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THREE SERVICES AS ONE FORCE, BEING THE BEST IN EVERYTHING WE DO
Public encouraged to show support for kiwi troops

The New Zealand Defence Force (NZDF) is encouraging the public to send a message to the Kiwi troops who will be overseas on Anzac Day.

The new facility on the NZDF’s website allows people to send either a general or individual message to military personnel deployed overseas. The messages will be sent to each overseas mission on 26 April, the day after Anzac Day.

“While we honour those who have given their lives for our country in past conflicts on Anzac Day, we would also like to encourage New Zealanders to show their support for our current troops who are based in countries such as Afghanistan, Timor Leste, Sudan and the Solomon Islands,” said Commander Joint Forces Major General Rhys Jones.

“These personnel spend long periods of time away from their families and friends and while not putting their lives at the same danger as our service people in past wars they work in risky environments on a daily basis,” he said.

On Anzac Day the NZDF will have over 4,400 personnel deployed on 17 peacekeeping operations, United Nations missions and defence exercises around the world.

To post a message visit www.nzdf.mil.nz

New Zealand Defence Force extends Solomon Islands, Sinai deployments

New Zealand has extended troop deployments in the Solomon Islands and the Sinai Peninsula, Defence Minister Phil Goff has announced.

“New Zealand’s deployment of up to 50 Defence Force personnel to the Regional Assistance Mission in Solomon Islands (RAMSI) has been extended until March 2009,” Mr Goff said.

“RAMSI’s military component continues to play a vital role in providing security and support in Solomon Islands.

“The New Zealand Defence Force has contributed to RAMSI since the mission’s inception in 2003, and extending the deployment is an important part of New Zealand’s ongoing commitment to assisting the people of Solomon Islands.

“Our Defence Force personnel provide ongoing support to the local police force and to the RAMSI Participating Police Force, which is drawn from throughout the Pacific. New Zealand also has 35 police officers in Solomon Islands,” Mr Goff said.

He said New Zealand’s commitment of up to 26 NZDF personnel to the Multinational Force and Observers (MFO) based in the Sinai Peninsula has been extended for a further two years until 1 April 2010.

New Zealand has participated in the MFO since its inception in 1982, and plays an important role in supporting the MFO’s task of ensuring peace on the border between Egypt and Israel.

“The value of New Zealand’s contribution was re-affirmed during a recent visit to Wellington by the Director General of the MFO Ambassador James Larocco, who praised the crucial role undertaken by NZDF personnel in the region.”

The NZDF contribution to the MFO underpins the New Zealand Government’s commitment to collective security and multilateralism; and reflects New Zealand’s long-standing commitment to the Middle East Peace Process.

Kiwi patrol hit by explosive device in Afghanistan

A four vehicle patrol from the New Zealand Provincial Reconstruction Team en-route to conduct a mobile medical clinic was hit by an improvised explosive device (IED) on Sunday March 30.

The explosion hit the flank of one vehicle damaging the front lights and popping the windscreen. No shrapnel entered the vehicle and there were no injuries to any personnel.

The patrol immediately secured the scene and awaited the arrival of coalition bomb disposal experts, who are now investigating.

The patrol then returned to their Forward Patrol Base and is continuing with their tasks as normal.

The incident occurred in the north-eastern part of Bamyan province, near the border of Baghlan province.

Meanwhile, New Zealand’s Provincial Reconstruction Team (PRT) in Afghanistan has been strengthened following Cabinet’s approval for the deployment of an additional 18 New Zealand Defence Force personnel.

The additional troops will begin joining the existing deployment of NZDF personnel based in Bamyan province and in the support element for the PRT during the next rotation of personnel this month. This will lift the total authorised deployed strength for the PRT to a maximum of 140 personnel.

Mr Goff said.

He said New Zealand’s commitment of up to 26 NZDF personnel to the Multinational Force and Observers (MFO)

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New remuneration system launched

By Colonel Al McCone, AGS Human Resources

This month marks the launch of the new NZDF Military Remuneration System, which will implemented in the new financial year. This system has been developed to ensure military personnel get the best deal available from the amount of money CDF has to spend on pay. CDF and the Executive Leadership Team have also decided that some of the current inequities in pay are to be removed. Please read the information on page 37. Note that the superannuation scheme you are in, and the type of housing you have no longer effects the amount of remuneration you receive.

This is good news. The new system will provide equity and choice, and will result in a better deal for all military personnel.

The purpose of this information is to illustrate the main remuneration concepts that will transform the system and to help you understand them. I ask you to keep in mind that there are still some details to be worked through, and as soon as these are determined we will show you exactly how your pay will be determined in the future.

Some important dates: 4 July 08: This is the date when the first phase of the new system will start. 18 July 08: Your first pay on the new system. The first phase will bring every uniformed RF person to a ‘level playing field’ in terms of TOTAL remuneration. That is, the super scheme you are on for the housing assistance you currently receive will not make your TOTAL pay different from someone else’s. In addition, you will have more choice about HOW you receive your pay (how much you put into a super scheme or take into your bank). In the second phase, you will receive ‘market pay’ for your job (and yes, we can work that out for riflemen and gunners!) and on top of that you will receive your Military Factor and your Universal Accommodation Allowance which together are worth at least $12000 per year.

To assist with questions arising, the Military Remuneration Project Team (MRPT) has established a Q&A webpage (accessible from the Pers Branch intranet site) at: http://dcshbots/pers/Military_HR/Mil-rev-hme.htm.

If your question is not answered there, then queries may be forwarded by e-mail to the MRPT (MRPT@nzdf.mil.nz).

Determining Your Take Home Pay

CDF HAS GIVEN AN ASSURANCE THAT ALL MILITARY PERSONNEL WILL BE BETTER OFF FOLLOWING THE INTRODUCTION OF THE MILITARY REMUNERATION SYSTEM.

VARIABLES Includes taxation, superannuation, allotments and allowances – reflects compulsory payments, variable and additional remuneration and voluntary payments.

TOTAL FIXED REMUNERATION (TFR) is the dollar value shown on the Military Remuneration Model and is the starting point for your remuneration slip calculations.

MARKET SECTOR A new opportunity to achieve parity for selected ranks and/or specialisations/trades with either the All Organisations index (Market Sector B) or the Private Sector index (Market Sector C), and not just with the Public Sector index (Market Sector A).

PAY PROGRESSION STEPS A method of providing pay progression within rank based on experience, skills, qualifications, competence, responsibility, accountability and individual performance (to be implemented fully by 1 Jul 09).

RANK is the primary factor in determination of an individual’s Total Fixed Remuneration.

The Military Remuneration Model is presented in two halves: Officers and soldiers

New Zealand service personnel returned from Afghanistan

Six New Zealand Defence Force personnel from the NZ Provincial Reconstruction Team (NZ PRT) contingent in Afghanistan have returned to New Zealand on remand for trial by court martial for alleged drug use.

The six junior personnel are alleged to have used a Class B drug at the PrT base in Bamyan Province.

Drug used in the incident has been forwarded by e-mail to the MrPT (MrPT@nzdf.mil.nz).

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Courage as a State of Mind

The recent recovery of the medals stolen from the QEI Army Museum in Waiouru serve to remind us of the value and esteem placed on bravery and courage by society.

As one of the NZ Army’s four core values, courage helps define who we are and why we serve. Cpl Apiafa’s selfless devotion and bravery in recovering an ironically wounded comrade under fire culminated in a richly deserved VC, keeping alive a fine Kiai tradition of exemplary service in uniform. But is this the only measure of courage?

Collins’ English Dictionary defines courage as “the ability to face danger or pain without fear”. How this ability is derived is however, is not so simple to define. In Cpl Apiafa’s example, his selfless devotion to his comrades no doubt significantly contributed to his actions. Single minded determination in getting the job done could be seen as the driving force behind Capt Charles Upham’s double VC awards. The vocation to alleviate suffering in others was an obvious motivation for another double VC winner, Capt Noel Chavasse.

Lord Moran, personal physician to Churchill during the Second World War was himself a medic during the First World War serving on the Somme. In 1945, he wrote The Anatomy of Courage, a seminal work describing not only his own experiences and feelings but also anecdotes and accounts from others who endured the horrors of that first global conflict.

In this classic work, Lord Moran likens courage to a bank account in which deposits could be made in quiet times and training and be drawn upon in times of need. However, under certain conditions such as prolonged stress or danger, deprivation, illness or injury, this bank account can be quickly emptied or worse, become overdrawn resulting in an adverse physical or psychosocial state.

During the First World War, soldiers suffering from what would become known as “shell shock” were labelled as “lacking in moral fibre”. As if the physical and psychological trauma was not enough, the stigma of perceived cowardice lingered long after the physical wounds had healed.

As a surgeon dealing with people who have sustained traumatic injuries or have developed cancer, it is enlightening to note how different people deal with adversity. For the most part, people do quite well given the right support and treatment, however, some do not. Equally, there are those who deal with such adverse situations as potential fatal disease or physical disfigurement in the most amazing ways. Like the Apiafa’s, Uphams and Chavassess of this world, these people display a courage that is both humbling and eye opening in their conviction to help not only themselves but also their friends and family during this time of trial.

But what of other examples of courage? For instance, the courage to do what is right – ethically, morally or professionally. The courage to say “no” even under pressure from friends or colleagues. The courage to admit fault and the courage to say “I’m sorry”. The courage to make a change for the better. The courage to sacrifice one’s needs and ambitions for others. Are these not also worthy of praise and attention?

Not all of us can or deserve to be VC winners but courage in how we deal with ourselves, our friends and our families is in each of us. Think of the partners, spouses and families of those serving overseas and the courage they display at home. Think also of those who for one reason or another do not deploy overseas but nonetheless continue to serve both in and out of uniform. Courage is not always on a battlefield and not always commemorated with a medal.

Finally, think of those trying to make a positive difference in their lives and in the lives of others. For them, courage may simply mean confronting their personal demons and asking for help.

Courage therefore is a mind-set, sometimes manifesting in incredible feats of physical bravery but sometimes it may be more subtle as in accepting a personal sacrifice with good grace or dealing with a terrible situation with a singular calmness.

Lt Col James Carne, CO 1st Battalion of the Gloucestershire Regiment during the battle of the Imjin, was captured after the Battalion’s famous last stand and sustained brutal captivity and deprivation at the hands of the communist Chinese. Beaten, interrogated and spending a total of 19 months in solitary confinement, when asked about his ordeal in captivity, this VC winner merely replied “the food was rotten, and I was damned bored”.

Courage is a state of mind.

Major Darryl Tong is a Dunedin-based maxillofacial surgeon and Territorial Force officer.

[Image]
Linton’s weekend of logistical challenges

What can be made from a pile of scrap metal? That was the challenge that faced soldiers competing for the Farrier cup during the royal New Zealand Army Logistic Regiment’s (RNZALR) 12th anniversary celebrations being held at Linton camp on the weekend March 29-30.

Soldiers from Workshop Companies around New Zealand were set a task of creating a vehicle for a specific purpose. The four teams were presented with a scrapheap, and some useful items; they then had 18 hours in which to design and build their vehicle, before it was tested.

Fine dining, specialist driving, mechanical ingenuity, and a warehouse ‘grand prix’ were all part of the weekend activities that each of the major arms of the regiment ran and which aimed to show the proficiency of the individuals. In addition to the trade skills there were general military tasks to be completed including a confidence course, first aid, and use of weapons.

The Commanding Officer of Linton’s 2nd Logistics Battalion, Lieutenant Colonel Rob Krushka said the RNZALR celebration’s had become an integral part of being a logistician and provides an opportunity for personnel at all levels to show their prowess over a wide variety of competition arenas. It was also an ideal time for networking and the continued development of esprit de corps.

Soldier’s action “testament to his character”

A Burnham driving instructor who was one of the first on the scene when three young soldiers died in a Unimog accident in Cromwell in 2005 has received a Chief of Army commendation for his actions following the crash.

Corporal Craig Rutherford says seeing the truck crash down the bank ahead of him was “sort of surreal”. Despite the horror of the situation his training kicked in immediately. He drove further along the narrow, winding road to park his vehicle safely before leading a group of soldiers down the very steep and unstable terrain towards the crash site.

“As soon as I arrived at the river edge I found one of the soldiers immediately and realized he was dead. I knew the terrain was dangerous but I just kept hoping the others may be somewhere nearby, so kept searching through the gorse and scrub, in case they were lying there injured and couldn’t call out.”

After realizing the vehicle had entered the river and was submerged, he organised a sweep of the immediate area and then headed back up to the road to liaise with emergency service personnel. He issued a situation brief, and led the rescue crews back down the steep face to the river edge. He then arranged a further and wider sweep of the area in an attempt to locate any occupants that may have been thrown from the vehicle.

Unbeknown to him the other two soldiers were in the Unimog cab which was submerged in the deep and swiftly flowing Kawerau Gorge River. An extensive search of the river was mounted, and their bodies were found some distance from the crash site several weeks later.

It is considered too dangerous to recover the still-submerged Unimog. A Coroner’s Court inquiry into the accident was inconclusive as eye-witness accounts were sketchy, and without a recovered vehicle mechanical defects could not be ruled out.

Major General Gambiner said CPL Rutherford displayed strong leadership throughout the incident and in organizing military personnel in support of the emergency services.

“When faced with a situation involving the tragic loss of soldiers, CPL Rutherford’s actions at the scene were a testament to his character and he upheld the ethos and values of the New Zealand Army.”

Since the accident, and a later one in 2006, significant changes have been made to Army driver training, including increased ratio of driver to instructor for phases of the driving course, increased supervision hours for trainee drivers, and the introduction of an Army Provisional Driving Permit Scheme.

CPL Rutherford, who knew the three soldiers well, especially the one who was driving, says he still thinks about the accident, but “time is a great healer”.

The father of two had more bad luck last year; while he was in Timor Leste an Australian military police dog bit him, badly damaging an artery in his arm. The incident happened during riot training in which he had volunteered to take part. Despite wearing arm protection the dog managed to sink his teeth through a gap, mangling an artery. CPL Rutherford was in hospital in Darwin for a week and had to return home early. See presentation, page 6.
SSGT STEVE CARRICK
Student of Excellence

“A lot of what we do in the Army, while it’s not pure academic work, leads us so easily into achieving academically outside the Army”

By Judith Martin

For nearly 26 years Steve Carrick didn't give furthering his academic education much thought – he was busy with his career and bringing up a young family.

Just a year after embarking on a course of study however, the Waiouru-based Staff Sergeant has been named as one of Canterbury University’s Aotaki Students of Excellence, and has won the Intermediate Undergraduate Prize in Maori and Indigenous Studies.

Steve is modest about his achievements, despite his Bachelor of Arts course transcript being littered with mostly A-pluses and As. While he can speak te reo he says he is “in no way fluent – I’m just a learner. I still have quite a long way to go.” He describes how his interest in things Maori and learning te reo came about.

He didn’t realise he had Maori heritage until his dad Peter died several years ago. “We discovered the Maori link when dad died. It was a bit of a surprise really.”

He decided to do some taiaha training at the training school on Mokoia Island, but after that put things on the back-burner for a few years. In 2002 he began part-time te reo studies at Christchurch Polytechnic, and began helping out as a LFg’s formation cultural assistant.

“And then the opportunity arose for me to do fulltime study, and I enrolled at Canterbury for a full year.” He is studying a Bachelor of Arts with a double major in History and Maori Studies and has completed papers on traditional Maori culture, Maori and Indigenous language revitalisation, te reo, Colonisation and Maori, and Issues in New Zealand Biosecurity, amongst others. “I could never have achieved the marks I did, or the volume of work I put in, without Leisa’s support. Leisa completed a degree in Maori Visual Arts from Massey University, a Diploma in Teaching and this year is studying for her Masters.”

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Steve is now based at the Marae at Waiouru camp where he is responsible for drafting the training management plan for the development of Ngati Tumatauenga cultural objectives for Army promotion courses.

He and his wife, Leisa Aumua and their five children ranging from a one-year-old to a 15-year-old have been in Waiouru for just two months.

“At the moment I work for the 3LFg’s Medical Units – Joint Services health Team – have worked together collaboratively to meet the health requirements of 3LFg, ensuring that operational units are ready to deploy, often as short notice. The Medical Units – Joint Services Health School, Regimental Aid Post, Medical Treatment Centre and 3 Health Support Team – have worked together collaboratively to meet the health requirements of 3LFg, ensuring that operational units are ready to deploy, often as short notice. “Well developed operating procedures and strong leadership have resulted in the provision of best practice,” acknowledged Brigadier Anne Campbell, Director General Defence Medical Services, when she presented them with the trophy. “We can be extremely proud of them for applying innovative solutions to everyday challenges, whilst still placing emphasis on quality.”

“Innovative solutions to everyday challenges”

BREMNER TROPHY WINNERS

Representatives from 3LFg’s Medical Units, both Regular and Territorial, were proud to accept the Bremer Trophy for maintaining high standards of patient care during a period of consistently raised work tempo. The Medical Units – Joint Services Health School, Regimental Aid Post, Medical Treatment Centre and 3 Health Support Team – have worked together collaboratively to meet the health requirements of 3LFg, ensuring that operational units are ready to deploy, often as short notice. “Well developed operating procedures and strong leadership have resulted in the provision of best practice,” acknowledged Brigadier Anne Campbell, Director General Defence Medical Services, when she presented them with the trophy. “We can be extremely proud of them for applying innovative solutions to everyday challenges, whilst still placing emphasis on quality.”
ABCA Products Available on Intranet

ABCA products and information are now available on the Army’s Intranet, says Col Phil Collett, NZ Army National Director.

“Previously the more than 300 ABCA agreements, standards and handbooks could only be found on the ABCA Internet site. This required an individual password to be arranged but now all NZDF personnel can read and download the products from the Army Intranet.”

The products available include agreed standards covering the whole range of materiel and non-materiel issues, ABCA publications, databases and reports, common language use and information exchange between subject matter experts in certain subjects.

ABCA is the name of the American, British, Canadian, Australian and New Zealand Armies’ Programme. It began in 1947 between the USA, UK and Canada. Australia joined in 1963 and New Zealand became a full member in 2006. The aim of ABCA is to optimise interoperability, standardise capabilities and enhance mutual understanding of ABCA Armies in coalition operations. It is focused on delivering products that will close interoperability gaps between the participating nations. The programme does this through meetings, VTC, email and in some cases exercises and seminars. The program is directed by an Executive Council and managed by a permanent office in the USA.

For access to the ABCA site go to the Army Intranet Homepage (http://awi-teams/) and click on the ABCA icon.

American, British, Canadian, Australian and New Zealand Armies’ Program

“Optimizing Coalition Interoperability”

www.abca-armies.org

New Command Team at LOTC

LOT C CO LtCol Mark Oglivie and WO1 Pat Cooney.

There is a new look at HQ LOTC. Just before Christmas last year the designated Commandant was diverted to a key NZDF project. Faced with finding a replacement at short notice the then Military Secretary, Lieutenant Colonel Mark Oglivie decided to throw his own hat into the ring. “The rest is history,” he jokes, having now completed his first month as Commandant.

“The Army is all about challenges and commanding LOTC was a challenge I couldn’t pass up.”

“The span of command is huge, with Schools in four camps and missions as diverse as training LAV crews through to training senior administration. Last year the Schools developed over 1200 students of all Corps and all ranks up to the major. For someone like me who has spent a long time at the Strategic level it’s great to get back to the coalface and work with great instructors the army’s schools.”

WO1 Cooney is the other half of this new look command team at LOTC. Fresh from being SSM at Combat School he brings 30 years of Regimental and instructional experience to the role.

Lieutenant Colonel Oglivie also believes he’s lucky to have an RSM as experienced as WO1 Pat Cooney. “He brings a wealth of knowledge of soldier training to the job”.

“Our focus is simple,” says Lieutenant Colonel Oglivie. “We want to add value to the Schools in their delivery of training. The RSM and I have a lot of experience to draw on to help both instructors and students in these times of high tempo and change. It’s all about the soldiers on courses and ensuring they return to their units skilled and confident in their abilities to step up to the units needs. We’re looking forward to the challenge.”

Introducing 3LFG’s new Public Relations Manager

3LFG’s Public Relations Manager Jane Mortlock is brand new to the world of Defence. She says that every day she is learning more and more, and loving every minute of it.

“Before coming to work at Burnham, I really had only a vague idea about the work being done by New Zealand’s Defence Force,” explains Jane. “Over the past few months I have discovered what an amazing asset New Zealand has in our all three services, and what a great job our people from 3LFG are doing to raise that reputation, both here and overseas.

“I still have a lot to learn – getting my head around all the acronyms will take me a wee while, but this is one culture shock that has only been positive!”

Like Paul Stein in 1LFG, Jane comes with great credentials for the PR role. Before moving back to her home town Christchurch, Jane worked for six years for the Ministry of Social Development in Wellington in a variety of public relations roles. Her most recent role was as the Senior Communications Advisor for Child, Youth and Family and before that as the Media Advisor for MSD.

“I am passionate about all things PR,” says Jane. “I truly believe that good communications can make such a difference. We have a lot to be proud of and I am really looking forward to sharing the successes and challenges that 3LFG faces with both our own people and the public.

“This is the first time in a long time that there has been a dedicated civilian Public Relations Manager for 3LFG. I hope to be able to make a marked difference in the amount of proactive promotion that we receive - both in the media and through our own internal communication channels.

CA makes Burnham presentations

CA, MAGEN Lou Gardiner presented medals in Burnham recently. At left, the New Zealand General Service Medal Afghanistan is awarded to Corporal M. SCOTT, New Zealand Intelligence Corps. Centre, Naval rating LCSS Tehuki McDonald (now based at LSV Company in Burnham) received the New Zealand General Service Medal Solomon Islands. MAGEN Gardiner awarded the New Zealand General Service Medal Sinalo to SGT CH McKenzie.

RIGHT: MAGEN Lou Gardiner presents Corporal Craig Rutherford, of Battalion Driver Training Wing, with a commendation as a result of his actions during a tragic Unimog accident in 2005.

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Two Dwayne Bloomfield was thinking inspires us and reminds us why we are here. and who knows, one of those kids might decide to join the army!"

A combined concert and raffle tickets, bandmaster warrant officer CPL Fornyth, who is also site foreman, said the project was being overseen by the architects, Chappell Consulting, which was a co-ordinating civilian subcontractor. "But the bulk of the work is being done by Army."

He said that as well as providing valuable practical experience and wide range of training opportunities for the apprentices, it was an excellent project for the Army to be involved with. "It is a high-profile task portraying the Army in positive light in the community."

He also saw it as a rewarding job for the technical aspect, including design and size. "There's quite a bit of non-standard stuff for us. For instance, the Army is not really used to working with brick."

Students at Darfield High School reckon the help they have received from the New Zealand Army Band will set them in good stead for winning the Pacific Basin Musical Festival in Hawaii.

"It has been a huge undertaking, with the Palmerston North City Council and a number of local firms and organisations involved. We are talking about a $1.4 million project which will go some way to meeting a desperate demand for such accommodation and it's not an understatement to say that without the Army's input, it just couldn't have happened."

By GARY PARKES

Demand for housing for older and alone people in Palmerston North is about to be eased, thanks largely to efforts of the Corps of Royal NZ Engineers.

Since April last year, corps tradesmen have been involved in the construction of Roslyn House, a facility being provided by Abbeyfield International which already has nine residential houses in New Zealand.

Task CNO in charge, Corporal Loffy Fornyth, said most heavily involved were 12 second and third year carpentry apprentices from the School of Military Engineering supplemented by plumbers and electricians as required. There had also been valuable input by 2 Engineer Support Squadron.

CPL Fornyth, who is also site foreman, said the project was being overseen by the architects, Chappell Consulting, which was a co-ordinating civilian subcontractor. "But the bulk of the work is being done by Army."

He said that as well as providing valuable practical experience and wide range of training opportunities for the apprentices, it was an excellent project for the Army to be involved with. "It is a high-profile task portraying the Army in positive light in the community."

He also saw it as a rewarding job for the technical aspect, including design and size. "There's quite a bit of non-standard stuff for us. For instance, the Army is not really used to working with brick."

The Palmerston North project, sited close to a community shopping complex, comprises individual suites for 10 residents as well as common lounge, dining room, kitchen and laundry. Also incorporated will be an additional suite for a live-in housekeeper and another for residents’ guests.

Abbeyfield Roslyn House Committee chairwoman Carolyn Hayes said it was hoped to have the complex ready for the first influx of residents late this month and an official opening was planned for June, by which time everything included should be completed.

"It's not an understatement to say that without the army's input, it just couldn't have happened."

Army Band helps high school students

Students at Darfield High School reckon the help they have received from the New Zealand Army Band will set them in good stead for winning the Pacific Basin Musical Festival in Hawaii.

"It has been a huge undertaking, with the Palmerston North City Council and a number of local firms and organisations involved. We are talking about a $1.4 million project which will go some way to meeting a desperate demand for such accommodation and it's not an understatement to say that without the Army's input, it just couldn't have happened."

The training and rehearsal time has also paid off, in a different way. The students have really appreciated the support and innovative thinking provided by our talented musicians, and are certain that will help them when they go up against bands from around the world.

When asked why the Army Band had agreed to go the extra mile, Warrant Officer Bloomfield simply said, “this is great for us, it inspires us and reminds us why we are here. And who knows, one of those kids might decide to join the Army!”

Army successfully tests new Javelin capability

The Javelin medium range anti-armour weapon (MRAAW) was successfully tested in its first live firing at Waiouru in late March.

The Javelin, a shoulder launched man portable anti-tank missile system, provides land forces with a medium-range capability against armoured vehicles and other targets.

The medium-range anti-armour weapon is capable of defeating threats at a range of up to 2,500 metres.

The MRAAW comprises two parts; a Command Launch Unit, which uses an thermal imaging observation system to detect, identify, and lock on to the target and the missile itself.

FROM DILI TO SUAI
1 platoon take a close look at the south

LT Jeremy Seed

New Zealand soldiers in Timor Leste as part of the NZDF commitment to the Australian led International Stabilisation Force (ISF) based in Dili, have been utilising an ADSF resource, the Force Information Support Team (FiST) in assisting them to communicate with the local population.

The operation in provincial Suai provided 1 platoon with a welcome change of scenery from the more urban environment in Dili and the static security tasks they are used to. The platoon undertook a variety of tasks within the town of Suai and the surrounding areas including presence patrols, sports patrols and mounting VCPS.

Once the platoon was an established fixture in the area, they began undertaking sports patrols to the local villages and these quickly secured the Kiwis a strong support base amongst the local children. 1 platoon would travel to a village with basic sporting equipment and engage all the village children in an afternoon of sports, games and fun like sack racing using Army sand-bags, playground games and a tug-o-war.

"The guys really enjoy being here and the work we are doing, they are glad to be in a different place meeting different people, putting the patrolling and relationship building skills they have learned on the streets of Dili to good use here," said Dion Beker.

Once people knew we were in the area and were quite receptive to us, we began to build a rapport and working relationship with the locals, said Sgt Beker.

"To start we flooded Suai with patrols just to really establish presence and make people aware that we are here. Once this was done we approached the elders, community leaders, church leaders, local police and UN personnel here and talked to them about what we were doing.

"We also established vehicle check points on the outskirts of the area and talked to everyone who came through in an attempt to gain information on the movements and whereabouts of rebels," said Sgt Beker.

"Once the platoon was an established fixture in the area, they began undertaking sports patrols to the local villages and these quickly secured the Kiwis a strong support base amongst the local children. 1 platoon would travel to a village with basic sporting equipment and engage all the village children in an afternoon of sports, games and fun like sack racing using Army sand-bags, playground games and a tug-o-war.

"Once people knew we were in the area and were quite receptive to us, we began working with the local youth. We have found that quite good for relationship building because when the kids are laughing and playing the adults are more relaxed and are happier to talk to us."

"The Kiwis have already received support from the FiST Force Information Support Team (FiST) located in Dili who have prepared a variety of printed information sheets which contain details of the rebels sought and make appeals to the Timorese people to provide information on any rebel activities they may be aware of.

The FiST material has also been distributed door to door by the Kiwis and every vehicle stopped at the VCPS has been given a copy. Laminated large format posters are also tailored to be appropriate to the situation. Recent FiST product to be used in local newspaper advertising featured images of ISF staff undertaking urban patrolling, but if an operation is occurring in more rural areas, the imagery used will reflect that to make the material more relevant to the audience.

Kiwi company soldiers on a recent deployment to the Suai area took a large quantity of FiST material with them to distribute on patrol and at VCPS. Platoon Sergeant Dion Beker says the locals were very interested in the material.

"We want to get pamphlets out to everyone and have been going door to door and covering all the areas shops and houses. We had a number of different varieties of pamphlets all containing essentially the same information relating to specific activities by the rebels.

"Reaction by the locals to the material has been very positive. They are all happy to receive it and they read it and talk amongst themselves about what it says. It’s really good to see that they are so receptive to the messages and that they are prepared engage with us and it’s a great way to start a conversation with strangers.

"Mass media communication does not extend much beyond Dili and the people in the more rural areas welcomed these pamphlets because they provided a concise update of the situation which many of the people were unaware of, so the material has real communication value and reinforces the role of the ISF as a trusted force that keeps the people informed.

"In Dili we have distributed these sort of pamphlets on patrols but they tend to be very generic in the images they use and the messages they convey. This is the first time we have done a targeted campaign with information developed specifically for us with a focus on the operation we are conducting and the reaction to them from the population is pleasing," said Sgt Beker.
Captain Geoffrey Faraday RNZAC and Major Theo Alexopoulos RNZAR have very different jobs in Timor Leste but both are adamant that one of the great undiscovered secrets of a deployment to Timor Leste is the chance to work with the F-FDTL, the Timorese Defence Force.

Major Alexopoulos is in Timor Leste as a military advisor to the F-FDTL and describes his role as being akin to the military version of a management consultant. "I am a logistics officer, that's my speciality, so I am working with the F-FDTL to cover everything and anything from the strategic to the tactical that relates to Logistics. I do some very basic, very practical things like stacking stores through to very strategic to the tactical that relates to Logistics. I do some very basic, very practical things like stacking stores through to very strategic to the tactical that relates to Logistics.

Theo credits a lot of his love for the job to his ability to get alongside the Timorese people and understand their culture which in turn has helped him better understand and meet their needs. "To be a good adviser you have to be squared away militarily but there is another skill set that is really valueable over and above the core military stuff and that is the ability to get alongside and understand another culture. I grew up in Newtown, in Wellington which is a very cosmopolitan area and a real cultural melting pot. I attended secondary school at Rongotai College which was also a very ethnically and culturally diverse place. That background of home and school prepared me well for working with and understanding a new culture because in that environment you learn how to work together, you learn from other cultures and you learn how to get along."

These sentiments are echoed by F-FDTL Liaison officer Captain Geoffrey Faraday who works with the F-FDTL daily as one of the primary points of contact between the Timorese and the International Stabilisation Force. "Mine is a great job because I love to work with the local people. To be effective and build a working relationship with them you have to understand who they are and where they are coming from. There is a common misconception held by many, but not all, Australian and New Zealand pers that as a former guerilla force they are somehow backward," said Captain Faraday. "They are a guerilla force but they are very good at what they know, they don’t necessarily do everything the same as we would do it but that does not make them any better or worse than us; it just means they are different and that is sometimes something you can only really understand by becoming part of their organisation and working with them. You have to know who they are and what their background is to know how to work with them, so it is very important to take the time to get to know them and hear their stories," said Captain Faraday.

Both Major Alexopoulos and Captain Faraday consider that the NZDF working with the F-FDTL is making a positive difference for the F-FDTL and for the country as a whole. Major Alexopoulos urges anyone who may be thinking about applying for a post to work with the F-FDTL to do it. "Many in New Zealand see this as a jaded deployment, it is not a "glamour" mission and when I was first offered this role I was uncertain about coming here for those reasons. Once I got a handle on the scope and nature of the job I was excited to be involved and I am so glad I am here because I am loving the challenge and diversity of the job and the rewards of the work we are doing," he said.
NZDF’s 350 Communications and Information Systems (CIS) branch staff look after all our communications and information systems, the 10,000 PCs on DSIS, our laptop phones, and secure and secure networks such as SWAN. They deliver the corporate applications that support our organisation, including SAP, ATLAS, and KEA. They’re spread across the country at various camps and bases, at the primary data centre in Porirua, and at a secondary data centre in Devonport. Here we talk to Chief Information Officer Peter Thomas about the future direction of our corporate and military network information and communications systems, and about what his staff will be doing.

When Peter took up the CIO role as head of Defence IT he brought long and varied corporate civilian experience managing change and improvement.

“I saw a huge opportunity to change and improve the CIS function within Defence. Through my interview process it was the passion I saw from the CDF and GMOS, about how they could really see how the power of IT could improve our outputs that inspired me. They were really keen to embrace change in this part of the organisation. I found them extremely inspirational, and decided I really wanted to look for people like them.”

“The most important thing when searching for a new employer is that you get your values aligned. I feel my values are far more aligned to the culture in this organisation and to the strategies that NZDF has.”

Though now chief of the NZDF’s information technology functions, Peter says it is not his speciality. “If I am honest, I’d have to say I am not an IT specialist,” he says. “I consider myself to be a people leader and change manager. My strengths have been in bringing teams together for outcomes for an organisation, change management, and strategy. So while I have had a fair bit to do with IT, I’m not an IT specialist,” he says. “I’m not a noughts and ones guy.”

“My role as the CIO in this organisation, I don’t get anything done by myself. I rely on the expertise in my team and in my customer base. I can get people to do what I need to do. I get people on the front line, to the pointy end of our organisation.”

“My role as the CIO, and what I have been asked to do, is transform the CIS function so it is seen more as an enabler to our customer base, particularly to our front line, to the pointy end of our organisation.”

“Everything starts with our people. It doesn’t matter what our trade is or what our outcomes are, if we focus on our people and create the right working environment, the people will be successful. If we don’t get the people aspect right up front, we won’t get to achieve the levels of outcomes that we could achieve.”

As part of his efforts to really understand the IT needs of the NZDF, Peter already has spent time in various camps and bases, and expects this year to visit deployed forces in either East Timor or Afghanistan. When not out and about, he works three days a week in Defence House, and two days a week at the Computer Centre in Porirua. You can email Peter at: peter.thomas@nzdf.mil.nz

MORE “HORSEPOWER” FOR COMMUNICATION AND INFORMATION

Putting more “horsepower” into the NZDF’s Communications and Information Systems (CIS) is something Chief Information Officer Peter Thomas is forward to doing this year.

More resource and leadership will go into improving CIS services; a governance structure has been established to prioritise and oversee CIS activity, and effort will go into upgrading the basic “bread and butter” of the organisation, putting into using IT to enable military outcomes and advantage. “The focus of IT has (previously) largely been in the corporate domain. We have achieved some really good outcomes in the operational domain as well, but as we move forward it’s the power IT can bring to our war fighting capability that’s going to be the real transformational change that occurs. We are still just scratching the surface on what the power of IT can do for us in terms of enabling our business processes.”

But also, Peter strongly believes that business and military issues cannot be solved by information technology alone. “We can bring new capabilities to bear from an IT point of view relatively simply. But it’s actually how we change our business processes to use the new technology which is the real big challenge - the change management, the training required, the changing of mind sets, to think and act in a different way, and use that technology.”

In my view the IT solution is easy. It’s actually how we integrate that into business process and into our culture that is the big challenge for us.”

Peter says that new IT will increasingly enable Defence effort, but it is only a tool. “There is no such thing as an IT project,” he says. “All IT projects are part of the bigger picture of doing business, we’ve got outcomes to face. So we should think of all our projects as business-led projects. It may be a component, but the focus needs to be on our people and our processes.”

“Customer focus important

But also, Peter says CIS Branch is becoming more customer-focused and will be talking to people, regional commanders and others to find out more about their expectations and needs, while also running regular customer surveys to track CIS Branch performance as rated by customers.

“Our customers are everybody who works for NZDF, whether they’re sitting in corporate headquarters or in the field in Afghanistan. We want to understand what it is that our customers expect from us,” he says.

In other areas Peter suggests people need to become better at articulating their own business requirements and work in tandem with IT to get the best solutions. “In terms of IT, either in terms of IT and supply systems, we’ve got to have a partnership between CIS and the business customer base, who don’t have a lot of experience with leading technologies emerging in the market place. We can use our technical skills and knowledge of IT and show them the business capabilities, and they can use our knowledge of their own environment to see how that technology can improve their processes.”

Peter sees improvements to our communication and information systems as being part of the Defence Transformation Programme, but not all about saving money. “It’s far more than that. NZDF is at the cross roads. We have a lot of challenges and a lot of opportunities to make a huge difference.”

NEW TECHNOLOGY ENHANCEMENTS

CIS Branch staff will introduce some basic technology capability enhancements this year that will improve the IT experience and work outputs of everyone in the NZDF. These will include:

• Internet to your OXIS desktop
• Additional satellite communications channels via new land-earth stations
• Significant improvements to the “reach back” communications for deployed troops to the Defence networks and to family at home
• Improvements to the corporate e-systems allowing them to operate in deployed environments, for example, SAP and KEA
• A new telecommunications backbone across all our camps and bases to speed up the flow of information, also allowing us to build new services and capabilities across the country
• Work to start on getting a more effective information management tool, so we can find the information we need, when we need it.
Six Army personnel were among those who received New Year Honours at an investiture ceremony at Government House in Wellington last week.

The six were awarded Distinguished Service Decorations by the Governor General Anand Satyanand.

Photos: AC Grant Armishaw

New Year Honours awarded at Government House
About 400 people, including former and serving members, and local dignitaries turned out in Wanganui last month to begin celebrating the 5th Wellington West Coast and Taranaki Battalion Group’s 150th year of service.

The celebrations were held at the Regimental headquarters, and began with a powhiri. The Colours were marched on, and medals awarded to several recipients, including Battalion members who have recently served in Solomon Islands.

The commemorations and a garden party were followed by an evening function at the Stockade.

Guests included LCC Brigadier Dave Gawn, TFA, Brigadier Ants Howie, former South Taranaki mayor Mary Bourke, the Battalion’s Honorary Colonel, Colonel (Rtd) Martin Devlin, former 5 Battalion Commanding Officer, Colonel (Rtd) Jack Shaw, and former RSM, WO1 Wayne McCallion.

The celebrations are to be spread over a year, with two other major events planned for the historical regions of the Regiment.
by John Archer

A group of Territorial Force (TF) recruits began digging their defensive position at mid-morning and continued on past sunset until 11 pm - typical of the long hours they put in during the RIT 3 phase of their training with TF Company of The Army Depot (TAD) at Waiouru.

The recruits can spend just a limited time away from their civilian roles, and therefore training has to be conducted over a fifteen hour day, seven days a week, to meet training requirements.

Despite this high work-rate, only about 2% of TF company drop out, compared with an attrition rate of around 20% of the mostly teenage Regular Force recruits.

The TF recruits are in the main mature adults who have already developed good physical fitness and self-discipline. They generally range in age from 18 to their mid 30s and older in some instances. Their ranks include lawyers, policemen and prison wardens, self employed businessmen a member of parliament and more than one millionaire.

On RIT 3, a further 21 days are spent on the various firing ranges where the recruits are introduced to the more serious weapon systems, including the M203, M72, cdF, LSW and the DM 61 grenade. Navigation, radio transmission procedures, field defences, night vision goggles and other specialist equipment are included at this stage of training. The third week of training in RIT 3 is spent mainly in the field on a defensive exercise culminating with a March Out parade prior to departure to unit locations, or continuing on to RIT 4.

Training for RIT 4 begins with an advance northward from Helwan Camp parallel to the Desert Road, making deliberate attacks at section and platoon level. Up on the Rangipo Desert they engage in two days of live firing training incorporating pairs fire-and-maneuvre, the M72 sub-calibre, grenades, and the M203.

They are then transported into a close country environment for a further five days where lessons already learned culminate with an over-night platoon ambush. After further training, the recruits receive orders to conduct an over-night cordon-and-search exercise employing the full gambit of cordons, road blocks, and search procedures. Finally they walk the 14 kilometres back to Helwan for a well-earned hot shower.

TF Company was re-formed in August 2005 with a HQ staff of seven, who were re-enlisted on RF contracts from either a civilian or TF background. Since then TF Company have trained six intakes with a further three planned for 2008. There have been 343 recruits trained on these six intakes, with 323 passing as qualified.

Supplementary training staff provided by their parent TF units also play an extremely important role in ensuring that the recruits receive the best training TF company can provide.

A Hawera grandmother, Phenessa Cosgrove, is a typical example. She completed her recruit training two years ago, and since then she has deployed to the Solomons and has been promoted to Lance Corporal. For the last RIT intake she returned to Waiouru as an instructor, and at present she is preparing for her second tour of duty overseas.

Tracy Anderson (above) and Sarah Blundell dig in on a recent exercise in Waiouru.

“Becoming part of the Territorial Force has provided me with excitement and direction, and prompted me to push the boundaries of what I believed were my physical limits,” says Private Tracy Anderson.

In civilian life Tracy is a non-sworn member of the Police in Wellington, and works on initiatives involving stopping family violence.

She was part of the RIT 3 field exercise, and became firm friends with medic Sarah Blundell as they dug in together. Sarah is an Auckland based student.

"I was at a point in my life where I had gone as far as I could with work and study. My next steps were to either work overseas or begin a PhD. Both seemed rather unappealing at that point in my life. My life has been enriched by the quality of the people I have met, the challenges that have been put before me, and what I have been able to achieve. I have an understanding of what team work is now, and which I didn’t have previously and would never have had if I had not joined the TF. It has had a positive flow-on in my personal and working life.”
The various schools, depots and training centres that make up Waiouru Camp, as well as the museum, were the focus of a visit by Chief of Army, Majgen Lou Gardiner recently.

His programme included visits to officer cadet School during Exercise Basseville, a content confirmation exercise which covered subjects including leadership, health and fitness, and vision and values.

At LOTC he visited the School of Catering Junior Catering course, Combat School’s Gunnery course, and the current warrant officers’ course.

At TAD he discussed the planned extension to basic training, and at the museum he talked to staff about, among other things, the return of the stolen medals.

### Around the Traps in Waiouru

CA addresses officer cadets in the field...

... and visits the Catering School with WO Wayne Gordon...

CA learns some of the finer points relating to chef training in the Army...

... and calls in on the Log Ops course.

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### $2.5M for New Waiouru School

Waiouru Primary School has just been given $2.5 million for a rebuilding program, and the children there are full of good ideas as to how to make their new school environmentally friendly.

As well as the senior students’ lists of practical details like double glazing and covered walkways, and an endearing suggestion from the Year 1 and 2 students for the principal’s office to be on rails, “to make it easier for Mrs Hagger to come to our classrooms,” there was an overall desire to be more in touch with the land that feeds them.

“Vegetable gardens, fruit trees, chooks, sheep, a cow for milk, a fish pond.” “A worm farm to recycle our scraps.” “A greenhouse made by recycling the windows from our old classrooms.” “Collect the water off the school roof, and use recycled waste water for the gardens.”

With Waiouru’s climate now much warmer than in the past, and food prices rising fast, soldiers moving here may find their children encouraging them to dig a veggie garden, plant apple trees, build a chook house or even graze a house cow in a nearby paddock.

The funding for a new school was granted last December, and a project manager will be appointed in the near future.

This year Waiouru Primary School has 130 students with a staff of ten, and the new school will provide for about the same numbers.

Mrs Hagger explained that the present school, built in 1948, has a number of building issues and the Ministry of Education has decided that it was cheaper to rebuild the school rather than upgrade the old one. If all goes as planned, the new school will be located about 200 metres to the north, on a more sheltered site facing Ruapehu Road.

### Army Sales Outlet

**First Sale for 2008**

**Some Specials**

- 10% Discount on Selected Stocks
- Obsolete DPM Clothing (See in store for prices)
- 100% Woolen Blankets (King Single) $10.00 each
- Surplus Office Furniture
  - Desks, Office Chairs, Bookshelves, Filing Cabinets
  - And much more in store

**When:**
Tuesday and Wednesday 15-16 April 2008

“No sales prior to or after this date”

**Where:**
Building 74, South End, Main Stores Compound, Trentham Camp.

**Time:**
10:30 - 14:00 on both days

**Please Note:** Cash or cheque only. Eftpos not available.

Specials do not apply to intranet sales.

Access to TANZ, SPIL, Transfield, AFCC, Spotless and other Govt Dept employees only
Policy and advice for PREGNANT PERSONNEL

By Judith Martin

Pregnant servicewomen and NZDF civilians will be consulted more, and have easier access to information relating to work and pregnancy following the introduction of the new Defence Force policy.

A handbook to help NZDF women manage their pregnancies has also been produced and will be available from every NZDF Medical Centre, Human Resources unit and Health and Safety Advisers (HSa) as well as from the MedWeb on the defence intranet.

Assistant director of Medical Policy Captain Kevin Forward says the NZDF has had a very “risk averse” approach to managing pregnancy and pregnant women in the past.

The newly introduced policy (Stand Alone DFO 17/2007) developed jointly between the Directorate of Medical Policy and the Defence Equity Management Group, focuses on more consultation with pregnant personnel, and the introduction of evidence-based rationale regarding changing a pregnant employee’s workplace conditions.

“The new policy means that changes should be made in working conditions only if there is a health risk to the pregnant woman, or if the safety of the people working with or near her is compromised. These situations could include, but are not limited to, for example, if she couldn’t operate, for whatever reason, specific machinery, vehicles, or equipment.”

Captain Forward says there are legal barriers to putting workplace restrictions in place to protect the unborn baby. ”Only the pregnant woman can insist on work place restrictions to protect fetal health. The NZDF can place restrictions on the employee to protect her health, but not that of her unborn baby. However, NZDF does have a responsibility to inform the pregnant woman of any risks to her baby’s health.”

The new policy aims to provide evidence-based information on potential occupational health risks to pregnant personnel so they can make informed decisions about their health, and the health of their baby.”

Some areas of the policy are about protecting pregnant women’s rights to access courses and training. In the past some courses have required women to be Required Fitness Level qualified before being accepted on the course. In certain cases exemptions (from the RFL) are now available, for example if the course is classroom-based.

There is an increased emphasis on confidentiality; commanders and managers will not be told by a medical officer when an employee is pregnant. They will instead be told the employee has been medically downgraded. The responsibility of informing the commander or manager is that of the servicewoman/employee.

“In the past some women have kept their pregnancy quiet until it was obvious because they didn’t want to be treated differently, or pulled out of their normal workplace, or because they just wanted to keep it private for a while. The nature of our operations means that in some situations we could be at risk if we didn’t know a woman was pregnant. Now, with the change in policy, we hope women will feel more comfortable disclosing their pregnancy.”

Operational missions are still largely off-limits to pregnant personnel, because of the reduced access to anti-natal care in what are often remote or hostile locations. If the woman were to have complications or miscarry, an evacuation could be difficult, and the operational effectiveness of the mission could be jeopardised.

Pregnant women may be able to be part of certain, shorter operations/exercises, providing appropriate medical care is available.

Service personnel returning to work after maternity leave have 12 months from the delivery date, or three months after their return to service before they are required to pass an RFL.

If women wish to breastfeed for up to 18 months, they can apply through their unit medical officer for a further exemption from the RFL.

Captain Forward says the policy reflects finding the balance between the health and safety of pregnant personnel, and the operational interests of the NZDF.

The handbook for pregnant servicewomen and civilian staff covers areas such as service and employment entitlements, exercise, and non-occupational and occupational health hazards and recommendations. It provides lists of physical, chemical and biological agents and their potential effects, and recommended restrictions.

For more information about the new policy visit the MedWeb on the NZDF Intranet. MedWeb can be found on the HQNZDF menu bar.
The wearing of safety belts by drivers and passengers has proved to markedly increase the chance of survival and reduce injury if the vehicle is involved in a crash. Whilst drivers and front seat passengers of military and private vehicles are generally observed to be wearing safety belts, the same cannot be said for other vehicle occupants.

In the event of a crash, unrestrained people become human projectiles. When they collide with a solid object or another person, death and serious injury can result. Therefore, unrestrained rear seat passengers can be thrown and strike parts of the vehicle or those in front of them. Those not wearing belts can also be partially or totally thrown from the vehicle. All of this can be avoided by the simple act of putting on a safety belt as soon as you get into a vehicle- it only takes a second of your time!

Individuals 15 years of age and over are responsible for their own safety belts. Drivers are required to ensure the seats and belts are serviceable and that passengers and equipment are secure. The senior passenger has a responsibility to ensure the passengers remain seated and secure. Commanders should fault check and stop unsafe practices when they are observed.

There has been discussion about the wearing of safety belts on operations. The ruling is quite clear- during routine tasks, safety belts are to be worn. It is acknowledged that in certain circumstances because of the tactical situation the wearing of safety belts may not be practicable. The decision not to wear safety belts in these exceptional circumstances is only made by the commander after assessing the risk.

Whether in a light commercial vehicle or a military variant, the drill doesn’t change. If a safety belt is provided, fasten the belt and keep wearing it whenever the vehicle is in motion. It may save your life and others.

Wearing a safety belt is the single most important thing you can do to increase your chances of surviving a crash.

Wearing a vehicle safety belt reduces the risk of being killed or seriously injured in a road crash by about 40%.

Every year in NZ, approximately 20 people who are killed in crashes could have survived if they had been wearing safety belts.

When someone chooses not to wear their safety belt, they aren’t just risking their own lives. If a vehicle suddenly stops when travelling at 50 km/h the human body reacts like a pinball – bouncing off the inside of the vehicle. It can also collide with people in the vehicle that are wearing their safety belts – severely injuring them.

Regardless of where you are seated, put your safety belt on. Just being seated in the back of vehicle without a safety belt on isn’t enough protection. Wear your belt...ALWAYS!
**TOTAL FIXED REMUNERATION (TFR)**

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**THE MILITARY REMUNERATION MODEL**

The dollar value shown is the Total Fixed Remuneration (TFR).

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### TOTAL FIXED REMUNERATION (TFR)

- **Base salary for rank and trade**
- + **Employer Superannuation Contribution**
- + **factor for health support (Medical/Dental)**

### Total Fixed Remuneration (TFR)

- **Market Linked TFR component**
- **Premium for service TFR component (additional to market linked TFR component)**

### Military Total Rewards Model

It’s not just about pay, it’s about your total rewards package!

**Benefits (Life/Work Balance)**

- Including: professional development, corporate schemes, additional leave entitlements, leave centres, clubs and messes, SATS flights, sports and facilities, welfare amenities, family support, part and flex-time work, team culture.

**Variable Remuneration (Situational Compensation)**

- Regional Accomodation Component (RF only), component (op and non-op), readiness allowance (Non-RF only), holiday pay (Non-RF only), employer superannuation contributions on variable remuneration.

**Total Fixed Remuneration (TFR)**

- Base salary for rank and trade
- + Employer Superannuation Contribution
- + Factor for health support (Medical/Dental)

**Additional Remuneration - Exceptional (Individual Compensation)**

- Extra skills payment, retention payments, higher duties pay, employer superannuation contributions on additional remuneration.

**Job Requirements (Individual Development)**

- Including: training and education, promotion, uniform, fitness/gym/sports, equipment/tools, professional fees, job related expenses, travel and deployments.

### Indicative Remuneration Over a Career

- The normal range for competent personnel performing their role is steps 5-8.
- Steps 1-4 are for inexperienced personnel yet to achieve full competence.
- Steps 9-13 are for special circumstances (the exception).
BOOK REVIEWS

The Art of War: NZ war artists in the field 1939-1945
By Jennifer Haworth
Published by Hazard Press
Reviewed by Sarah Chandler

Canvassing the life and works of five NZ World War II artists - Peter McIntyre, Austen Deans, Allan Barns-Graham, Russell Clark and John Mcindoe - The Art of War combines personal recollections, biographical details, battle commentaries and high quality reproductions of over 100 art works. Author Jenny Haworth says the five artists all faced difficulties convincing the NZ authorities that their contribution to the war effort could be made "holding a pencil or a brush" as opposed to "a rifle or a hand grenade", and, with the exception of McIntyre, they seem to have become war artists via their own initiatives rather than official appointment. Although there was a consciousness at the outset of WWIII that New Zealand's involvement in the war should be recorded by NZ artists, appointing official war artists does not seem to have been a government priority.

The majority of Haworth's book is devoted to the works of Peter McIntyre, who undoubtedly produced the largest artistic output and also served longest at the front. It has been said that McIntyre often produced "sanitised" works and chose to omit the harsh realities of war, however he maintained that both the NZ public (and his bosses) did not want to see blood and gore.

Austen Deans and John Mcindoe's experience of the Second World War differed vastly from McIntyre's. While McIntyre worked in three different theatres and enjoyed moving freely among the ranks, Deans and Mcindoe were both captured in Europe, where they spent four years as prisoners of war. As POWs they became not only the unofficial camp artists but also the camp "forsers" - making fake stamps to assist other prisoners escape, for example.

Barns-Graham and Russell Clark both worked as war artists in the Pacific and spoke of the particularly difficult conditions there, notably the heat, which would cause art materials to melt. Even in theatres with cooler climates, very few works seem to have been completed in the field; it was difficult to paint full scenes on the spot and as the action unfolded, and artists preferred to make quick sketches that could be worked on later. Most of the art work that features in Haworth's book had no particular home until 1981, when Archives NZ agreed to collect and restore them. At 91, Austen Deans is the only of these artists still living. He continues to paint from his home in South Canterbury.

AQUARIUS
Jan 21 to Feb 19
Don't give into pressure. You can resist it. Unless you are New Zealand’s first astronaut and the shell of the spaceship inexplicably gives way because of systemic failure and sends you shooting off into the inhky vacuum of space. Which is course is more like a giving in to a lack of pressure … I have no idea where this is going.

PISCES
Feb 20 to Mar 20
Nothing to do with money should be kept to a minimum. Which hasn’t been an issue so far at any point of your life.

ARIES
Mar 21 to Apr 20
Feeling thirsty all the time? You vision getting blurry? Getting the shakes? You could have either type 2 diabetes or the DIs. Get it checked out. If you start losing your toes to diabetes, your maths skills will go right out the window.

TAURUS
Apr 21 to May 21
It is easy to turn the most mundane tasks into exciting adventures with a little planning and some incendiary devices. Yes, there will be repercussions, but yes, there will also be stories that can be told for many years to come.

GEMINI
May 22 to June 21
The more you fit into your day, the better you will feel. This also applies to your pants.

CANCER
June 22 to July 22
It is a good time for romance. Especially during days ending in Y.

LEO
July 24 to Aug 23
Don't talk about all your plans and schemes, just go ahead and do them. Especially the plan that involves reanimating the dead. Nobody needs to know about that before you actually get some results. And by then it will be too late.

VIRGO
Aug 24 to Sept 23
Who knows what the future will bring? Well, apart from people with time machines. And people who already live in the future in parallel universes. But apart from the, probably nobody.

LIBRA
Sept 24 to Oct 23
That was pretty impressive. I bet you couldn’t do it blindfolded.

SCORPIO
Oct 24 to Nov 22
Emotional awareness will help you deal with people you want on your side. Because that emotional trauma technique really hasn’t been paying off in gaining allies.

SAGITTARIUS
Nov 23 to Dec 20
Now is not the time to study hard and do more reading. The right time for that was weeks BEFORE the exam. I don’t what the proper term is for what you’re doing now. How about Post Test Pointless Behaviour Syndrome. Or PTBPs. Though I really do have to work on my acronyms. Dammit, the Yanks will create a multimillion dollar weapons research programme just to match something someone came up with at their word processor one day when they were bored ...

CAPRICORN
Dec 21 to Jan 20
So, you’re a Highlanders supporter, but you are doing brilliantly in the virtual super 14 picks. Hmmm, what can that mean … How about you’re a disloyal swine with a crappy team!! Bwahahahaha. Oh well, it’s not your fault you got the shabby end of the geographic stick, and it could always be worse. Like if you were a Canteb fan …

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2 Confrontations 5 Drive
3 Bridges 8 Bridges
6 Bridges 10 Sphere of action
7 Bridges 12 Unruly fight
9 Bridges 13 Set in cipher
11 Bridge 14 Japanese warrior caste
13 Shell outer 17 Search for mines under-water
14 Harden 18 Slay
15 Mountain range 19 Foe
16 Remove the fuse 20 Legislative assembly in Japan
18 Slay 21 Arouse the desire with renewed intensity
20 Legislative assembly in Japan 23 ------- force

DOWN:
1 Quarters 4 Survey
2 Employ 5 Drive
3 Man’s name 8 Bridges

PREVIOUS PUZZLE

THE ART OF WAR
New Zealand war artists in the Field 1939-1945

Jennifer Haworth

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THE GUNNERS – a history of New Zealand artillery

A book detailing the history of the service of the New Zealand Artillery from the Boer War to operations such as Afghanistan was launched on March 27.

“The Gunners – A History of New Zealand Artillery” was launched at the Auckland War Memorial Museum. It is written by Alan Henderson, David Green and Peter Cooke.

“The Royal Regiment of New Zealand Artillery (RNZA) has been at the core of the New Zealand Army for more than a century,” says Brigadier (Ret’d) Graham Birch, Colonel Commandant of the New Zealand Army’s principal artillery unit, 16 Field Regiment, based at Linton Military Camp near Palmerston North.

“The Gunners’ has more than 500 pages including over 140 photographs and maps. It provides a full history of artillery in New Zealand since the early 1800s. The main focus is on the Royal Regiment of New Zealand Artillery, which dates from 1902.

The ten chapters cover war and peace-time activities, Regular Force and Territorial Force elements, field and coast, air defence, locating, anti-tank, survey and bands.

“Gunners – professionals, volunteers and conscripts – have come from all walks of life to serve their country at home and around the world. Their story gives us new insights into the history of our nation,” says David Green one of the books authors.

“The book will solidify the tradition of the RNZA and ensure the important past of the Corps will continue to be recognised and remembered,” Mr Green says.

Vietnam veterans’ efforts to have lasting impact

The influence of Vietnam veterans in changing government policy and attitudes has many parallels with Australia, says Pete Ramsay, a Kiwi Vietnam veteran who lives in Perth, Western Australia.

Pete served with Victor 4 in Vietnam. The company lost six KIA (killed in action) and 14 WIA (wounded) during its tour of duty. He has lived in Perth for nearly 26 years, and during that time has never lost his identity as a Kiwi, nor as a veteran.

He is New Zealand’s unofficial RSA representative in Western Australia, is the New Zealand Ex Vietnam Veterans Association (EVSSA) representative for WA, and he has been president of the WA branch of the Vietnam Veterans of Australia Association.

Pete says the signing last year of the Memorandum of Understanding between the government and Vietnam veterans groups will have a lasting impact for all veterans, not just those who served in Vietnam.

“Yet, the MoU is for us, but it’s also for other veterans, especially the younger ones so they’ve got some sort of support mechanism to fall into if they need it,” he says. “We don’t want younger veterans to be treated the way we were treated by veterans of previous wars, or forgotten like the Korean veterans.

“The MoU is laying a pretty solid path for the younger veterans.”

Like in Australia, as a relatively large group, at an age that has a wealth of business and political experience, and with a sense of urgency before it’s too late, the Vietnam veterans have had an influence that is likely to resonate for years to come.

“Haven’t had my own life to live.

Perhaps 20 years ago it wouldn’t have happened because we had other priorities, like bringing up a family.”

CRIB CLARIFICATIONS

• WO Evan Wright is currently working on the Provincial Database project in Bamyan. SSgt Chris Jansen worked on the project during the last CRIB rotation.

• The Army sergeant photographed playing soccer with Bamyan children was Sergeant Kamal Singh.

THE GUNNERS – a history of New Zealand artillery

Maj (Ret’d) Morrie Stanley MBE holds a copy of “The Gunners” beside outside the Auckland War Memorial Museum

NAVY READY FOR PERSIAN GULF DEPLOYMENT

The Maritime Component Commander of the New Zealand Defence Force, Commodore Tony Parr says the Navy is well prepared and ready for the task ahead, following the announcement by Minister of Defence Phil Goff that a frigate and supporting elements is to deploy to the Persian Gulf.

HMNZS TE MANA, with her Sea Sprite helicopter sailed in early April to be on station in the Gulf from early May. She will conduct a variety of tasks during a series of presence patrols over three months contributing to maritime security in the area," Commodore Parr said.

TE MANA, commanded by Captain Blair Gerritsen RNZN, and her 175-strong ships’ company will conduct a number of diplomatic port calls during the deployment. The ship is expected to return to New Zealand in August.

CAF INVESTED

Chief of Air Force, Air Vice-Marshal Graham Lintott has been invested as an Officer of the New Zealand Order of Merit, ONZM.

The ceremony at Government House also coincided with the 71st anniversary of the Royal New Zealand Air Force. Air Vice-Marshal Lintott received his award together with several other Defence Force Personnel, including Air Commodore Terence Gardiner who was invested as a Member of the New Zealand Order of Merit, MNZN.

ANZAC SCULPTURE TO BE DEDICATED

A new bronze sculpture of a World War I soldier on Sydney’s ANZAC Bridge will be dedicated at a special ceremony this month.

The ceremony will be held on Sunday, 27 April. Prime Minister Helen Clarke and New South Wales Premier Morris Iemma will both attend and speak at the ceremony.

“This ceremony is the culmination of a joint project between the New Zealand and New South Wales governments which was launched by Miss Clarke and Mr Iemma last year.
Army dragon-boaters keep trying

By Rachel Evans

After a disappointing experience at the Wellington Regatta, the Army Dragon Boat Team put its disappointment aside, and started to focus on the national regatta in Auckland.

We would be defending our bronze from 2007 and hoping to improve on this. Our first race was going well, but because of a weight distribution mistake the boat veered off path and we lost that race. This meant we had to post three quick times to make the finals. Our next two races saw us on target and with a good time in the last heat we had a chance to make the final against the Air Force. They had been taking quite a few day off and were strong contenders to take out the competition. We started out well and at the halfway mark were fractionally behind the Air Force and slowly catching up. Our target and with a good time in the last heat we had a chance to make the finals. Our next two races saw us on track to post three quick times to make the finals. However, we were not able to keep up our form, and the National and NZ Data were fantastic in their support and we hope to see them next year.

The dragon-boat season is a relatively short one with only 10 weeks between the start of training and the National Regatta. Training consists of an hour or a little more each week, learning start sequences and paddling technique.

Our first challenge each year is the Wellington Regatta which is always a good gauge on how the season will go. Unfortunately this regatta was cancelled and Wellington Dragon Boat organised a fun day on the water on the weekend which was very strong throughout the day which finished with a race around the Oriental Parade Fountain. NZ Army was able to complete this in the best time, a little over 15 minutes. We lucked out as we had some great sponsors, both Thales and NZ Data were fantastic in their support and we hope to see them next year.

If you are to be posted to the Wellington region next year and think you may want to give it a go, contact, Mr. Evans via DKS e-mail and I will keep you posted.
Army officer cadets win well fought race

By OCDT Matthew Shaw

Two teams of Army Officer Cadet Teams recently competed in a three and a half day adventure race against an Air Force Cadet team, through the mountainous Nelson Lakes area.

The race was part of a training exercise organised by the Army Adventurous Training Team (AATT) and was designed to build the cadets’ knowledge of the development of small teams, which is a part of the NZDF competency framework. Before the race began the teams were briefed on the Army doctrine of team development, and the phases forming, storming, norming, and performing. As well as the lessons on team development, the teams were given other lessons including nutrition and adventure racing.

On the first morning the teams woke up, nervous but excited, apprehensive of tales of the exhaustion they were about to be faced with, but eager to prove themselves up to the challenge. For the two army teams in particular, the challenge was on - this was the 4th race of its kind, and three years in a row the army had come up short. So it was with gritted teeth that the army teams started the race, running for the first leg of the race.

The challenge of the race was not simply being quicker or stronger than your opponents, but included a great deal of thinking, planning and determination that the teams sprinted away from the start line, running for three years in a row the army had come up short. So it was with gritted teeth that the army teams started the race, running for the first leg of the race.

The race was no longer just about taking the trophy back to Linton, but was high as the army 2 came into the transition for the last leg, racing to army 1 who won the race. The officer cadets would like to extend their thanks to army 1 for its outstanding effort.

The winner - army 1

The Air Force again brought up the rear. Though finishing first, army 1 had incurred two hours of penalties throughout the day and Air Force suffered one hour. So the end time for the day had Army 1 back 3hrs 30mins from Army 2, and the Air Force team a further 1 hr 30mins behind them.

The final day of the race began with a kayak back across the lake, then a cycle back to the start line, with activities along the way. Army 1 needed a massive effort to claw back a victory, while the Air Force would need a miracle to catch up. And so the day began with Army 1 taking to the kayak with a vengeance, powering across the lake, and quickly transitioning into their cycle, with the other teams battling to keep up.

Half way through the cycle the teams were presented with an extra, completely optional, supplementary activity, with a potential gain of two hours. Army 1, and then Air Force opted for the activity, but Army 2, feeling the strain of the preceding days and knowing that the race would end in the early hours of the morning, decided to use the light to their best advantage and opt out of the activity. This put them back in the lead, but unknown to them the other army team had put in a massive effort for the day and had almost caught them up again.

The next leg was orienteering around the district of St Arnaud. An outstanding effort by Army 1 saw them more than double the score of any other team. During this leg the news was broken to the army teams - one of the Air Force members had pulled out through injury and the team would suffer a six hour time penalty. The race was all but lost for the Air Force.

The race was no longer just about taking the trophy back to Linton, but for pride and bragging rights among the Army cadets. From there the race picked up a notch, with Army 2 running their bikes up the last hill, and Army 1 running through the night to catch them up.

The final leg of the race was a ½ hour kayak across Lake Rotoreta. Morale was high as the Army 2 came into the transition for the last leg, racing through the transition to keep their lead - and the line rights. But Army 1 was breathing down their necks and the final battle was on. As the teams rounded the last corner, Army 1 was catching, but it seemed the lead was too great and Army 2 took line rights, finishing at 2353hrs, Army 1 just 7mins behind, bang on midnight. Air Force would finish later, at 0317hrs.

After a well earned feed and a sleep, the teams were given the final scores, with all the supplementary activities added in. And the winner was Army 1, a mere 7hrs 30mins in front of Army 2, after approximately 52 hours of racing. The Air Force team came in 8hrs 30mins behind them.

The race was well fought by all who participated, and congratulations go to Army 1 who won the race. The Officer Cadets would like to extend their thanks also to the staff at AATT and the Air Force team, who continued to give it their all to the bitter end. The exercise made for a fantastic week and all the participants learnt a lot about team development, each other and how far beyond exhaustion they could push themselves.

The winners - Army 1
By WO1 Roddy Hickling

Te tiro atu to kanohi ki tairawhiti ana terawhiti t era kite ataata ka hinga ki muri kia koe

Turn your face to the sun and the shadows fall behind you

For every athlete at the start line there is a story that only that person can wholly understand. There were obstacles everyone needed to overcome, both physical and emotional. It's ludicrous to think that after swimming 3.8km and biking 180km we get off the bike and run a 42.2km marathon. What are we thinking? Are we crazy? I'm sure many people think we are. My triathlon experience amounts to one half ironman in Dec 07 and a standard distance triathlon in Feb 08. Those were some of the thoughts racing through my mind as I warmed up in Lake Taupo, minutes before the start of the 2008 Bonita New Zealand Ironman. Ngati Tuwharetoa had just finished issuing the challenge to all competitors and now were aboard their waka, ready to escort some 1200 athletes through the waters of Lake Taupo.

The day dawned perfect for the 3.8km swim but would worsen throughout the day with rain and wind. The sun was just breaking over the horizon. There was an eerie calmness in the water as I am sure the majority of people reflected on their journeys to get to this start line. I line up as an individual, some 15kg lighter, but it has taken a team to get me here. My journey started some 12 months ago when WO2 Steve Harvey sowed the seed. Capt Shannon Stallard assisted with the purchase of a bike on TradeMe and I, full of enthusiasm, headed out on my first bike ride. Some 20km and 2 hours later, I was back home, unable to sit down because of the pain in a part of the body where no male should feel pain. Undeterred, off to the pool and managed to swim almost one length before having to grip onto the side of the pool. I was going to need some help. Standing on the shore are the team that helped me get here; Pete Morrison, the local doctor at the McMahon Clinic and his family, who spent countless hours at the pool, teaching me how to swim. He was the reason why I did not push that snooze button at 0530hrs most mornings. My partner Kim Goodwin who shared every emotional and physical step of this journey. She has lived ironman for the past 12 months. Weekends, holidays and meals revolved around ironman training. Kim's and my family who remained rock-solid in their support for the past 12 months and David Pemberton who has stood by me for the past 24 years. Lurking in the background is my coach, Stephen Sheldrake who put together my training regime and constantly provided me motivation and a focus especially when the going got tough. Attached to my pounamu is my mothers' ring, who lost her battle with cancer last year and will be scouting the way ahead for me today. Also lining up is LTCOL Rob Hoults whose advice, based on his own experience was invaluable and a calming influence on my own doubts.

My thoughts were shattered as the crowd began the countdown to 7am, the race start. The School of Artillery gun fired and Ironman 2008 was underway. It was like swimming in a washing machine with 1200 athletes all vying for the same piece of water. I managed to find some clear space and came out of the water in 1hr 16 mins. A 400m run into the first transition and onto the bike and out to Reporoa twice. We battled into a stiff headwind but were rewarded with a tailwind all the way back to Taupo. I got off the bike having completed the 180km cycle in 6hrs 40mins. On with the running shoes and only a marathon to go. My first marathon and had been unable to walk properly three weeks prior due to an on-going ankle injury, so had not put the miles in for the run. However battling into a strong headwind and having run all the way, crossed the finish line with a sub 5hr marathon. A total time of 13hrs 09 mins.

The team that got me to the start line were there at the finish line. Staff of HQ LTDG, especially the support of the Chief of Staff and FSM were also instrumental in enabling me to cross the finish line still smiling, along with SSgt Tony Ponting who initiated and provided expert input to my swim program. The goal was to finish comfortably and that I did. What's next? Well this experience has opened my eyes up to challenge and push myself further than I thought was ever possible. The journey has been a rollercoaster but I do not think it is over yet, I will leave the last words to Mike Reilly, the voice of Ironman.

"From Waiouru in New Zealand and if you are from Waiouru you can only be one thing and that's a soldier in the New Zealand Army. His first Ironman, number 265, you've done the nation proud my friend. Roddy Hickling you come on down here and become an ironman right now. "

Ironman: WO1 Roddy Hickling in action
There was courage, comradeship, commitment and integrity in the recent Coromandel Colville Connection writes Army civilian Dean Hodgson.....

The cycling mad Log Exec guys from Trentham were at it again, off travelling the country to abuse our bodies by tackling near inaccessible parts of the country on our mountain bikes.

The team of Tom ‘The Dynamo’ Hirst, Maj Terry ‘Off to Oz’ Read, Maj Spike ‘I’ll be fun’ Milliken, Ian ‘Back to Blighty’ Barrows, and yours truly Dean ‘I’ll get there by Prize-Giving’ Hodgson travelled 600km to the top of the Coromandel Peninsula to tackle the 73km Colville Connection on the 8th March. The course map showed 63km of tar-seal and gravel roads split in the middle by one major climb up and over a 500m hill. Doddle!! Despite predictions of rain the weather cleared on Friday night, allowing for a good night’s rest (broken only by the snoring). Saturday dawned slightly overcast but looking good for a warm and dry event. However to be prepared for every eventuality I filled my backpack with enough gear and food for an all day event, much to the amusement of my team-mates. We lined up with about 500 other cyclists, Tom ahead with the gun riders who were out to attack the 73km course, the rest of the team further back prepared for an enjoyable but challenging few hours in the saddle. Nearly 800 other riders of all ages tackled the 45km or 24km courses.

The NZ Army team moved up through the pack, until Terry’s chain broke. A quick fix saw us 5km down the road before another stop to repair the five. Five km more passed beneath our wheels before the first of Ian’s two punctures. It was here we met Tim Clark and Tony Buck from SPEL Trentham who had also travelled to the event. We heard we were at risk of becoming Tail End Charlies so we quickly fixed the puncture and pushed on to the base of ‘The Big Hill’. For those who’ve tackled Karapoti, this 500m+ high hill is the Devil’s Staircases’ Big Brother. A mostly unrideable sticky clay surface forcing you to push the bike uphill at a seemingly never-ending incline. Knowing I’d struggle I told the rest of the team to push on and I’d see them at the finish. From then on it was head down, butt up, and get on with the job. One obviously shattered competitor dumped her bike half way up and upon reaching the summit sent her waiting hubby back down to retrieve it. For the rest of us the Commitment to reach the top was well worth the effort with spectacular views of the coastline, countryside, and Great Barrier Island. For those with the testicular fortitude a fast but bumpy downhill ride to the seashore was the ultimate bonus.

I arrived at the halfway point shattered (that well stocked backpack was obviously OTT) but pleasantly surprised to see my mates had waited almost an hour for me, sacrificing their chance of completing the course in a respectable time. After suffering some good natured ribbing from the team and event volunteers alike, I refuelled and we set off, back onto the gravel roads around the stunningly scenic North Coromandel coastline. However the toll the Big Hill had taken on my body together with the 33° temperature (that black Army shirt possibly not the wisest fashion choice) hit me after the first couple of climbs, my pace dropped off again, and I was on the verge of packing it in. But again my mates were waiting at the top. The Comradeship and Courage they showed by waiting gave me the incentive I needed to suck it in, take a ‘Harden Up’ pill, and get on with the challenge.

We rode the last 35km as a team and finished together in just over 7-1/2 hours, after the start of prize giving but all rolling in under our own steam, injury free and smiling. A slightly bored Tim Hirst (having completed his ride in 4 hours, somnifs and knocking 20 minutes off his previous time) was waiting at the finish with a cold one for each of us. Good on ya mate! Tim and Tony from SPEL came in unscathed after 8-1/2 hours on the ride, having enjoyed the scenery and weather, but like us hating the hill. Luckily there was still a sausage or two left on the BBQ for them as their reward for completing the challenge. As a civilian working for Army for 11 months now I’ve had several great opportunities to enter events like Karapoti and Colville with my military and civilian workmates. I’ve come to appreciate the Espirit de Corps you get by backing and being backed by your mates. Our cycling fraternity will soon be losing Ian Barrows and Terry Read who are both heading overseas to tackle new challenges. However those of us that remain will keep them updated on each new event we conquer. And what about the Integrity aspect of the weekend? I can only remark on how honest my mates were when complaining about the snoring, the waiting, how I loaded my pack....

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On one of the hottest days in March 100 of Burnham’s finest competed in the camp triathlon, organised by our wonderful PTIs. The length of the course was a 6.4km run, a 500m swim and a 24km cycle.

The overall winners were:

1st Individual Overall and 1st Veteran Men’s – Major Dave Neal (Distribution Company) with a time of 1hr 21mins 40secs

Fastest time Overall – Private Nathan Johnston, Lieutenant Cory Neale, Major Aiden Shatlock (2/1 Royal NZ Infantry Regiment) – Time 1hr 17mins 42secs

Major Dave Neal, winner of 3 LFG’s inhouse Triathlon.