

ARMY 2020

ENHANCED COMBAT CAPABILITY



STRATEGY OUTLINE

17/18 UPDATE

NZARMY
NGATI TUMATAUENGA

THE NZ ARMY CURRENT STATE

OUR VISION AND MISSION

Our vision is A WORLD-CLASS ARMY WITH MANA – we deliver the right effect with respect and pride.

Our mission is to provide world-class operationally focused land components as part of a Joint Force that are led, trained and equipped to win.

TRADOC

Planned delivery Jan–Dec 2017

Army Command School – 451 Regular, Reserve and foreign military personnel trained

- The Army Depot – 470 Regular and Reserve Force soldiers trained
- Land Operating Training Centre – 159 courses training 1800 personnel

DOMESTIC ACTIVITY

Annual Report for year ended June 2016

Our highly trained personnel are often called on to help out when New Zealand needs us:

- EOD Squadron – 169 callouts
- Fire Service – 274 responses

INTERNATIONAL EXERCISES

We are involved in many exercises here and overseas involving militaries, partners and allies from our region, including:

- EXERCISE JASCO BLACK 17-2 (USA /Sth Korea/NZDF)
- EXERCISE TALISMAN SABRE 17
- JTAC TRAINING 17
- EXERCISE TAFAKULA 17 (France/USA/Tonga/NZDF)
- EXERCISE LIGHTNING WHAITIRI 17 (USA/NZDF)
- EXERCISE LULUAI 17 (PNG/NZDF)
- EXERCISE LION WALK 17 (Singapore/NZDF)
- EXERCISE SOUTHERN KATIPO 17
- EXERCISE KRIS MERE 17
- EXERCISE CEELO 17 (France/NZDF)
- EXERCISE CROIX DU SUD (New Caledonia/NZDF)
- EXERCISE JAFFA 17 (Australia/NZDF)
- EXERCISE STEEL KNIGHT 17 (USA/NZDF)
- EXERCISE THUNDER WARRIOR 17 (Singapore/NZDF)
- EXERCISE WORTHINGTON CHALLENGE 17 (Canada/NZDF)
- EXERCISE CAMBRIAN PATROL 17 (UK/NZDF)
- EXERCISE BOLD QUEST 17 (USA/NZDF)

ON THE LAND

6613

MIL/CIV/RES PERSONNEL

44

TRADES

OUTPUT FIVE LAND COMBAT / STABILISATION AND SUPPORT OPERATION

£1850



TASK ELEMENT LIGHT TASK UNIT



COMBINED ARMS TASK GROUP



HUMANITARIAN ASSISTANCE & DISASTER RELIEF



SPECIAL OPERATIONS TASK GROUP

OUTPUT FOUR

£500



DOMESTIC RESPONSE

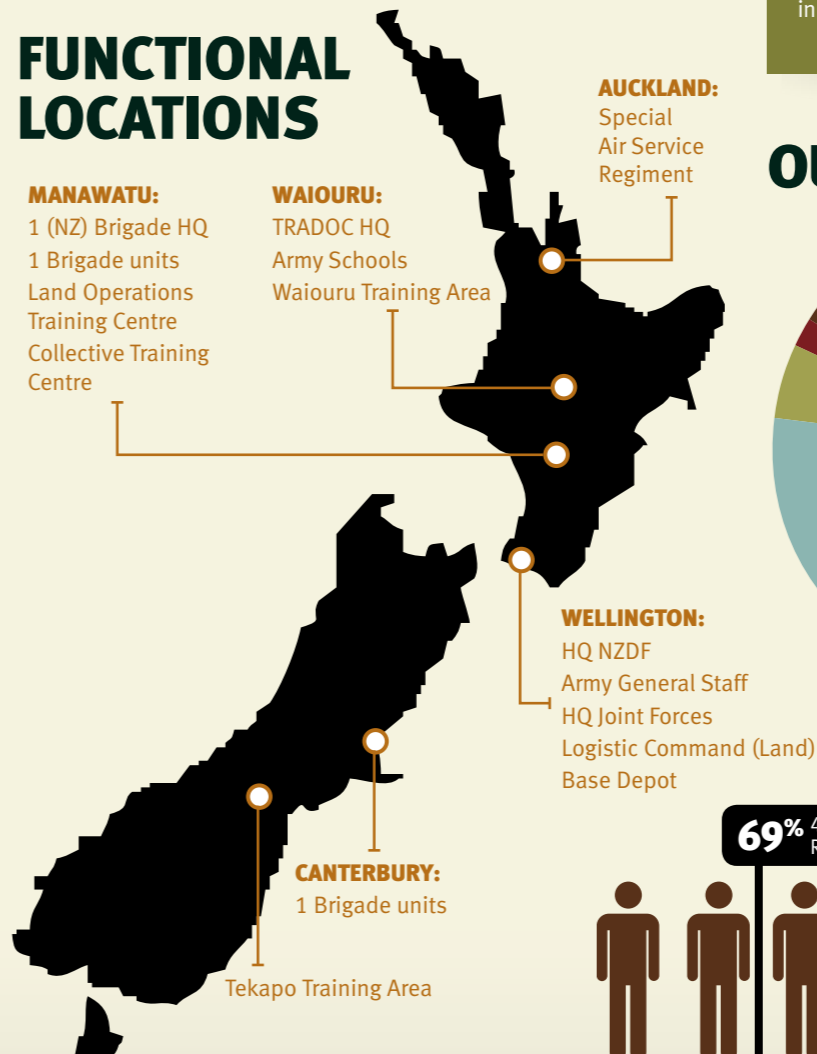
CREATING A JOINT EFFECT

The vision and mission of the Army is to maintain its world-class standards while seamlessly integrating with our sister Services.



Alignment within the maritime, land and air environments will secure our future as a force for New Zealand.

FUNCTIONAL LOCATIONS



OUR OUTPUTS

PREPARE

All capabilities prepared for joint operations so they can be deployed, sustained, recovered and regenerated at the scales of effort required to meet the government's objectives.

PROTECT

Operations to protect New Zealand and New Zealanders. Support foreign policy objectives that strengthen security and avert conflict.

PROJECT

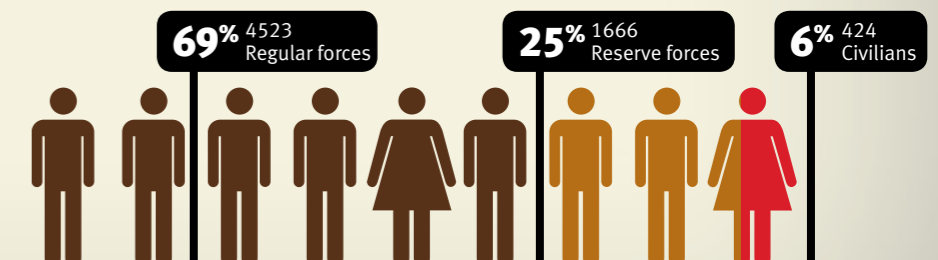
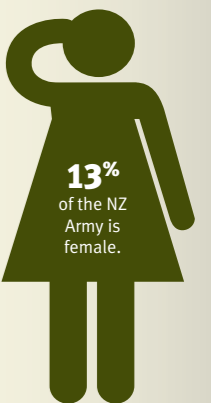
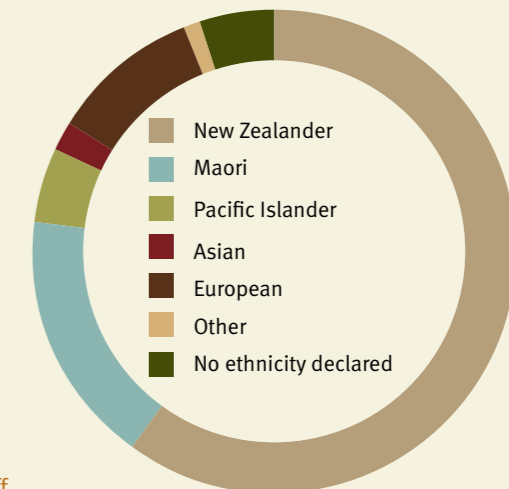
Operations contributing to New Zealand's security, stability and interests.

Respond to events that impact safety and wellbeing in our region.

INFORM

Provision of advice and military intelligence services to government to support decision making for the defence and security of New Zealand.

OUR PEOPLE



THE NZ ARMY FUTURE STATE – ARMY 2020

STRATEGIC DELIVERABLES

SUCCESS FOR **ARMY 2020** WILL MEAN:



FORCE GENERATED

- We have established an engaged career management framework that takes a more individualised approach.
- We have developed a Personnel Plan aligned to the 4 YRP and DMRR steady state FY 24/25.
- We have optimised the training pipeline to align to the DMRR growth plan and Army demand.
- We have retained the core nucleus of knowledge and experience at CPL, SGT, CAPT & MAJ level to meet operational outputs utilising a 'Just in Time' force generation model.



TRUSTED PARTNER

- We are in the top five of most trusted professions.
- We are sought by other government agencies for our professional skills.
- We have implemented an effective engagement framework that includes regional and international communities.

TRUSTED PROFESSIONAL

- We have established a framework to reinforce our professional standards.
- We embrace cognitive agility and innovation as a core skill.
- We've developed a culture of safety awareness leveraging both the 'Profession of Arms' and Ngati Tumatauenga to provide an organisational anchor.



FORCE RESOURCED

- We proactively assess the future combat environment as part of Business as Usual.
- We critically assess programmed capability delivery.
- We have implemented and introduced a framework to ensure that the right operational capability is available as required.
- We've introduced agility in capability management to accept risk with introduction.
- We have an established operational evaluation framework for capability introduction and outputs within the Joint Interagency Multinational environment.
- We've embedded the task group structure with the right equipment available to support capability brick deployment and sustainment
- We embrace an evidence-based governance system to support the organisation.
- We've established a consistent footprint baseline for our Camps beyond 2020 to enable Defence functional services that support NZ Army.
- Army support families or wounded and sporting excellence.



JOINT EFFECT ENHANCED

As a sustainable, professional force for New Zealand, we are enhancing land combat capability enables the New Zealand Defence Force to win on operations.



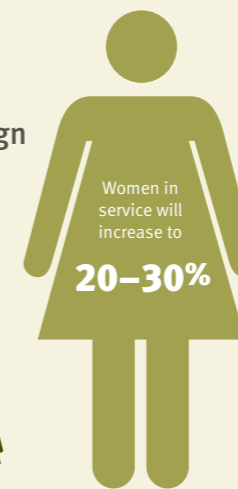
Our deployable ground forces work within a well-defined, integrated and enabled operations model.

We are sought out by our military partners, engaged in communities around the globe, and we are trusted to bring our expertise across the South West Pacific.

OUR PEOPLE

Our demographic will better align with NZ population.

Our personnel retention will increase.



ENHANCED COMBAT CAPABILITY



WEAPONS

REPLACED:

- 40mm grenade launcher
- 5.56mm rifle
- pistol
- sniper rifle

UPGRADED:

- 84mm anti armour weapon
- sustained fire machine gun

NEW:

- anti-material weapon

FUNCTIONAL LOCATIONS



ARMY 2020 STRATEGY MAP

WHAT HAS ARMY 2020 DONE SO FAR?

FORCE GENERATED

REVISED ARMY OFFICER CAREER MODEL Model is a more individualised career management model that enables recognition of performance without time bars in the Lieutenant and Captain ranks. This reduces the barriers to reaching the rank of Captain where officers have greater opportunities for operational deployments and wider employability in professional appointments (e.g. Capability Branch) resulting in retaining greater numbers of junior officers in the NZ Army.

REVISE CAREER MANAGEMENT STRUCTURES AND POLICY The creation of the Directorate of Army Career Management (DACM) enables Army to apply policy more consistently across the officer and soldier ranks, which increases fairness. In time, it will provide a better quality career management, assisting individuals to reach their potential and enabling the Army and the NZDF to make the best use of our people.

DIRECT ENTRY OF TRADE QUALIFIED PERSONNEL provides an alternative option to reduce hollowness by recruiting personnel who are already trade qualified, and awarding them with rank commensurate with their qualifications and experience after they have completed basic training. This will reduce the workload stress experienced by our NCOs, whilst improving our sustainability of operational outputs.

LAND EFFECTS ENHANCED

OPERATIONAL TESTING AND EVALUATION (OT&E) provides a way to identify risk and assess the true implications of newly acquired capabilities. The OT&E process confirms equipment meets the user requirements and ensures that the Introduction into Service (IIS) is conducted in a safe and effective manner.

IN SERVICE WEAPON REPLACEMENT AND UPGRADE PROGRAMME (ISWRUP): GLOCK 17 delivered 1600 pistols to replace the aging fleet of Sig Sauer P226s. Modern MOLLE compatible holsters have been supplied as part of this project, which are a huge improvement on the old Bianchi holsters.

ARMY INNOVATION AND BATTLELABS reinforces an adaptive and innovative culture in the NZ Army. Defence is going through unparalleled change, and there is a requirement to do our work better and smarter. The Army Innovation Scheme is all about capturing ideas and implementing them if they offer value for money or enhance effectiveness.

FUTURES FORUM provides a regular review of the future operating environment and trends to ensure Army is structuring, equipping and training to meet emerging threats. The Futures Forum guides new equipment purchases for Army and ensures we remain relevant with up to date doctrine; tactics, techniques and procedures (TTP); and standard operating procedures (SOP).

RESOURCE MANAGEMENT ENHANCED

RESOURCE MANAGEMENT ENHANCED aimed to future proof Army's infrastructure and training areas. It also sought to enhance the efficiency of Army by adopting smart logistics practices and investing in information management systems. Due to the close alignment with many of the changes that **Land Effects Enhanced** aimed to produce, both themes have been amalgamated under **Force Resourced** in Phase 2.

TRUSTED PARTNER

HUMANITARIAN AID AND DISASTER RELIEF

We responded when called upon to provide assistance to natural disasters in New Zealand and the South West Pacific. We supported post-cyclone relief efforts in Vanuatu and Fiji. Support was also provided following the Kaikoura Earthquake and during the fires in Christchurch's Port Hills.

TRUSTED PROFESSIONAL

LAND PROFESSIONAL MILITARY EDUCATION (LPME) successfully reviewed and replaced the Army Qualifications Framework (AQF). Army 'All Arms' training now consistent with the Joint Professional Military Education (JPME), which allows Army to produce officers and NCOs capable of performing in any land operating environment.

LAND WARFARE INSTRUCTOR evaluated issues in instructor development, training and management. It considered military and civilian factors that impacted on the Army and designed a comprehensive instructor framework that promotes a culture of instructor excellence. This is particularly important for training organisations like The Army Depot (TAD) and the Army Command School (ACS).

PROFESSIONAL FORUM (ADAPTIVE WARFIGHTING CENTRE) provides a mechanism for professional development and on-going education for the Profession of Arms. This includes the adaptive warfighting outputs and professional journal.

FORCE GENERATED

Maximising our people capability to meet future challenges

LAND EFFECTS ENHANCED

Being more effective in the generation of warfighting capability

RESOURCE MANAGEMENT ENHANCED

Optimising Army's resources, infrastructure and logistics

TRUSTED PARTNER

Working with New Zealand and South West Pacific communities to secure a strong and stable future

TRUSTED PROFESSIONAL

Strengthening Army's operational worthiness

PHASE 1 — COMPLETE

JAN 2015

JUN 2015

JAN 2016

JUN 2016

JAN 2017

Revised Army Officer Career Model Completed by the Military Secretary Branch

Direct Entry of Trade Qualified Personnel Implemented by the Defence Recruiting Organisation

The Directorate of Army Career Management Established (Amalgamation of MS and MCM Branches)

Operational Testing and Evaluation Established

ISWRUP: Glock 17 Pistol issued to Army

Plan MERE: GONZ approval for relocation of TRADOC, ACS and TAD

Vanuatu: Cyclone Pam relief supported

Fiji: Cyclone Winston relief supported

Kaikoura Earthquake relief supported

Christchurch: Support to Port Hills fires provided

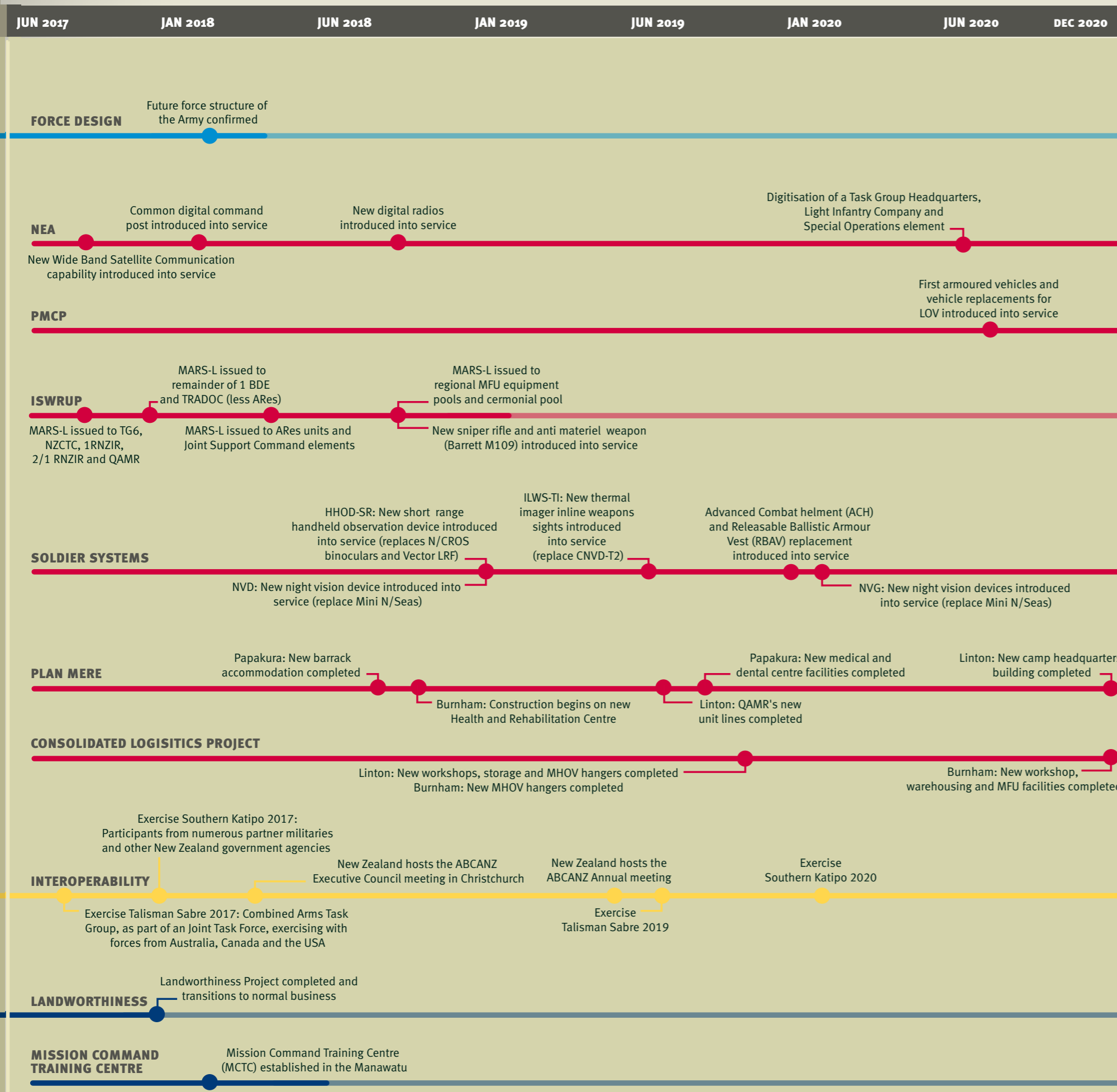
World War I centenary events supported

Land Professional Military Education

Land Warfare Instructor Framework Completed

Adaptive Warfighting Centre Established in Linton

PHASE 2



ENHANCED COMBAT EFFECTIVENESS

WHAT DOES ARMY 2020 STILL HAVE TO DO?

FORCE GENERATED

FORCE DESIGN PROJECT This project will determine an affordable and sustainable Army structure, and produce a plan for Army to achieve it before 2025. It will identify the trades that need to grow and those that need to shrink. It will then synchronise these changes with the introduction of new capabilities, such as NEA and PMCP. The Force Design Project is scheduled to be completed by the end of 2018.

FORCE RESOURCED

NETWORK ENABLED ARMY (NEA) . This programme will introduce a digital Command, Control, Computers, Intelligence, Surveillance and Reconnaissance (C4ISR) capability that will enhance the command and control of land based forces. As part of this new satellite communication equipment, digital radios and Remotely Piloted Aircraft System (RPAS) sensors will be delivered. It will be delivered in four tranches between Dec 14 and Jun 26.

PROTECTED MOBILITY CAPABILITY PROJECT (PMCP) PMCP will provide the NZDF with a protected land mobility capability. Minor upgrades will be made to the NZLAV fleet to ensure operational effectiveness is maintained. PCMP will also deliver vehicles to replace the armoured LOV; these new vehicles will provide a much better level of protection for troops against ballistic and blast threats. Also included will be vehicles to replace the unarmoured LOVs and remaining Unimogs; these vehicles will be capable of carrying out a variety of tasks in a lower threat environments.

ISWRUP: This project will deliver the new individual weapon system for the NZDF. MARS-L will be delivered in four tranches between Apr 17 and Aug 18. MARS-L has twice the effective range of IW Steyr, which is a huge increase in combat capability. ISWRUP will also deliver the new .338 calibre sniper rifle and introduce a new .50 calibre anti-materiel weapon capability by mid 2018.

SOLDIER MODERNISATION This project will deliver the replacement for the current Advanced Combat Helmet (ACH) and Releasable Body Armour Vest (RBAV) by Dec 19. It will also deliver new night vision equipment (NVE), inline weapon sights (ILWS) and handheld observation devices (HHOD) to replace items such as the Mini N/Seas, CNVD-T2 thermal imaging sight, N/CROS binoculars and Vector Laser Range Finder starting in early 2019.

TABLE OF EQUIPMENT ENTITLEMENT (TOEE) TThe TOEE Project will deliver a complete Army equipment table with the authorised equipment holdings for each unit in the Army. This will assist in making sure that units have the equipment they need to support their DLOC training. The TOEE project is scheduled to be completed by Jul 17, transitioning to business as usual from this point onwards.

PLAN MERE MERE provides the plan for the future development of all Army camps and training areas. In Papakura, additional accommodation will be constructed by mid 2018, and a new medical/dental facility will be completed by mid 2019. In Linton, QAMR's new unit lines will be completed by mid 2019 and a new camp headquarters constructed by the end of 2020. In Burnham, construction of a new Health and Rehabilitation Centre commences mid 2018.

CONSOLIDATED LOGISTICS PROJECT (CLP) . The CLP will deliver a mixture of logistic support infrastructure improvements. In Linton, new MHOV hangers and 2 CSSB workshop facilities will be completed towards the end of 2019. In Burnham, MHOV hangers will also be finished late 2019, and upgrades to 3 CSSB workshop facilities will be completed by the end of 2020.

TRUSTED PARTNER

ARMY INTEROPERABILITY From 2017 onwards a number of joint exercises occur under the America, British, Canada, Australia, and New Zealand (ABCANZ) Armies Programme; the Five Powers Defence Arrangement (FPDA); and with nations in the South West Pacific region to enhance interoperability, help build capacity and assist in forming partnerships. NEA will be a core contributor to this.

TRUSTED PROFESSIONAL

LANDWORTHINESS The purpose of the Landworthiness Project is to define and enforce the professional standards of the Army. It also provides the framework to make sure the practices and processes for land based activities are as safe as practical across the NZDF. The Landworthiness project is scheduled to be completed by Dec 17, transitioning to business as usual from this point onwards.

MISSION COMMAND TRAINING CENTRE (MCTC) . The MCTC will create a centre of excellence that will develop leaders' decision making abilities and teach common command post procedures. This will allow Army to make the best use of the digitised command and control capability that will be delivered by NEA. The MCTC will incorporate the School of Signals, the School of Military Intelligence and Security, Tactical School, the Simulation Centre, and the Adaptive Warfighting Centre. The MCTC is scheduled to be established by Jan 18.