairs and Sections) using mobile SART targets, 40mm rifle grenade live firing, anti-armour sub-calibre firing, and charge directional fragmentation firing.

It culminated in a three-day close-country exercise in the Karioi Forest where the sections and platoons searched and cleared their designated areas of operation, feeding back information and intelligence for coordinated platoon-level attacks at the end.

The Canadians were fully integrated throughout the sections and platoons, holding a mix of command and second-in-command appointments.

An Australian Corporal from 1st/19th Battalion, Royal New South Wales Regiment, in New Zealand on Tasman Exchange, also took part in the exercise.

Personnel from 5/7 RNZIR completed their Required Fitness Level, the Basic Watermanship Swim Test, and the Land Combat Fitness Test throughout the exercise.

The Battalion welcomed the Canadians onto the National Army Marae, the home of Ngati Tumatauenga, with a rousing haka, followed by a briefing on Maori culture and history.

The Tor Scots have invited 5/7 RNZIR to their main Brigade exercise in August 2018.

Exercise Bapaume is named after one of the Battle Honours on 5/7 RNZIR’s Regimental Colour. The village of Bapaume, in northern France, was where the NZ Division, after fierce fighting, forced the Germans to abandon the village, before capturing the village and advancing east before consolidating.

Three Victoria Crosses were awarded to the NZ Division after that battle.

“This exercise has demonstrated that Kiwis and Canadians are interoperable, right down to the section level,” said Major Peter Martinis, Royal Canadian Regiment, Contingent Commander.

“Bilateral or trilateral exercises are critical to ensuring full interoperability and Exercise Bapaume has achieved just that; Kiwi and Canadian soldiers have proven it.

“The exercise covered off a number of allocated battle tasks for the unit, with the field exercise allowing the sections to run through numerous section immediate action drills and section attacks under directing staff guidance.”

Commanding Officer, 5/7 RNZIR Lieutenant Colonel Brendon Jull, said working with the Canadians was a chance to enhance interoperability, extend knowledge on organisational workings, equipment and capabilities, and to foster and develop better relations and mutual understanding. “From talking to exercise participants, they thoroughly enjoyed the exercise and having the chance to exchange stories and experiences with each other,” LTCOL Jull worked with Canadians in Afghanistan and also studied extramurally through the Canadian Forces College in Toronto.
NO SHORTAGE OF EXCITEMENT IN KOREAN HOTSPOT

Staff Sergeant Tony Watson, RNZAC, has been deployed to the Republic of Korea (ROK) as the United Nations Command Military Armistice Commission (UNCMAC) DMZ Operations Officer since October 2016. It’s an interesting deployment in a country where there is always something going on, he writes.

There are four other Kiwis serving in UNCMAC in various roles under the deployment name of Op MONITOR. UNCMAC is one of the three Commissions established by the signing of the Korean War Armistice on 27 July, 1953, and is responsible for supervising adherence to the Armistice Agreement by the United Nations Command (UNC) forces stationed on the southern side of the Demilitarized Zone.

My role within UNCMAC is the Operations SNCO. I was part of a team that deployed to the North West Islands to observe The Republic of Korean Army (ROKA) conduct bi-annual indirect live field firing exercises. This was conducted on the two islands closest to North Korea on the western side of the peninsula. The Islands are known as Yeonpyeong (YP-Do) and Paengnyong Do (PY-Do).

The two countries are only separated by three kilometres in this area and it is therefore a very sensitive part of the border between South and North Korea. It has been the flashpoint for engagements between both countries for a number of years.

On the 23rd November 2010, as the ROKA was conducting their live field firing exercise, the North Koreans retaliated and engaged PY-Do Island with highly accurate indirect fire, which occurred within minutes of the ROKA fire plan being completed. The damage was substantial, with four people killed (two military and two civilians) and 22 wounded.

The North Korean forces fired around 170 artillery shells and rockets. The shelling caused widespread damage to military structures and civilian homes on the island, and the ROKA responded with robust counter battery fire. This incident caused an escalation of tension on the Korean peninsula and it prompted the UNCMAC to show a presence during subsequent exercises.

My task was to see that the ROKA’s K-9 Self-propelled Artillery was engaging in the correct direction and within the authorized engagement area on PY-Do Island. We deployed by helicopter from Seoul to arrive at the island for a briefing in the afternoon, where we were divided into two teams consisting of Kiwis, Americans, Canadians, ROKA, and a few linguists. Due to clear weather the helicopter flight occurred. If it hadn’t we would have had to get a ferry that consisted of a crossing very similar to the Cook Straight on a really bad day.

The first part of the task was to liaise with the Observation Post over-looking the North Korean Coast and get a thorough brief on what had been happening. We then looked at some of the defensive positions set in place, and had further briefings confirming fire plans.

The Battery I was assigned to observe used the K-9 Self Propelled Artillery vehicle which was in position and conducting final confirmation checks prior to H-Hour when we arrived. We were escorted to our protective bunkers and briefed on any ‘actions on’ procedures to take if there was a repeat of the 2010 incident. We then confirmed the bearing of the guns and watched the exercise take place. Within minutes it was over and the K-9’s were either re-oriented north or moved back in their bunkers.

On the way back to meet up with the other teams, I was taken to a Memorial where a ROKA SNCO was killed during the 2010 shelling. There is a tree at the memorial that has his cap badge embedded into it as a result of the blast. The SNCO was running to assist others when he was killed and the ROKA have made this memorial, encasing the cap badge within a Perspex case to secure it alongside a brief on the incident.

We then visited the location of the township that was the site of the 2010 bombing. It has been turned into an excellent museum with the infrastructure and technology to tell the full story.
Kiwi UNCMAC member teaches Korean students inside the DMZ

By Captain Sara Tuapawa, RNZAMC

I am currently on deployment in South Korea working in the Demilitarized Zone. This is the zone between North and South Korea that separates the two countries as part of the Armistice Agreement that was signed 63 years ago. This agreement was intended to be a ceasefire in order for peace negotiations to be conducted, however no one ever expected it last this long and it is now one of the most militarized zones in the world. My job is the Assistant Joint Duty Officer and I am responsible for ensuring the Armistice Agreement is adhered to within the DMZ, communicating with the North Korean People’s Army and providing orientation and education to international leaders and senior military personnel who visit the southern side of the DMZ.

Working as part of the United Nations Command Military Armistice Commission has enabled me to have a glimpse into Taesong Dong or Freedom Village, which is unique as it is within the DMZ in South Korea. I have spent some of my time at the local Taesong Dong elementary school teaching an English class.

The village residents don’t have to pay taxes and are exempt from the mandatory military service (which is two years of service for all other men in South Korea). They also have some of the best farmland in South Korea as well as a competitive school. However, they have to live in the DMZ, with North Korea on their doorstep. There is a constant threat as they are living on the world’s most heavily fortified border. The village also hears round the clock propaganda that is broadcast from North Korea. It is very loud however the villages are so used to it, they no longer pay any attention to it (myself and my other Kiwi counterpart are yet to master ignoring this and it still keeps us awake at nights).

North Korea also has a village within the DMZ—Kijong-dong—commonly known here as the Propaganda Village as this is where the loud speakers are. A number of the buildings have painted-on windows and doors, which are designed to entice South Korean residents into the North. These two villages also have two of the tallest flag poles in the world, which is an embodiment of the one-upmanship that has characterised the conflict since the Korean War ended. South Korea erected a 100 metre flagpole in the 1980s; North Korea responded by building one that is 160m.

The population of Taesong-dong is just over 200 and this is strictly limited to descendants of the original villagers before the war. Women are able to marry into the village, however men are not. This is due to the government not wanting men to exploit the military service exemption. Most men of the village do volunteer to carry out military service as a sign of gratitude to the government.

The Taesong Elementary School and kindergarten are highly competitive because there is a high student to teacher ratio, however, due to the aging population, children are bused into the DMZ to attend this school. UNCMAC members, including Kiwis and Americans, teach at the school.

Taesong-Dong residents are provided security by the UNC Security Bn, including when they are tending their crops. Residents feel safe within the village, although there is an outside perception that it may potentially be dangerous. Teaching the children of Taesong-Dong is a very interesting and rewarding. It was not what was expected during this deployment, however the importance of this school is evident in teaching the young generation about the Armistice Agreement, and the history of it. There is a very strong message that the village is a Peace Village and that the school is also a symbol of peace.
At camps and bases across the country the national Performance and Evaluation (P&E) Team is helping sailors, soldiers, airmen and women, and civilians further their skills and knowledge through evaluating their learning experiences in the NZDF.

P & E is part of the NZDC HQ Learning Directions Team and provides performance and evaluation support to inform evidence-based improvement of NZDF training and education.

The 13-person team’s headquarters HQ is based at Hokowhitu with evaluators located at all main camps and bases.

“Our team works in partnership with Learning Providers to ensure the provision of training and education is fit for purpose, demonstrates value, and contributes to meeting current and future individual, collective and operational output requirements,” said Jenny Lupton, National Manager P & E.

The learning performance across the NZDF is focused on:

- Ensuring the right learning is delivered to the right person at the right time, and
- Gauging that NZDF learning meets identified organisational capability and strategic requirements.

As well as offering a range of products, managing individual training, and course surveys, the team’s outputs contribute to common and joint individual training and education delivery.

“Some of the benefits of undertaking evaluation and using the results include an improved ability for:
- Informed planning and decision making across all organisation levels
- Evidence-based continuous improvement
- Increasing the value of learning
- Training design and development, and
- Training delivery

All are key to helping the NZDF understand how training is being received and used.

“We work with many diverse stakeholders across the NZDF, therefore it’s vital we understand their individual needs and work with them to achieve the best solutions to ensure learning and training is fit for purpose,” said Mrs Lupton.

“The data we gather from your team on specific courses gives us the ability to lead from afar and identify potential issues, and also when something is working well that could benefit our other schools. We use the information to highlight where deeper analysis or investigation is required to either improve our effectiveness or to rectify potential problems before they become a reality.” (Feedback from the Defence Training Institute)

To contact the P & E representative for your location visit the NZDC Intranet homepage and select: Headquarters Group, then Performance and Evaluation.

Got further questions? We are here to help so please email us. NZDCPerformance&Evalu@nzdf.mil.nz

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**3 + 2 + 1 = Charity**

**Journey Continues**

By Major John Humphries

In December I completed 5 Half Ironman events over 3 consecutive weekends to make up the ‘3’ of the 3+2+1=Charity. These events were the Iron-Maori Half Ironman in Napier on 3 December 2016, followed by the New Zealand 70.3 (Half) Ironman in Taupo seven days later, followed by the Rotorua Half Ironman on 17 December 2016.

Each of these events are great and if anyone is thinking of doing a Half Ironman which is 1.9 km swim, 90 km cycle, followed by a half marathon run of 21.1 kms, I thoroughly recommend the Iron-Maori event. Everyone has their give-it-a-go face on, unlike other events where competitors take it more seriously. This is a great stepping stone if anyone is also considering a full Ironman for the camaraderie, alternatively the Taupo 70.3 is on the same course as Ironman if you wish to use that as an option to test and adjust before an Ironman. Rotorua is a harder, hillier course, and you need to keep your wits about you on the bike due to the downhill speeds that can cause a few accidents.

In February and early March I competed two Ironman distance events over two weeks to make up the ‘2’ of the 3+2+1=Charity. These events were the Challenge Wanaka on 18 February, followed by the Kellogg’s Nutri-Grain Ironman New Zealand in Taupo on 4 March.

Both were hard work with the Challenge Wanaka being a harder course due to the terrain, but I found the New Zealand Ironman harder still. The wind also made it a hard day out, being thrown around like a rag doll in the lake during the 3.8 km swim, let alone the head winds on the two return legs from Reporoa to Taupo for the 180 km cycle. The marathon run of 42.2 kms went well for the first lap, but my legs didn’t like me for the last two laps of 14 kms each.

From here I head to Noosa, Sunshine Coast in Queensland Australia in May to defend my Military and Emergency Services Division Title, which I won at Ultraman Australia last year. This makes up the ‘1’ of the 3+2+1=Charity. Ultraman is a gruelling 515 kms of swimming, cycling and running over three days with set time cut-offs at various stages.

If you wish to donate to my charity of the Children of the Fallen Heroes, which is what the 3+2+1=Charity is all about, then please use the link below. One hundred percent of the funds raised goes to the cause. I am paying all other expenses myself.

https://givealittle.co.nz/cause/ultrahumps

Major John Humphries
FOURTH PLACING IN MASSIVE FIELD FOR LCPL GOOD

The ninth Tarawera Ultramarathon took place recently, and in the starting line was Army carpenter Lance Corporal Andy Good.

The event featured a massive field with over 1500 competitors, which for the first time included more international than New Zealand entrants. Tarawera is the second race in the Ultra Trail World Tour (UTWT), which meant some amazing professional runners entered the race in their hope to grab crucial points toward the UTWT championship.

The main event was the 102km distance; however, due to an average build up after working through an injury, my coach suggested that I take part in the shorter 62km event instead.

The 62km was still a pretty tough course and featured around 1400m of elevation gain. The trail was ever changing. Throughout the course of the day it morphed from technical single track trail with tree roots and steep downhills, to fast flowing forestry roads towards the finish.

The day itself went pretty well. In distance running when you are going through a high you have to make the most of it because when the lows hit they can be severe. I was surprised that the body held up so well given the lack of decent training. With a few tumbles and war wounds I finished up 4th overall in a time of 5 hours 28 mins.

All in all it was another great experience and I was rapt to be able to represent the Army whilst mixing and mingling with some of the best in the business.

I’d like to take this opportunity to thank the physio teams who helped me manage and work through my injury over the last couple of months. We are very lucky to have such a good service on our doorstep free of charge.

The next few months are going to be exciting with the hope of running in a fairly major event overseas in May. Once the entry has been confirmed I look forward to putting together a solid training plan that will hopefully allow me to represent the Army to the best of my ability.

If anyone else in the service is interested in pushing their boundaries and wants to get involved with distance trail running please feel free to give me an email and I’ll be happy to help out in whatever way I can. Happy running.
The women from 2CSSB and the men from TG6 were the winners when the 2017 Inter-Unit Touch Tournament was contested in Linton Camp recently.

The competition identified players for selection for the NZ Army Mens and Womens Touch teams for the 2017 Inter-Services Tournament.

Nine mens and two womens teams entered the tournament this year. Two Manawatu teams (U16 Girls and U16 Boys) were invited to participate to assist with the draw and to prepare them for the Junior National Tournament which is held in February each year.

The men’s draw was divided into two pools, where each team played everyone once. To qualify for the semi finals teams were required to place either 1st or 2nd in their respective pools, with 1 RNZIR placing 1st and 2 ER placing 2nd in Pool A. Pool B was a tight competition between TG6, 16 Fd Regt and the Barbarians, with the last round proving to be the determining factor as to who would place where. All three teams were tied in overall points so the next contingency of “points for each team” was used. This saw TG6 earn 1st place and 16 Fd Regt gain 2nd place (narrowly edging out the Barbarian team). The remaining teams in each pool played the opposite place getters in the other pool, for the minor positions.

**MEN’S FINALS**

With the semi finalists chosen, 1 RNZIR played 16 Fd Regt and TG6 played 2 ER. Both games were exciting and lived up to the expectations of the tournament with teams displaying good skill, manipulation of the opposition and amazing touch downs. In the end both games were won by one point, 16 Fd Regt beating 1 RNZIR 7–6 and TG6 beating 2 ER 5–4. TG6, with only nine players, took on the might of 16 Fd Regt in the final. This was the first final that both teams had been involved in since the conception of the tournament so a lot was at stake. The game was a battle from the starting whistle with both teams scoring point for point. Both teams threw some very good long ball touch downs and short quick off the ground middle plays resulting in impressive feats of agility to place the ball on the ground in the scoring zone. The end result for the final was TG6 5–4 Fd Regt 4. The MVP for the 2017 Inter Unit Mens Grade was awarded to LCPL Matt “Nuggets” Abraham.

**WOMEN’S FINAL**

The women’s final was a contest of will, skill and determination between 2 CSSB and the JOHG composite teams. Both teams had already played each other twice in the round robin with one draw and one win to the 2 CSSB team. The women from 2 CSSB have been current champions for the past two years and were looking to make that three years, and JOHG were looking to end their reign and win the trophy for the first time. The game was a see-saw affair with both teams scoring point for point. There were a lot of lost opportunities where touch downs could have been scored by both sides. Inevitably, 2 CSSB held on to a one point lead, which saw their team retain the title for the third consecutive year in a row – final score 2 CSSB 4 – JOHG Composite 3. The MVP for the 2017 Inter Unit Mens Grade was awarded to SGT Mata Oltaches-Tagavaitau.

**WINNERS**

The Touch season, dependent on location, usually starts around October of each year. If you would like to find out more information about your local competitions please contact one of the following people:

WO2 Tai Ariki-Bannister-Plumridge  
SSGT Lisa Harrison  
SSGT Wade Sharland  
WO2 Terry Miratana

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**MEN’S GRADE**

1st Place TG6
2nd Place 16th Fd Regt
3rd Place 1 RNZIR
4th Place 2 ER
5th Place Barbarians
6th Place QAMR
7th Place 2 CSSB
8th Place 1 NZ Sig Regt
9th Place Linton Barbarians

**WOMEN’S GRADE**

1st Place 2 CSSB
2nd Place JOHG Composite

**PREVIOUS WINNERS**

2015 2 CSSB
2016 2 CSSB

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**FINAL PLACINGS**

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<tr>
<th>Mens</th>
<th>1st Place</th>
<th>TG6</th>
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<tbody>
<tr>
<td>2nd Place</td>
<td>16th Fd Regt</td>
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<tr>
<td>3rd Place</td>
<td>1 RNZIR</td>
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<tr>
<td>4th Place</td>
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<td>5th Place</td>
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<td>6th Place</td>
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<td>7th Place</td>
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<tr>
<td>8th Place</td>
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</tr>
<tr>
<td>9th Place</td>
<td>Linton Barbarians</td>
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For more information or to get involved in your local competitions, please contact the above-listed individuals.
"I started playing football when I was five and I idolised these two players as I was growing up. They excel at the game and play it in their own unique way. I admire the fearlessness with which each of them play. They take risks other players wouldn’t take because they have such a strong sense of self-belief," said Captain Steele, who forms part of the five-member Movements team at HQ Joint Forces New Zealand.

Although he occasionally plays rugby and backyard cricket, football has always been Captain Steele’s abiding interest. Like his sports heroes, the former midfielder of Young Heart Manawatu football club has displayed prowess in the game that earned him the New Zealand Army Sportsman of the Year and Linton Camp Sportsman of the Year awards in 2015. He was also nominated for the New Zealand Defence Force (NZDF) Sportsman of the Year and the Manawatu Sportsman of the Year awards that same year.

For about four years now, Captain Steele, who plays centre midfield for the Army and the NZDF soccer teams, has also been playing a variant of football called "futsal" – a contraction of the Spanish term futbol sala or lounge football. Futsal is played indoors on a hard court between two teams consisting of five players each. It is also played with a smaller ball with less bounce than a regular football.

Created in 1930 by a Uruguay teacher, the sport has since spread across South America and has a strong following in Asia and Europe. It is also an emerging sport in the United States, where a Professional Futsal League has been established.

"Futsal is a high-intensity game. Unlike outdoor footy, it is more technical and is played a lot faster so you are able to score more goals. It suits my style of play," Captain Steele said.

A striker for the "Futsal Whites", New Zealand’s national team, Captain Steele keeps a strict regimen that involves training after work about five times a week.

"I have not yet decided but I’ve been thinking of taking a gap year and head overseas to explore opportunities to play futsal professionally," he said.

Captain Steele joined the Army in 2009 after graduating from Westlake Boys High School in Auckland’s North Shore. Although his home is a stone’s throw from Devonport Naval Base, an Army career had always been on the cards. His mother is a former Army medic and his father is a retired Army officer who once supervised the Movements section at Hobsonville.

"My parents did not actively encourage me to join but I heard a lot of interesting stories as I was growing up. My dad also used to bring back a lot of presents for me and my younger brother from his trips overseas," he said.

Like his father, Captain Steele deals with the transport of personnel and equipment for NZDF operations and exercises overseas in his current role at HQ JFNZ.

"My work predominantly involves planning and coordinating strategic movements for operations and exercises overseas in his current role at HQ JFNZ."

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