

ARMY NEWS

ISSUE 525
AUGUST 2021

PERIOD PRODUCTS AVAILABLE

Giving soldiers better options

BULLER FLOOD SUPPORT

Soldiers at the ready

QAMR OUT AND ABOUT

Practising core skills



TŪ KAHA COURAGE

| TŪ TIKA COMMITMENT

| TŪ TIRA COMRADESHIP

| TŪ MĀIA INTEGRITY

NEWS

- Period products on issue **03**
- New cancer support group established **05**
- Vaccine delivered to islands **05**

PEOPLE

- New soldiers march out **04**
- Linton MO returns from Sinai **10**
- Drum Major recognised **14**
- 20 years of Joint Forces New Zealand **22**

MISSION

- Buller flood support **06**

CAPABILITY

- Maintenance support facility on its way **11**

TRAINING

- QAMR in the field **16**

SPORT

- Strong and conditioned **21**
- Robin Goomes, ace mountain biker **25**
- 10 years of Trentham Titans **27**

Cover: Private Will Osborne, winner of the Leonard Manning Memorial Trophy for Top Pistol Shot.
Photo: Corporal Sean Spivey



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SMA.NET

Profession of Arms – An ancient and honourable tradition

In last month's issue I spoke about role clarity and why our appointed functions are so important. Throughout July as we've travelled the Army's camps and facilities, there's been ongoing discussion about our 'profession' and where it intersects civil-life and liberty and our deeper culture. This month we view the topic of our profession through another writer's lens – WO1 Lyall Mooney, RSM of the Army's Command School. RSM Mooney is a graduate of the United States Army Sergeant Majors Academy (NCO Centre of Excellence) and is nearing the close of his posting at his Waiouru-based command. Enjoy.

WO1 Wiremu Moffitt
16th Sergeant Major of the Army

Profession of Arms

As a servant of the State, the NZ Army's primary function, as specified in 'Way of the New Zealand Warrior', is to fight on land as directed by its government. When no fighting is required, then it may be required to complete other tasks such as integrated land missions, population support, population protection, and building partner capacity – both internationally and domestically. This domestic responsibility has become increasingly apparent with the NZ Army's long-term commitment to Operation Protect. However, as war-fighters, or military professionals, we must still maintain readiness for our international and non-discretionary operational outputs. It is this term, the military professional, that is the focus of this article; with the additional endeavour of defining what it means to be a member of the Profession of Arms. During my tenure as the RSM, Army Command School, it has become apparent there is a lack of understanding throughout the junior, and even some senior, ranks of our Army on what it means to be a profession or professional. US Army doctrine states, "An Army professional is a member of the Army Profession who meets the Army's certification criteria of competence, character, and commitment". Simply stated, all

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soldiers regardless of rank, trade or Corps, are members of the Profession of Arms and therefore servant to the ethics and virtues on which our noble profession is constructed.

The NZ Army's origins are steeped in the bicultural traditions of our colonial and indigenous heritages. However, the creation of Ngāti Tūmatauenga has provided all soldiers with a unique cultural foundation, the envy of many other nations. It could be argued that the fundamental tenets of Ngāti Tū align with the foundational aspects of what constitutes a profession:

- We provide a unique and vital service to society, one it cannot provide itself.
- We provide this service through the application of expert knowledge and practice.
- We earn the trust of society through the effective and ethical application of our expertise.
- We self-regulate, we govern our own processes through the education and certification of professionals.
- We are granted significant autonomy and discretion in our profession on behalf of society.

These five elements clearly delineate our profession from societal norms and as a member of the Profession of Arms, soldiers are bound by ethics and values not always prevalent within other vocations. Our warrior ethos should inspire the life-long pursuit of expert knowledge, embody the privilege of service, and develop



the moral strength of character that holds our profession above the norms of society. As war-fighters we are entrusted by our society to operate in complex and austere environments, under extreme conditions of hardship and ultimately, be prepared to put ourselves in harm's way. This is what makes our profession unique and why the Profession of Arms is considered an ancient and honourable tradition.
Serve Proudly – Lead Wisely
Kia karatete te tū, kia tautōhito te ārahi

WO1 L.V. Mooney
RSM
Army Command School



LOOKING BACK

New Zealand soldiers in Cassino, Italy during World War II.

Photo: National Army Museum

A MESSAGE FROM CHIEF OF ARMY



The character of conflict is changing.

Trends in the geostrategic and geopolitical environment suggest that increased competition and confrontation between nations and political systems is more likely.

The binary states of peace and war are blurring, becoming increasingly complex, and being influenced more and more by both rapid technological change and transnational challenges such as climate change, biosecurity risks, terrorism, and organised crime. The increasing influence of cyber and space adds even greater complexity to this rapidly evolving future, a future that is both dynamic and increasingly difficult to predict.

What is foreseeable however, is that the combined effects of future trends will create a series of threats across the competition-conflict spectrum to both NZ's resilience and national interests, and to our partners' security. The effects of these trends will be most challenging where populations are marginalised, live in vulnerable environments and where the rule of law is most opaque. As such, and as we give thought to the future operating environment, the security of people and societies will remain a key political, strategic and ethical consideration.

It follows therefore, that whilst our Army must retain the core and fundamental capabilities required to fight and win in combat we must also look to our ability to operate in the 'grey zone' between war and peace. We need to better consider the continuum from soft to hard power, from discreet to combat capabilities, and we must look to better understand, and ultimately execute, operations across the spectrum of conflict in the Information Age.

Our agility, both in thought and action, as an organisation is only going to become more important. To think and act at speed, to rapidly adapt to an ever-changing increasingly complex operational environment, and to remain relevant will test us.

The 'Chief of Army's Seminar 2021' (CASEM21), being held virtually over the month of September, has been designed to explore how our Army must continue to evolve over the next 20 years. Ideally we would've held a more formal centralised activity, however, as part of a deliberate effort to reduce tempo across Army, an online forum has been selected.

CASEM21 will develop a view of what transformation for the Army out to 2040 could look like. How we will operate, what capabilities we will require, how we should be structured, and how we should train are key questions that the seminar will look to answer. We will also explore Army's culture and ensure that it not only remains fit for purpose, but that it continues to position our Army for the future fight.

So my requirement on Army is to get on the KEA website, read yourself in, and get involved. A series of presentations have been provided as a basis for our considerations and to complement subsequent questionnaires, conversations and analysis. Senior leaders, select command teams, and subject matter experts have been designated to facilitate the localised discussion component of the seminar and they will be reaching out to you separately over coming weeks.

Despite real-time challenges of Covid our Army25 Strategy continues to deliver on the vision of a modern, agile, highly adaptive, light combat force. The time is now right though to think past Army25, and develop a view of the 'Army After Next.' CASEM21 is a critical first step in this journey, and each of you have a critical part to play.

I thank you in advance for your participation.

**Major General John Boswell
Chief of Army**



Recruits are briefed on the contents of the pack.

PERIOD PREPARED

The Army is piloting the provision of period products such as menstrual cups and underwear, and re-usable pads to its soldiers to use in the field, while training, or on deployment.

The period packs are being trialled by recruits currently undertaking basic training in Waiouru.

Soldier Systems Manager, Mark Forbes of Defence Logistics Command (Land), said the decision to provide the period system products came about following a proposal through the Army Innovation Portal by a soldier who recognised a gap in providing for the needs of those who menstruate.

"It has been great to have PTE Thomson involved from end to end in the process, from concept through to commercialisation, training and introduction into service. She should have a real sense of pride and achievement knowing that irrespective of rank,

innovative ideas are welcomed to solve problems in our Army and can assist with continuous improvement in our organisation.

"A lot of work has gone into getting a solution in place for the two current recruit courses as a trial for the products and associated training. Feedback will be used to make decisions on aspects such as brand, type and sizing."

The products in the period packs are reusable, and demonstrate both a growing commitment to sustainability within the NZDF, and also Progressive Procurement Policy (PPP), as there is representation from Māori-owned and other local-based business taking part in the

supply of some of the items in the Period Entitlement Pack.

"The provision of these products is a combat enabler and intended to improve operational effectiveness. This pack provides our soldiers with a better choice and options to manage periods within unforgiving environments where previously nothing was really there," said Mr Forbes.

Lieutenant Colonel Valanda Irwin, G4 Operations and Systems at DLC(L) said once the entitlements had been refined the products would be available to all personnel who need them.



The period pack kit being provided to soldiers.

Friends and families gathered in chilly Waiouru recently to watch the Army's newest soldiers graduate.

Gunner Dylan Penman received the Top Warrior Award.

Other awards:

Trooper Makuini Newton
SMA Award

SIG Mansimrit Singh
Top Recruit, BVC

SIG Andrew Thompson
Top Recruit, CVC

Trooper Mitchell Joint
Top Recruit, Coy and FVC

SIG Declan Winter-Donk
Top Shot

CPL Kim De Schot
Top Instructor



LINTON SUPPORT GROUP REACHES OUT

A support group has been formed in Linton to offer help and camaraderie to people affected by cancer.

The group has been set up by two Army women, Corporal Lanz Blackman and her wife, Captain Buffy Little, with the help of Linton Padre Elijah Peters.

CPL Blackman was diagnosed with cancer in 2019, and Captain Little, three years earlier.

"We got to know a bit about cancer. Buffy was quiet about her diagnosis, but I was the opposite. I decided to tell everyone, and in no time I was being contacted by (Army) people who had brushes with cancer, or who had loved ones who were affected.

"Buffy and I thought a support group would be a good idea as it affects so many people. I sent some emails and went door-knocking and realised the community here was keen. Padre Peters was keen to help out too and knew who to approach to make it official."

The group, which is open to any NZDF military or civilian employees and also their families, meets at Rastrick Hall which is outside the camp.

"Cancer can be a really lonely and isolating disease, even before you start treatment. We thought the more we could get people happy talking about it the more likely they would be to reach out for help. It's easy to regress into a little hobbit-hole of sadness. We thought if there was anything we could do to prevent that we should."

CPL Blackman said the support group was also available on Microsoft Teams for people who



CPL Lanz Blackman, Padre Elijah Peters and CAPT Buffy Little: reaching out to those affected by cancer.

for whatever reason could not meet in person.

Padre Peters said if someone wanted to know how to better support anyone with cancer (even if they don't know anyone right now) their attendance at a meeting was welcome.

"We would gladly welcome their attendance as this will enhance our support culture going forward. If a Unit Commander or anyone in a position of managing our personnel want to attend to increase their knowledge and soft skills around this topic, they are also welcome to attend.

The next two support group meetings are scheduled for 25 August and 22 September, 1500-1600, Rastrick Hall. RSVPing isn't required, but it is helpful to know. CPL Blackman is the POC.

CAPT Lusher helps unload the precious cargo.



Covid vaccine delivery to remote islands

Army pharmacist Captain William Lusher made a special delivery last month – boxes of Pfizer Covid-19 vaccines to some of the most remote places in the world.

Aboard HMNZS Wellington CAPT Lusher was part of the team that successfully delivered the vaccine consignment to the Fakaofu, Nukunonu and Atafu atolls of Tokelau.

Transporting the vaccines on behalf of the Ministry of Health,

HMNZS Wellington and her 76 crew utilised a Rigid Hulled Inflatable Boat and Seasprite helicopter to carry out contactless deliveries of the vaccine stock. Tokelau was the last of the Realm countries to start its vaccine roll out.

Getting delicate vaccines to 1,140 eligible people so far from New Zealand with limited transport options required detailed planning and complex problem solving in a multi-agency effort. The Ministry of Health, with the support of the New Zealand Defence Force and Ministry of Foreign Affairs and Trade, had been working in partnership with Tokelau officials to ensure everything was in place for their roll out.

The ship had cold chain storage on board, keeping the vaccines at the required temperature for the

transit, and Tokelau health officials developed their own programme to roll out the vaccine across the three atolls, in order to protect their communities.

CAPT Lusher said he made sure the vaccines were kept at the correct temperature throughout the journey. "It was great working with the Navy. They made it very easy for me to do my job."

HMNZS Wellington transited to Palmerston Island in the Northern Cook Islands to deliver enough doses for the 40-strong eligible population there, before making a logistics stop in Rarotonga.





BULLER FLOOD SUPPORT

Soldiers from 3rd Combat Service Support Battalion (3CSSB), based at Burnham Military Camp deployed to the Buller District on the West Coast in July following severe flooding.

The few remaining soldiers in the unit who weren't currently committed to Operation Protect braved the treacherous driving conditions on the way to the worst hit area of Westport. Only six weeks earlier the unit also responded to the Ashburton floods in mid-Canterbury.

Soldiers assisted Buller Emergency Management alongside Fire and Emergency New Zealand, New Zealand Police, New Zealand Emergency Management Assistance Team, Land Search & Rescue New Zealand, Urban Search & Rescue, as well as Community Coordinators with the evacuation of more than 800 properties and 2,000 residents in the area.

In addition to those helping with evacuations, 3CSSB caterers, with the Army's tactical field kitchen assisted in cooking and feeding up to 300 emergency responders who were supporting the flood response effort.

A Royal New Zealand Air Force NH90 helicopter and its crew from No.3 Squadron also assisted with additional tasks in the region including damage assessments of isolated areas, emergency food drops to rural addresses and farm stock assessments.

Residents were moved to welfare centres and to stay with friends and family. The evacuations were complex with teams assisting with multiple areas spread across Westport. The team further supported the community of Westport by assisting with cordons and accessing hard-to-reach houses.

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By the numbers:

32 soldiers on the ground in Westport

4 Liaison Officers assisting Buller District Emergency Operations Centre

4 Unimogs

2 HX58 MHOV **2** HX60 MHOV

2 Light 4WD **1** LOV (Forward Repair Team)

300 emergency responders fed by our tactical field kitchen

800 properties and **2,000** residents assisted to evacuate in the district



3CSSB soldiers were on hand when Buller flooded.
Photos: Corporal Sean Spivey

NEW NZDF MEDIC CAREER LEARNING PATHWAY

By Charlene Williamson

New Zealand Defence Force medics training will now be recognised with tertiary level qualifications as part of the two-and-a-half year training at Defence Health School (DHS) in Burnham.

The NZDF is partnering with Auckland University of Technology (AUT) to deliver training that will see medics studying towards a Level 6 Diploma in Paramedic Science and a Level 7 Graduate Certificate in Health Science.

These qualifications will form part of the Military Medical Technician training, and NZDF Medic training programme delivered by AUT. Learning delivered by DHS is linked to AUT content.

Chief Instructor, DHS Major Neil Corlett said this change for medics will mean they leave the school with recognition of their learning.

"The two qualifications earned through ab-initio medic training opens up a range of learning pathways that can be built upon through future study, career and

trade coursing into registered health professions.

"The relationship we have with AUT will enhance medic training providing recognised accreditation, transferable skills, and pathways to further qualifications in health sciences," he said.

The AUT delivered component of medic training is common to both civilian and military practice, meaning that DHS can focus on training NZDF medics in specific military contexts. It is also anticipated that this will mean DHS will be able to extend beyond ab-initio training, and deliver continuation training and training of health command and staff functions.

MAJ Corlett said NZDF medics are highly valued and critical to



healthcare delivery across Navy, Army and Air Force.

"It is important to recognise the efforts and high standard of our medics' competence, and the quality of the NZDF medic training provides them with tertiary qualifications that confer the external credibility they deserve.

"It is also important that medics are provided options to continue to professionally develop whilst remaining in the NZDF," he said.

"Medics that have graduated from DHS since 2019 without qualifications will be provided a

pathway to gain the same tertiary qualifications as those who will graduate from DHS in the future.

"Some extramural study will need to be completed, but assessment of medics' current competence in specific areas, recognition of prior learning, and their clinical practice within NZDF will satisfy most of the qualification requirements," MAJ Corlett said.

Private Jamie Ferguson is two years into her training, but this doesn't mean she will miss out on any qualifications.

"There is currently a plan in place post-graduation to obtain the qualifications. Having these qualifications will mean that we can continue to advance our learning through additional pathways that tertiary study provides.

"This will benefit not only us but the NZDF as we extend our knowledge," she said.

For more information on the specifics and where you might sit in the qualification process of the new Medic Career Learning Pathway contact DHS.

THE NEXT SELECTION FOR THE

1 NZSAS REGT

OCTOBER 2021

NOMINATIONS OPEN
12 JULY
AND CLOSE
10 SEPT

For more information or to download your application, please visit the NZSOF Intranet site:

<http://org/nzsof/LP/Recruiting.aspx>

THE NEXT NEW ZEALAND SPECIAL OPERATIONS FORCES

COMMANDO ASSESSMENT

OCTOBER 2021

NOMINATIONS OPEN
12 JULY
AND CLOSE
10 SEPT

For more information or to download your application, please visit the NZSOF Intranet site:

<http://org/nzsof/LP/Recruiting.aspx>

NZ Army helps Ōtaki students and ambassador mark end of Korean War

The anniversary of the end of the Korean War has again been marked in a small lower North Island town with the help of school children and the New Zealand Army's 16th Field Regiment.

Ōtaki Primary School, with the Wellington Region Korea Veteran's Group, annually conducts a wreath-laying ceremony to commemorate the Korean War armistice.

Since it was first organised by local veterans, it is regularly attended by the South Korean ambassador and local and military dignitaries.

"New Zealand was one of the first nations to respond to the United Nations Security Council's call for assistance in Korea, and New Zealand was the second largest troop contributor per capita," said Lieutenant Colonel Dean Gerling, Commanding Officer of 16th Field Regiment.

"The regiment continues to support the Ōtaki event. This year it began the day with a static light gun and mortar display – a highlight for the students and veterans."

The Regiment arrived in Korea on 31 December 1950, along with 10 Transport Company and a Divisional Signals detachment.

It played a crucial part in the Battle of Kapyong in April 1951, when waves of enemy soldiers were repulsed using a combination of infantry holding ground and artillery fire support.

For its role in halting the attack the Regiment was awarded the Korean Presidential Unit Citation.

The wreath-laying ceremony followed, where the veterans and fallen were acknowledged for their service during this era. The regiment mounted a Catafalque Guard around the Korean War Monument.



16 Field Regiment soldiers formed a Catafalque Guard at the commemoration.

At the conclusion of the service students conducted a pōwhiri and cultural activity in the school hall. It was followed by the South Korean ambassador His Excellency Mr Sang-jin Lee hosting a lunch at the local RSA.

Hostilities during the Korean War lasted from 25 June 1950 to 27 July 1953. Around 4,700 New Zealanders served as part of the New Zealand contingent – Kayforce – under United Nations' command and 45 men lost their lives serving in New Zealand forces – 33 of them during the war.



CASEM21

The CA's Seminar is going online!

This year, due to the demands of Op PROTECT, we have moved the CA's Seminar from a two-day off-site event to be available online throughout the month of September. This also means that we can open participation to the whole Army, and we want to hear from you!

The content of the seminar will be available on KEA. You can watch and read the informative presentations at your convenience, then get together with a small group of peers to discuss the questions posed. Guidance for running these discussion workshops is available on the website.

This year we're looking well forward to 2040. Where the organisation should go, and should focus our efforts on. How the organisation should train, how we should be structured, and what capabilities we'll need. What culture the organisation needs to support these approaches.

Speak to your command team about running a workshop for your views, and visit the website for more information and registration.

www.kea-learning.nz/chief-of-army-seminar-21/



Safety in the Sinai

Keeping soldiers safe took on a new twist when a six-person Army medical team travelled across the world to swab and vaccinate their comrades on the Sinai Peninsula recently.

The mission had its challenges but was rewarding, says medical officer Captain Sandy Mitchell.

The medical team deployed to the Sinai to join an Australian Defence Force medical team following cases of Covid-19 in the Multinational Force and Observers (MFO) mission.

Now back in Linton where she is based, CAPT Mitchell says the team worked mainly in the early morning or evening as daytime temperatures soared to over 40 degrees celsius.

"We were mostly based in South Camp of the MFO. Our typical days started at 0630 setting up to begin swabbing at 0700 each day. We had additional swabbing clinics at night starting at 1900 when required as we were there during Ramadan and the local workers or others observing this could not be swabbed during the day.

"We did anywhere from between 450 and 60 swabs per session. We carried out all required roles including administration, collecting samples, processing samples, and managing any positive results. This would take anywhere from four hours to into the night depending on the number of positives."

There were meetings to attend, and the management of positive individuals to be organised.

"We would discuss any new positive tests and the implications of these as well as any cases who were up for release from isolation or quarantine due to positive test, close contact, or return from leave." The team had six rostered swabbing days per week with one day 'off' which was filled with either high risk group swabbing or on one occasion a vaccination clinic.

"LCPL Lara Dessoulavy and I put in some significant effort along with the NZDF CMO and ADF J07 to set up the vaccination of the ADF contingent with the AstraZeneca Covid-19 vaccine. This was a success with a total of 24 doses delivered in South Camp and eight delivered on a day trip up to North Camp, covering the entire ADF contingent."

The New Zealand team also included Major Kevin Drysdale MSO, nursing officer LT Amanda Page, environmental health officer LT Chris Buerkeman, and senior medic SGT Conchie.

CAPT Mitchell said as all the different contingents are ultimately under the command of their home nation getting everyone to follow rules without being able to enforce them was challenging at times.

"We had to accept some losses for the overall bigger gains. This included opening some amenities such as the beach earlier and less restricted than we would have liked, as well as holding on to masks being compulsory in some settings (inside and at the DFAC) but letting the requirement for them to be worn outside be only a recommendation."

CAPT Mitchell initially joined the Army in November 2013 on the Medical Officer Cadet Scheme. She then completed her Reservist recruit training followed by some placements at Burnham Camp Defence Centre.

After graduating in 2016 she worked for two years in the public hospital system on leave without pay to gain her general registration before returning full time at the beginning of 2019.



A rewarding experience: CAPT Sandy Mitchell.

CAREER MANAGEMENT CORNER

The Importance of Honest Performance Reporting

In the recent CA QUICKREP and AGS DOWNREP one topic of discussion was the importance of honest performance reporting – not just against the outputs of your role but also on the behaviours we expect from our people. Performance is equally what you do and how you do it/how you behave.

Performance assessments in PDRs are not just about what you produce and your skills. Behaviours are a key performance criteria and individuals cannot be considered performing or high performing (or promotable) if behaviours are not in line with the leadership framework and our values, regardless of how technically proficient they are.

While this has always been the case it was explicitly introduced as part of PDR3 last year where behaviour statements relating to the soldier's leadership level are measured in the PDR. Army

will continue to reinforce and implement that this year so please remind your teams.

Now is a good time to have this discussion with direct reports because we are at the start of a new reporting cycle for civilian personnel and half way through the reporting cycle for military personnel. Commanders could use this as an opportunity to have a dedicated conversation with each of their team members, focusing on outputs and behaviours. How have the last 6 months been? Have they met expectations? How have they developed? What do they need to focus on for the next 6 months? There are plenty of resources available on the HR toolkit to support people to do this well. http://orgs/imx/hr-toolkit/LP/060_padt.aspx.

The Staff List

The Staff List was a concept developed in 2018. Following a review in 2021, the broad, initial 2021 directive was refined into DFO (A)

Vol 3's Staff List policy. At the recent Army Management Board (AMB) DACM presented the revised Staff List policy for approval.

The revised policy is designed to enable an effective and consistent approach to the intent, policy and narrative of the Staff List. The Staff List will be a tightly controlled framework to support the recruitment and retention of specifically identified officers who have a highly specialist skill set that is required by the NZ Army. These skills will generally not be generated within the current training framework and do not fit current general list career pathways. Additionally, the framework can be applied on a case by case basis for approved officers as an alternate mechanism for career management, if determined to be in the interests of both the Service and the individual to retain specific talent. It will not be an alternate progression model for officers who, while having specific skills and employment streams, can still be managed on the General List.

The revised and approved policy will be included in the DFO (A) Vol 3

in the next few months. Those who have previously applied and been provisionally approved on the Staff List will be informed individually if, under the revised policy, they remain eligible.

Officer Selection Board 02-21

A reminder that all applications for serving soldiers (RF and ResF) to attend the OSB over the period 03 – 07 October 21, need to be submitted via a Command endorsed AFNZ413D to DACM (DACMRegistry@nzdf.mil.nz) NLT 13 1600 Aug 21. Units are encouraged to facilitate their soldiers' applications to attend the October OSB, due to the traditionally higher number of applications for the December OSB and avoid the risk of being deferred to the following year if this is full.

Key Dates

17 Aug 21
Minor SCMB & SWOAB

3-7 Oct 21
OSB 2021/2

8 Oct 21
Last day for 2021/3 OSB applications to DACM

6 Dec 21
Posting Date

More information

Army Career Management Intranet Site:
<http://orgs/sites/armint/I-0001/>

Contact us at:
DACMRegistry@nzdf.mil.nz

Linton-based soldiers, and warrior Jamie Taylor greet Prime Minister, Jacinda Ardern.



MAINTENANCE SUPPORT FACILITY

On July 13 ground was broken on the new Maintenance Support Facility (MSF) at Linton.

The \$47-million high-tech project is the first of five new logistics buildings being built to replace old and inefficient workshops and supply facilities around the country.

Linton, home to the Army's primary operational force, 1 (NZ) Brigade and more than 3,000 personnel, currently has the biggest workshop that supports several hundred vehicles and the widest range of equipment.

However that workshop was built in the 1960s and is no longer fit for purpose or able to support modern equipment and vehicles.

In June, Cabinet approved the construction of the new MSF to replace the current workshops as it was agreed the NZ Army needs modern, purpose-built facilities to maintain and repair its equipment effectively, efficiently and in a safe environment, and this is what these new facilities will provide.

The new 8,500 square metre workshop facility will be multi-functional and all maintenance support trades will be co-located. All sections will have vehicle access with the motor trades section having drive-through bays, hydraulic vehicle lifts, rolling roads, a 20T gantry crane and all equipment easily on hand.

It also includes a weapons testing range, secure facilities and air pressure controlled rooms for highly sensitive equipment.

Chief of Army Major General John Boswell said the new MSF would make soldiers' jobs much easier.

"The old building was built in the 1960s and is now unsuitable," he said. "This new state-of-the-art workshop will give us the tools necessary to maintain a high level of readiness, through a dedicated, fit-for-purpose facility."

Consideration has been given to environmental impact, sustainability and future proofing. The MSF has numerous features that promote environmental sustainability, improved energy efficiency, and a reduced carbon footprint. Thanks to its modular design, it can also be added to in the future to increase its capacity.

The Linton MSF is one of the buildings that are part of the infrastructure upgrade programme that the Consolidated Logistics Project will be delivering over the next four years. Other new logistics facilities include a Maintenance Support Facility at Burnham Military Camp, near Christchurch, Regional Supply facilities at Linton and Burnham, and a Regional Vehicle Storage facility at Linton.

Placing the taki down in front of the Prime Minister during the ground breaking ceremony for the MSF at Linton was a huge honour says Jamie Taylor, the first wahine to perform the challenge on behalf of the military.

Mrs Taylor, and her husband Corporal Shaun Taylor are exponents of Mau Rākau, a traditional Māori martial art involving foot work, strikes and blocks as well as ceremonial poses.

"Mau Rākau is our life – we have been training together for four years," she says.

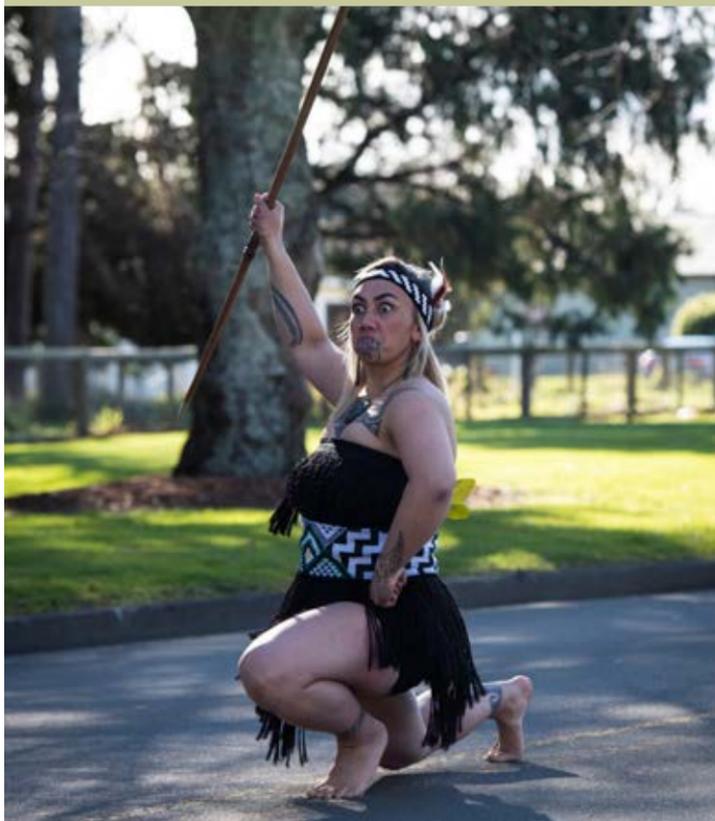
Te reo is also an important part of Māu Rakau, and the couple practise during the week, at weekends and in training camps.

Mrs Taylor was selected by the couple's Pouwāru, Padre Tony Brooking to conduct the wero/challenge and in consultation with the local iwi the ceremony was carried out.

From Ngāti Awa in the Bay of Plenty, and also Ngā Puhī, she is very much involved in Army life, having spent nine years teaching at Linton School.

Mau Rākau is much more than performance or sport, she says. "It's a big process and you have to be prepared emotionally and spiritually. It's a holistic thing, and is much more than just jumping around with a stick."

"It's important the challenge is performed properly. Its origins were to find out what the manuhiri's intentions were – doing it properly could have been a matter of life or death."





Report serious wrongdoing



Fraud

Corruption

Intimidation

Breach of safety and hazardous material regulations



Drug use



0800 OUR NZDF

(0800 687 6933)



NZDF SUMMER INTERNSHIPS 2021/22

Are you a serving Reservist about to complete your university studies or preparing for a break between semesters?

Do you want to learn more about what the New Zealand Defence Force (NZDF) does in your area of study?

The NZDF Summer Reserve Force Internship Scheme (RIS) will provide selected NZDF Reservists with an internship at a NZDF base across New Zealand. Interns will be placed where their individual skills can best be used while the intern will be exposed to opportunities to further a military or civilian career with the NZDF.

At the end of the placement, applicants will receive a final report/reference from their Sponsor Branch. The report is detailed and covers Position Title, Position Description, Experience Gained, Task/Projects completed, Skills Acquired, Strengths Displayed and a general comment from the supervisor.

Eligibility Criteria

10 internships are available to current tertiary students who:

- are junior rank or junior officer Reservists from either the Navy, Army or Air Force,
- have completed more than two years' undergraduate studies or are undertaking post-graduate studies,
- are available between 14 November 2021 to 18 February 2022 (individual start and finish dates are able to be negotiated to suit academic commitments), and,
- are not in paid full-time civilian employment.

Remuneration

Interns will be paid in accordance with DFO 7.3.36 Reserves Full Time Duties noting:

- Interns are not to work in excess of five days/40 hours per week but may attend additional duty activities at Unit expense,
- All public holidays are unpaid as holiday pay is a component of Reserve daily pay,
- Interns are offered rations and quarters at the nearest military base to their place of employment at public expense. Packed lunches may be sourced through the mess but not subject to reimbursement if unavailable.
- Interns are offered a travel pass from their military accommodation to their place of work, if not located on a camp or base, and,
- Travel expenses to and from either university or home locations will be met by NZDF at the beginning and end of the internship.

Administration

The Reserve Force Internship Scheme is managed by Defence Reserves, Youth and Sport (DRYS), 34 Bowen Street, HQNZDF, Wellington.

For all queries please email reserves@nzdf.mil.nz.

Selection Criteria

Applicants from any academic discipline will be considered.

- Security Clearance**
Interns must have a NZDF (CV) security clearance prior to application.
- Application Process**
 - Applications will be made available from 11 June 2021 by email request to reserves@nzdf.mil.nz
 - Applications are to be endorsed and sent to reserves@nzdf.mil.nz by the applicant's Chain of Command (OC/CO). Unit Commanders can endorse applications via email or by signature on the application form.
 - Applications are to include:
 - Completed application form available from 11 June 2021 (by email request to reserves@nzdf.mil.nz),
 - Covering letter, outlining why you would like to work at NZDF on a Reserve Internship,
 - CV – current, to include all academic, sporting and cultural achievements.
 - Final day for applications: 27 August 2021.



NUTRITION FOR MILITARY CAPABILITY

The benefits of a high-quality diet for performance, health and operational effectiveness are being studied by the Defence Technology Agency (DTA).

Science researcher Helen Kilding says The Technical Cooperation Programme, which is the Five Eyes defence science and technology forum, has released its Nutrition for Military Capability document which highlights challenges that must be overcome if the benefits of a high-quality diet are to be optimised.

The document describes the 11 most pressing challenges shared by all five nations, the military sub-groups requiring additional nutritional support, and the priority research and development gaps.

The challenges include

1. Availability of unhealthy options in garrison
2. Lack of targeted, relevant, role-specific nutrition education
3. Quality control of outsourced feeding provision
4. How to effect long-term nutrition behaviour change
5. Ration stripping
6. Austere environments
7. The need for smaller, more nutrient-rich/energy dense products
8. Non-compliance of military ration packs with military specifications
9. Unknown energy and nutrient requirements of specific roles
10. Lack of consistent tracking and guidance on supplement use to support military performance
11. How to measure/demonstrate return on investment.

Mrs Kilding said there is no "one-size-fits-all" approach to optimal nutrition, and there are times and specific populations where supplementary or altered nutrition may be beneficial. "However, the starting point should be the provision of minimally processed, nutrient-rich food, providing adequate energy, whenever and wherever possible. A focus on what NZDF provides to personnel in its messes and galleys should be a priority.

"As a military we are not immune to the increasing incidence of obesity seen in the wider population. We need programmes to support healthy weight as part of a whole-systems approach, where the environment, leadership and social support helps enable the desired behaviour(s), long-term. Programmes need to be developed and overseen by registered nutritionists and dietitians, and supported by other practitioners (PTIs, ERIs and medics), who must also be appropriately trained."

A better understanding of the nutritional requirements of specific groups, such as recruits, Special Operations Forces, women, and injured personnel is also required, to inform bespoke nutrition strategies.

"While these challenges are common to all Five Eyes nations, we must now identify the most pressing for NZDF and develop strategies to address them. Nutrition is an accessible and affordable means of enhancing resilience across our organisation and we have the opportunity to do better."

For more information and to access the full document, please contact Helen Kilding at DTA.



Outstanding: SSGT Patrick McCarthy receives his award from the Chief of Army, Major General John Boswell.



DRUM MAJOR RECOGNISED FOR OUTSTANDING WORK

By Charlene Williamson

The diligence, enthusiasm, dedication and professional expertise of the New Zealand Army Drum Major has seen him awarded a Chief of Army Commendation.

Staff Sergeant Patrick McCarthy has been recognised for his outstanding work in preparation for the New Zealand Army Band's marching display at the 2019 Royal Edinburgh Military Tattoo.

He was promoted into the role of Drum Major in 2018 and although new to the role his first outdoor marching display task was to design, choreograph, train and lead the band's marching display for the Tattoo.

The Royal Edinburgh Military Tattoo is the world's premier military tattoo, with a live audience of 220,000 and social media and television audiences of over one billion.

SSGT McCarthy said taking over the Drum Major role from "arguably the greatest Drum Major in the history of the New Zealand Army Band" SSGT Tristan Mitchell was quite nerve-racking.

"Coming up with a marching display that ticks all the boxes (regimental, cultural, humour and entreating) and with the highest expectations becomes all-encompassing.

"Every waking moment manoeuvres and tunes are going through your head – at work, walking the dogs, going for a run and even in the supermarket. Most mornings at 2am you find yourself staring at the ceiling going through manoeuvres," he said.

SSGT McCarthy's citation emphasised the technical difficulties in designing and training a marching display and how this cannot be overstated. It requires spatial awareness of each musician's individual choreography and the inter-relation of all movement.

"With dedication, and significant time and effort devoted after-hours, SSGT McCarthy rose to the challenge. He designed a unique innovative marching display with drama, theatre and humour, incorporating vocal elements and the New Zealand Defence Force's rich Māori cultural heritage," the citation read.

The citation said it was evident during the month-long deployment to Edinburgh that he represented New Zealand loyally and positively on the world stage, providing significant exposure for both the New Zealand Army and the New Zealand Defence Force.

"Concluding the deployment SSGT McCarthy led the Army Band to an outstanding achievement, winning the Royal Edinburgh Military Tattoo's highest award – the Pooley Sword. This is awarded to the act that has made the greatest contribution to the Tattoo as chosen by fellow cast performers," the citation said.

SSGT McCarthy said as a unit they don't measure their performances on success or failure,

they have a job to do, and they do it to the best of their ability.

"Knowing that the recipients of this award are chosen by the 1,100 strong cast is very humbling. As it was announced over the speaker system that we were the recipients for the award, I allowed myself to have a smile, but only on the inside as we were still on parade," he said.

SSGT McCarthy said it is easy to forget about the self-perceived pressure that we place upon ourselves in these circumstances "so I am both humbled and honoured to be recognised by the Chief of Army".

JOINT MILITARY POLICE UNIT

The NZDF MP has recently changed its name to the **Joint Military Police Unit (JMPU) /Te Herenga Ope Pirihimana Toa**. Only the name has changed – the unit remains under command of the Army’s **Joint Support Group**, delivering professional military policing operations to the NZDF.

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Why the change?

Changing the name to JMPU is the start of a number of changes happening within Military Police over the next five years as a result of the Military Police (MP) Remediation Project. It signals that the JMPU is a joint operational unit delivering Military Police support to people across the Defence community. While the unit is the largest MP organisation in the Defence Force, there are other parts that make up the NZDF’s MP capability so the name ‘NZDF MP’ is no longer relevant.

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Why Joint Military Police Unit as a name?

The JMPU name is simple and straightforward but carries specific meaning. “Joint” means three single-service police trades operating together alongside civilians and non-MP. The unit delivers “MP” outputs centred on policing, investigations, and custodial functions; dealing with real incidents and events. As a military ‘unit’, there is a well-understood structure of sub-units commanded by a CO supported by a CWO. The Te Reo translation for the JMPU is “Te Herenga Ope Pirihimana Toa”.

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Why is the unit joint?

While there were some issues from merging the three single-service police organisations in 2014, the joint approach is the right way to go for military police. Policing requires a connection to the community, so MP are needed from all three Services. The three single-service police trades – Naval Police, Army’s Military Police, and the RNZAF Police – share a common set of core policing skills but also maintain the environment-specific skills required of their respective services. Naval Police posted to ships for example do a broad range of support duties which aren’t done by the other Service’s MP.

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What’s in the unit?

The Provost Squadron is the operational policing part of the JMPU, delivering front-line policing operations on nine camps and bases throughout New Zealand. The Serious Investigation Branch has regional investigation teams to investigate the most serious criminal incidents affecting the NZDF. The Services Corrective Establishment provides corrective training and rehabilitation to service personnel sentenced to detention. The MP School delivers formal courses and professional training on policing, investigation, and custodial functions. Once established, the Expeditionary Detachment will train and prepare MP groups for deployment on operations and exercises.



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What does the unit do?

The JMPU has people in all NZDF bases/camps throughout Aotearoa New Zealand providing law enforcement, crime prevention, investigation, and custody/ correction support to the NZDF community. Fly-away teams are ready to provide that support to the NZDF anywhere else in the world if a serious incident occurs. The unit also prepares MP to provide specialist skills for deployment as part of a land mission or posted on board one of Navy’s ships. MP maintain two deployed roles in Sinai: one doing policing for the coalition and one providing Close Protection for the Force Commander.

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What’s the MP Remediation project about?

The project was established in 2019 as a five-year change project for the NZDF’s MP capability. It is designed to reshape the MP to deliver the outputs agreed by Defence Force’s senior leaders, modernise MP processes, and address some of the issues from the merger into a joint unit in 2014. For more information about MP, including recruiting, go to the JMPU intranet site (for service personnel) or the Defence Recruiting website: defencecareers.mil.nz.



Join the Military Police

Recruiting now for 2022

As an MP, you will be operational every day making a difference in people’s lives. Right from the beginning of your new career you will be doing the job – protecting the New Zealand Army and the wider Defence Community.

The MP role offers variety and will challenge you mentally and physically. You will be policing, conducting investigations, could specialise in Close Protection, and have the opportunity to deploy.

We are recruiting Regular Force and Reserve women and men who meet the standard right now. You will need to be motivated and trustworthy, and ready for responsibility.

For more information contact your local MP or email MP.Recruiting@nzdf.mil.nz



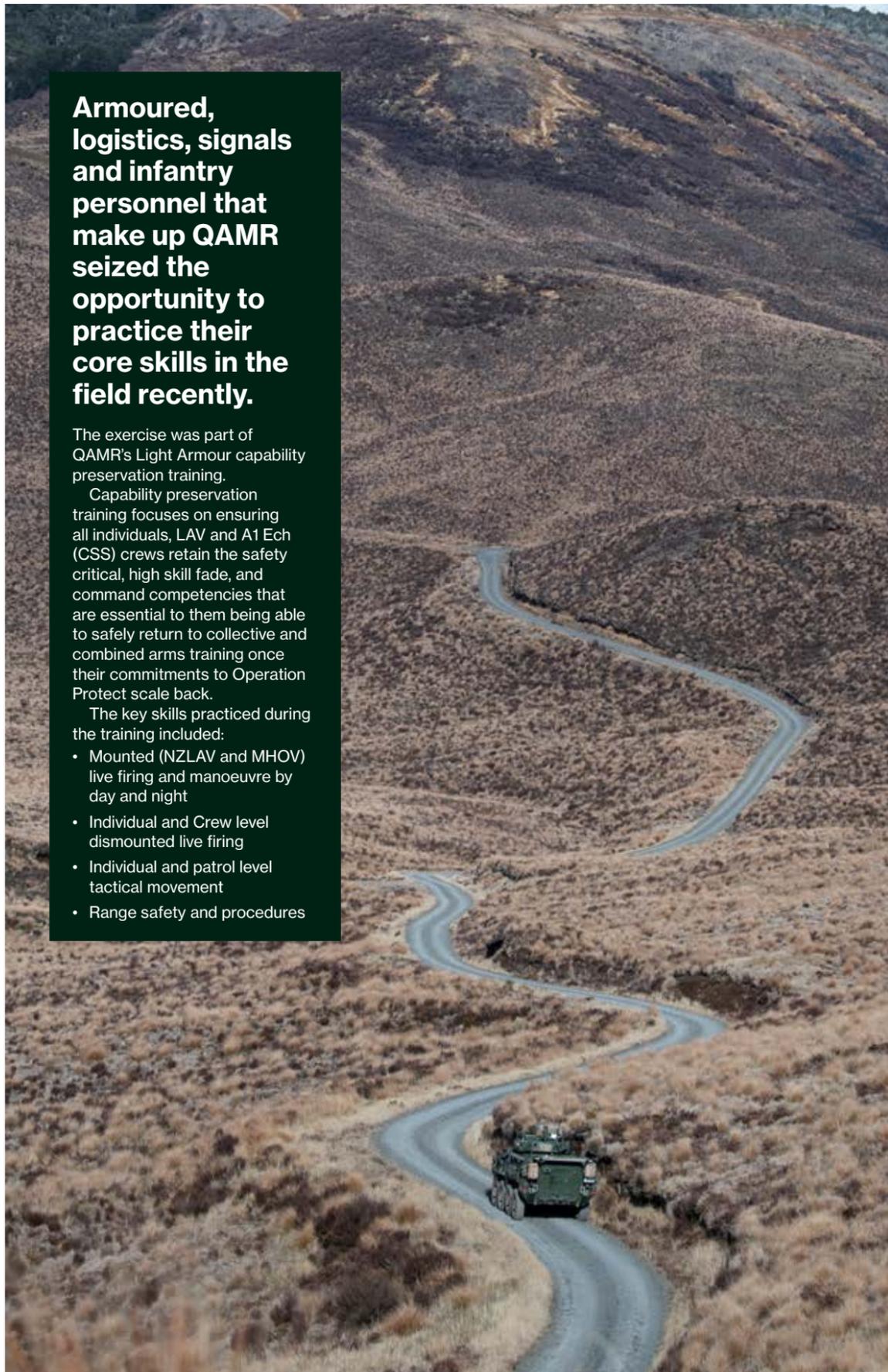
Armoured, logistics, signals and infantry personnel that make up QAMR seized the opportunity to practice their core skills in the field recently.

The exercise was part of QAMR's Light Armour capability preservation training.

Capability preservation training focuses on ensuring all individuals, LAV and A1 Ech (CSS) crews retain the safety critical, high skill fade, and command competencies that are essential to them being able to safely return to collective and combined arms training once their commitments to Operation Protect scale back.

The key skills practiced during the training included:

- Mounted (NZLAV and MHOV) live firing and manoeuvre by day and night
- Individual and Crew level dismounted live firing
- Individual and patrol level tactical movement
- Range safety and procedures







SIMULATION ENHANCED WAR GAMES

It was all about enhanced war gaming when Reservist and specialist officers attended their Grade 2 level 1 Staff and Tactics course recently.

Students got to test their understanding of the mechanical application of tactics at the Brigade level during the exercise.

Tactics School, part of the Mission Command Training Centre, ran the course over two weeks. The students applied their war gaming skills to a clearance operation conducted in Palmerston North. They had spent the previous day-and-a-half planning the operation, and were able to visualise it playing out in a simulated environment. The war gaming was enhanced through the use of SWORD, the in-service constructive simulation tool used by the Command and Control Systems School (C2SS).

War gaming allows Brigade or Battlegroup staff to 'test' the effectiveness of their planning, and is conducted as part of the Course of Action development phase of the staff planning process. In this case, the staff function of intelligence (S2) created an enemy Scheme of Manoeuvre (SOM), which was countered by the operations (S3), logistics (S4), Intelligence Surveillance Target Acquisition and Reconnaissance (ISTAR) and fires planners SOM.

As the 'battle' played out in SWORD, the wargame process allowed the staff to implement their planned SOM, and note what did and didn't work. This allowed for a more robust plan to be presented to a commander.

Throughout the war gaming the Chief of Staff was the overall adjudicator, and controlled the activity pace. The constructive simulation allowed for objective actions, reactions and counteractions to occur, and for the game clock to be sped up, slowed down or rewound to easily replay activities.

The ability for students to test, and re-test scenarios in a simulated environment enhanced the learning outcomes of the course. Specifically, war gaming provided the ability for the mechanical application of tactics in a safe and cost effective manner, and allowed for easy scenario reset.

ARMY PERS VOLUNTEER TO HELP SAVE TOA

By Lynne Smith

In mid-July a saga began at Hongoeka Bay, near Plimmerton, that no one expected, but changed many lives.

"An experience that would never have made it onto my bucket list, because it was something that I'd never have imagined was possible" are words that my friend MAJ Julie Richardson posted on her Facebook page after a shift in the water with the baby orca that became known as Toa. These words sum up perfectly the awe and gratitude felt by the majority of volunteers who became part of the team that supported him.

Toa was caught by a large wave that pushed him onto the rocks. In panic he thrashed around mistakenly pushing himself higher on the rocks and hurting himself even more. Local teenagers, who had been tracking the pod, were faced with a screaming baby orca and quickly called in support via Department of Conservation

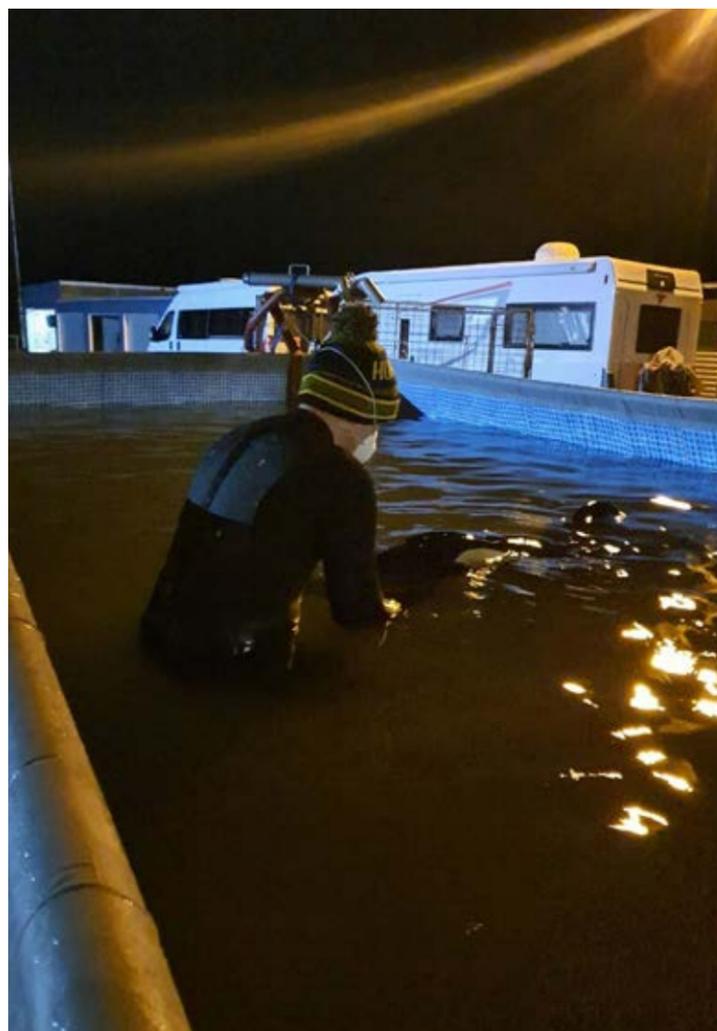
(DOC), 111 and the local Hongoeka Marae. Teams of people rushed to the site (including HQ JFNZ's Mr Gerry Prins in his alternate guise as a member of the Plimmerton Volunteer Fire Brigade) and whale rescue experts and vets quickly provided advice and support via phone until they began to arrive on site. Despite attempts to reunite the baby with his pod the darkness closed in and other plans had to be put in place.

Having become involved and later asked for recommendations for people with the right balance of reliability, maturity, empathy, confidence and common sense to be up close and personal with a vulnerable, very strong 300kg baby marine mammal, my thoughts naturally went to my friends in the Trentham Dive Club. WO1 "Robbo" Robertson and MAJ Chris Fitzwater initially answered the call and Robbo, in usual military fashion shoulder-tapped his manager, LT Matt Edwards who jumped in as well. Julie, (also a qualified diver) gladly joined the crew from HQ JFNZ. Everyone became regular features in the crew schedule with swimming shifts often in the early hours of the mornings. Some of us also completed supervisor shifts in the control centre giving shift briefs and helping manage the site 24/7. It was also not unusual to meet ex-NZDF members while in the water or around the site.

Unfortunately for Toa the happy ending was not to be. The initial efforts to reunite him were beaten by the failing light and in the days that followed severe weather prevented his pod from being found.

Toa had been moved back to the sea pen on Thursday and on Friday was feeding and seemed well. Over the period of about two hours on Friday night his condition rapidly changed and despite immediate attention of the vets and support crew his breathing gradually decreased and he quietly slipped away in the arms of those who had been with him from the beginning.

Toa has left an amazing legacy none of which would have happened if his life had ended on the rocks or soon after. Would he have chosen some of the stress and discomfort of the following days on the off chance of getting back to his family? Having seen his strength, inquisitive, mischievousness, intelligent and loving behaviour first hand I believe he would have. It didn't work out for Toa but the knowledge and experience gained by the conservation staff, scientists, vets, volunteers and community will undoubtedly help others in the future and has undoubtedly opened the eyes of many to the environment on our doorstep.



Our people



Linton-based Staff Sergeant Mata Oltaches-Tagavaitau paid a special visit to Wellington when she returned from her Sinai deployment recently.

The visit was to receive her Person of the Year Award from the Chief of Defence Air Marshal Kevin Short. SSGT Oltaches-Tagavaitau was working for 2ER Workshops when she was nominated for the Soldier of the Year Award, and went on to win the Person of the Year. She was on deployment in the Sinai when the award was announced in December 2020.

Pictured here are 2 ER Commanding Officer, LTCOL Ian Brandon, Staff Sergeant Oltaches-Tagavaitau and 2 ER RSM Warrant Officer Class One Brendon McDonald.



Huey happy after harrowing ordeal

Infantry Support dog Huey had a narrow escape from serious illness recently, thanks largely to the knowledge handlers have after their recent canine first aid course.

Huey was in his kennel at the Infantry Support Dog compound when handler Private Luke Page noticed he seemed unwell and had excessive bloating.

He rushed the dog to the Massey University veterinarian clinic where they inserted a needle into his stomach in an attempt to decompress the gas. That failed to relieve his symptoms, and he was operated on to untwist his stomach. Huey suffered from gastric dilatation and volvulus which is a life threatening disorder most commonly seen in large, deep chested dogs. He is expected to recover.

PTE Page and other military dog handlers have recently completed a canine first aid course delivered by Massey University in partnership with the New Zealand Defence Force.

The course allows trainers to recognise illness and injury, and provides handlers with broad theory and practical skills, from how to recognise signs of ill health, to treating injuries such as bleeds, breaks, burns and exposure to toxins, before the dog can receive veterinary care.



Waiouru-based emergency responder Molly Lincoln was promoted to the rank of Corporal recently by the Officer Commanding 3 Field and Emergency Response Squadron, Major Kenny Long. CPL Lincoln is the first woman to be promoted to that rank in the Emergency Response trade.

STRONG AND CONDITIONED

Trentham HP scientist helps the neighbours



A Defence strength and conditioning team led by Trentham-based Captain Dave Edgar has helped Samoa qualify for the 2023 Rugby World Cup.

CAPT Edgar, a human performance scientist, says he loves working within the Samoan culture and was one of the few palagi (non-Samoan) helping the team achieve its goal of being part of the 2023 Rugby World Cup in France.

With him in the strength and conditioning team was PTI Sergeant Kyle Foster, and Ohakea PTI Devon Scott.

CAPT Edgar says being part of this international level high performance environment was a fantastic opportunity to put skills into practice that have been refined and developed working in the JSG Human Performance Cell with MAJ Jacques Rousseau.

"We assembled in camp on a Saturday, and then from the Monday morning we worked with Manu Samoa, training hard and preparing for the first test match that Saturday. I needed people who were good at what they do, could handle a challenging environment and could think outside the square, and it was great to have Kyle and Devon working alongside me.

"We work on strength and conditioning and performance initiatives daily in defence, and could deal with everyday problems that arise within the demanding dynamic environment on an international rugby team."

He has worked with the Manu Samoa rugby team before, living in the country for four years and working as Samoa Rugby's head of strength and conditioning / sport science.

His bonds with Samoan culture hark back to his childhood in Tokoroa when his father worked at the Kinleith Pulp and Paper mill.

"Tokoroa had a big Pacific population, and many of my good friends were Samoan. I used to go around to my mate's house and his mum (Mrs Lepa) would be cooking up taro and chop suey and always asked me to stay for a feed. I loved it."

Although swimming is his personal sport of choice, he loves the professional rugby environment too, and has worked with Waikato Rugby, the Chiefs, and, Suntory and Kintetsu in Japan, in the past.

While working with the Samoans, skin folds, daily body weights and fatigue state measures were used to enhance performance, and the Y-balance musculoskeletal screen (as delivered in defence) was implemented on the first day of the campaign to identify weaknesses, muscle imbalances and potential injury occurrences. "We could then tailor individual warm ups for all gym and conditioning sessions and all team training sessions, guided by the test results."



Among other things he emphasised the importance of how optimal hydration affects performance, and the significant value of daily hydration urine check to educate players about personal body management and the relationship to elite performance.

"The guys have so much potential. We found if we concentrated on getting them fit, their speed would naturally increase, and if we could improve strength, power would also naturally increase also."

"This professional development opportunity has been fantastic and I feel I have really upskilled to a current international level, and have come back to the Human Performance Cell with the brain ticking over." This opportunity has also only been possible through the support of the Human Performance Cell, and JSG HQ.



MISSION CRITICAL:

20 years of Headquarters Joint Forces New Zealand

Headquarters Joint Forces New Zealand (HQ JFNZ) deliver outputs that meet the Government of New Zealand's required outcomes.

But it was a challenging road to raise the Headquarters (HQ) back in 2001, and with the first Commander Joint Forces NZ (COMJFNZ) MAJGEN Martyn Dunne at the helm for the first three years, the processes put in place would develop, evolve and continue to assist the Government of New Zealand in all manner of ways for the next 20 years.

We take a look back at how far the HQ has come, and where to now.

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Then:
MAJGEN (Rtd)
Martyn Dunne

Why was the HQ created?

The NZDF realised the benefits of centralising the command of Joint Warfare and it was the actions of the late Chief of Defence Force, Air Marshal Carey Adamson, which led to a defining meeting in early 2000 that established the Joint HQ implementation working group.

I spent many hours talking to single Service staff to design the HQ, especially the Command and Control and Communications (C3) arrangements. I was ably assisted by Wing Commander Glen (Luigi) Toscan (ADF exchange officer), Major Shane Gilbert and Lieutenant Colonel Roger Howard from NZDF legal.

The need for a different way of doing things was illustrated by the C3 arrangements for Timor-Leste. Initially the RNZAF Ops Command in Auckland was appointed the lead HQ but it soon became apparent that the largest component was to be Army supported by RNZAF and RNZN assets. While I was eventually sent as the SNO and concurrently commanded a Brigade HQ (Dili Command), the

role became one of coordination of national interests and reporting lines back to Land Command, which had subsequently been appointed to command the operation. RNZAF and RNZN assets were assigned to HQ INTERFET independently and largely separate of the SNO. This changed as the operation matured but was not totally adequate should national caveats on deployments need to be applied.

Meanwhile in New Zealand, Land Command assembled liaison staff from the other services and essentially created a one off Joint HQ. It became abundantly clear in New Zealand that this ad hoc arrangement, though workable, was inadequate for future consistency and retention of experienced staff in joint operations.

During a visit by the CDF and Secretary of Defence (the late Graeme Fortune) while I was in Timor-Leste, I was advised that on return to New Zealand I would commence work on the Joint HQ. Work started in early April 2000.

The Labour Government's view at the time signalled greater Defence jointery, in effort and equipment acquisition. Timor-Leste was a catalyst but not the only one.

What was it like trying to pull everything together, especially asking the three Services to really work together?

The reality of creating the HQ in the 18 month timeframe required clear and present commitment from all services. Standing operational HQ (Maritime Command – Auckland, Land Command – Trentham, RNZAF Op Command – Auckland) would be required to disestablish its HQ and under completely new arrangements be re-established using the

Continental Staff system (J1-J8) within a matrix C3 arrangement.

There would be no single Service components within the Joint HQ although there would be single Service operational commanders at (Brigadier equivalent) level. This would not be easy to manage but was essential to the Joint HQ and COMJFNZ who had to rely on these senior officers for advice and at times operational deployments as much as they also worked to their single Service chiefs on raising and training.

There were many issues related around structure and rank. Preserving a viable career structure and embedding jointery into single Service education was paramount. I was fortunate that the three initial component commanders in the Joint HQ would shortly after we were established, become their respective single Service chiefs. They understood the process and were helpful in making it work.

Everything from Standard Operating Procedures, security, intelligence, IT, global communications for deployed forces to personnel management had to be devised and implemented. We even worked up the triangle logo for the Command that endures today.

HQJFNZ opened on 1 July 2001. It was a freezing but clear day. We would have no time to rest as exhausted as we were, little did we know that we would be serving in Afghanistan three months later following 9/11/2001.

I have no doubt that with ongoing commitments, especially to Timor-Leste, of an infantry Battalion and aviation rotations, the urgent deployment of the SAS to Afghanistan along with RNZAF C-130 support, would not have been possible without HQ JFNZ. We might have muddled through but much would have been lost.

What were you most proud of at the end of your tenure?

We managed to raise the HQ in 18 months and within three months we were handling multiple operations. I was never sure this was widely understood or that HQ JFNZ was a 24/7 functioning HQ, providing the platform for deployed operational forces who at times had urgent and dangerous situations to deal with and receive guidance on. This was often demonstrated in the early days of the Afghanistan deployment.

I often look back on the time as being a significant change in the NZDF structure and provided it was allowed to prosper, attitudes and experience would develop and provide opportunities for all Service staff to deploy into coalition combined operations.

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Now:
Rear Admiral
Jim Gilmour

What is the impact that HQ JFNZ has on the NZDF as a whole?

This is the headquarters that gives reality to the vision of joint operational excellence, being integrated in the way we work, train and operate at home and abroad. HQ JFNZ brings the best of NZDF people and capabilities where they are needed in the quickest possible time. Having one HQ that provides NZDF operational planning means there is one source of the truth and one point of contact for both strategic and tactical elements of the NZDF and our allied counterparts.



“We don't know what each day will bring, but we have a skilled workforce who can generate military responses for a wide range of challenging scenarios and mobilise joint forces whenever and wherever they're needed.”

– Rear Admiral Jim Gilmour

The continuing capability development of the Deployable Joint Interagency Task Force has been one of HQ JFNZ's success stories. Having a dedicated team to provide integrated Command and Control for Joint, inter-agency and multinational operations enhances operational effects supporting Government outcomes.

What is the current tempo, and how have things evolved over the past few years?

Certainly, over the last 18 months, the cadence has increased. While numbers of people deployed operationally offshore is less than for some years, we have domestically deployed numbers comparable with the first Timor-Leste rotations in support of Operation Protect, the NZDF's contribution to defeating the Covid-19 pandemic.

What is the biggest challenge that faces the HQ?

Due to the nature of the headquarters and the way in which it conducts its everyday business, staying ready for the next big unexpected thing, be that a natural disaster or security challenge at home, regionally or globally, has always been its mainstay. It is clear that the challenge of Covid will be with us for the foreseeable future, and we must now plan on how we can continue to successfully conduct our missions while in a global pandemic.

HQ JFNZ has had to maintain readiness for conventional warfare, HADR and support to UN and other operational missions, whilst also facing a contemporary foe in Covid-19. What has that been like for the HQ?

Being unable to conduct higher level training both at home and with our allies is having a big impact on operational readiness for parts of the NZDF. While some key capabilities are not part of Operation Protect and available, some are now at a much longer response time and will require regeneration before they can be considered available for operations.

The HQ has had significant involvement in response planning for national disasters in the past 20 years, including the Pike River Mine disaster, Christchurch earthquake, Christchurch mosque shooting and Whakaari/White Island. How has the HQ adapted due to lessons learned from these major events?

After each response to such critical events we review our process and try to learn from any lessons. We do not get it perfect every time and the regular change of staff means we need to continually review how we do business. The Whakaari/White Island response for example reinforced just how complex command and control can be in a multi-agency effort when time is precious. The progress HQ JFNZ has made in responding to domestic disasters has been significant over the years. Identifying specific areas where intended actions did not work out as planned, and applying corrections to operational procedures as a result has been key to ensuring the best response possible can be delivered.

What is your vision for the HQ?

My vision is to continue to build on what we do well on operations. We don't know what each day will bring, but we have a skilled workforce who can generate military responses for a wide range of challenging scenarios and mobilise joint forces whenever and wherever they're needed.

Our maritime, air and land specialist staff are involved in the day to day running of operations, supporting those on operations, and planning for future operations. The environment in which the NZDF works is evolving and we're always looking for continuous improvements.

What are you most proud of?

Our people and their professionalism. Thank you to all the service people over the past 20 years that have been at the forefront of the planning, supporting, and commanding NZDF's operations - you are often 'un-sung' but never fail to deliver.



F/S Stacey Adam



WE ARE INVICTUS

By Charlene Williamson

Although the Invictus Games have been postponed, this hasn't stopped Flight Sergeant (F/S) Stacey Adam and Robert 'Tiny' Graham from continuing to do their part for Wounded, Injured and Sick (WIS) around the world.

They have both been named as the New Zealand moderators of the Invictus Games Foundation's 'We Are Invictus' app and have taken up a two year volunteer role.

'We Are Invictus' seeks to build, maintain and reinforce the global network of those with a shared history of wounds, injury or illness during or as a result of service to

their country. Launched in 2019 by the Invictus Games Foundation, it allows users from around the world to engage with each other on a global Invictus platform.

F/S Adam, a Royal New Zealand Air Force medic, said the platform is a great way for people to connect and for those already in the WIS community to keep motivated.

"I have gained so much from being part of the Invictus community and I want to get the word out there.

"I want to give something back to the WIS community and get more people engaged and feel comfortable reaching out for help. The app isn't just for past or future Invictus competitors but all those who have been wounded, injured or ill as a result of their military service," she said.

F/S Adam is part of the 2020 New Zealand Team, but due to Covid-19 and the postponement of the Games, hasn't had a chance to compete yet.

"Even though I have not yet participated in a Games, I know there is a power in sport for recovery," she said.

F/S Adam was diagnosed with a large brain tumor in 2018 and while the tumor was removed her recovery from brain surgery has been slow and difficult, Invictus and sport have given her a new focus.

"I have really come to value the way sport and exercise encourages rehabilitation and I want people to know that it's 'okay to not be okay' and that it is also ok to be last because it's about participation, and that's what I want to promote," she said.

Robert 'Tiny' Graham, a New Zealand Army Veteran, competed in the Invictus Games in Toronto in 2017, and again in Sydney in 2018.

Mr Graham said he feels privileged to have been given the opportunity to be a moderator with 'We Are Invictus'.

"In essence the Invictus concept is phenomenal, the experiences that my family and I got when I participated as an athlete have been second to none.

"If I could be that conduit to our New Zealand fraternity and be able to not only share my experiences but to aid in the journey of others, that is the icing on the cake.

"My Invictus experiences have been the pinnacle of my sporting career and to be able to, in some way, be a part of others' journeys is very rewarding," he said.

The New Zealand Defence Force has sent teams to the Invictus Games since its inception in 2014. More than 60 athletes have had the opportunity to experience what it is like to recover through sport with the help of the Invictus Games.



Robert "Tiny" Graham



ROBIN GOOMES Pedalling to success

A former soldier who is now an internationally acclaimed mountain bike rider credits her Army training and her attitude for much of her success.

Robin Goomes, 24, recently won the Crankworx Innsbruck Whip-Off, and placed fourth in speed and style with the first backflip by a woman in a Crankworx competition.

Originally from Chatham Islands, Robin left the Army in September 2020 after five years. She was a Lance Corporal plant operator in 2 Engineer Regiment.

"After the Army I intended to move to Rotorua and focus on mountain biking. When I'm not training I work in the Whakarewarewa forest as a shuttle driver. I spent last summer

in Queenstown training before heading overseas to compete."

Robin says she has always enjoyed being on two wheels, and did some BMX racing at college. In the Army a friend introduced her to mountain bike riding, using local spots in the Manawatu, including the demanding Grade 5 Kissing Rock trail.

She was determined to learn how to ride properly, so bought herself a bike. She now owns three – a downhill, freeride bike, an endurance bike, and a slope bike.

Last year she won a \$10,000 mountain biking scholarship established to help local mountain bike athletes compete internationally.

The money, she says, allowed her to train more and compete overseas.

"I'm sure my time as a soldier helped. It's all about motivation and hard work."



NZDF SAFETY AWARDS

Let's recognise those who have improved health and safety in the NZDF this year.

Nominations close 20 September.
Send queries or nominations to NZDFSafety@nzdf.mil.nz



COMMITMENT TO RUGBY LEAGUE RECOGNISED

A man who has held every executive committee position in Army rugby league and who has devoted nearly 40 years to the sport has had his service and dedication recognised.



League stalwart: CAPT Barrie Law

Captain Barrie Law has been awarded a Distinguished Service Award for everything he has contributed to rugby league in the Army.

"My highlights have been many and varied – every grand final, every game really," says CAPT Law. "Being back-to-back winners in the Mad Butcher's Inter-Services Rugby League tournaments for many years was great, as was being manager of the 1998 Anzac Day test curtain raiser."

CAPT Law first became involved in Rugby League in 1985 after supporting a friend who was injured. Once he understood the game he was hooked. He then became a member of the Korodale Rugby League Club, becoming the assistant manager in 1986, for the

Trentham Camp Rugby League Club which at the time was affiliated to the Korodale Rugby League as the Trentham Army Team or Korodale Army. He held the position of manager in 1987.

Upon posting to Burnham, he relinquished his roles and simply supported the Burnham camp team who played in the Canterbury competition.

When CAPT Law returned to Trentham, on Army posting he again took over as the Trentham Team manager and club chairman (1993–1996). At the time the club was known as the Upper Hutt Army or occasionally as Trentham Tigers and was affiliated to the Upper Hutt Rugby League Club, fielding the club's senior seconds' team. The club went from strength to

strength over this period where the Trentham Camp team under the Upper Hutt Tigers colours, won 2 grand finals in 1994 and 1996 and were semi-finalists in 1995.

For a short period, he was also Vice Chairman of Upper Hutt before posting to Waiouru in November 1996.

There he took up the reigns of the Waiouru "Bobcats" Rugby League Club where he again was the manager and club chairman. During his tenure, and with assistance from rugby league enthusiasts in the Waimarino district he established a small junior rugby league group where games were played on a turn up and play basis. Many weekends were spent traveling with the premiers on Saturday and with the juniors on

a Sunday. During this period the Waiouru Bobcats went through many changes in structures and eventually settled on a Premier Reserve Team where they won two grand finals in the Manawatu competition.

He held the role of Chairman, Linton Cobras from 2013 to 2019.

What is the Singapore Fund?

In January 1990, the welfare funds administered by Headquarters New Zealand Defence Force South-East Asia were sent back to New Zealand and paid out on a pro rata basis to the single services. The Singapore Fund was established in April 1990 to be administered by the Chief of General Staff .

Since then a capital amount has been maintained to provide a separate source of income to the fund, and the only income derived from this account by way of interest is available for distribution.

The aim of the fund is to provide financial assistance to individuals and teams participating in an approved activity. Income from the fund may be made available by way of a grant, a loan or a combination of both to assist eligible people.

Applications for funds are to be forwarded through the applicant's chain of command to the Secretary of the Singapore Fund, (Mr. D. Pilgrim), Army General Staff.

The guidelines for applications to the Singapore Fund can be found in the NZ P20 Chapter 9 Section 5. The Secretary is also available to answer any inquires (DtLn: 347 7180).



CELEBRATING 10 YEARS OF THE TRENTHAM TITANS

By Carl Ewart and Sergeant Vini Watkins

Photos: CPL Pauline Whare

Past and present Trentham Titans rugby league players, management and supporters came from all parts of the country to celebrate the club's tenth anniversary in Trentham recently.

A social gathering on the Friday night was followed by some reminiscing, like the famous incident of 2012 where an unnamed player scored the match-winning try against a powerful Randwick side. Not only was it a remarkable try, but this player had to run through the entire opposition – including players on the bench – whilst also managing to save several kids from a house fire at the same time!

The next day the players assembled to partake in a 'Past vs Present' heritage game. The Past team came in with a great "it's only a fun game attitude" but soon made it very clear that they had come to prove themselves and wear the original Trentham Titan Rugby League Strip. While the banter was at its best, the quality of game and skill shown by both teams provided an entertaining spectacle for the healthy crowd in attendance.

Playing in 20 minute quarters with unlimited interchange, the majority of the first half was a tight affair with both teams trading tries. The Present team was first to score, taking advantage of a lack of cohesion in the Past team's goal line defence to score out wide. It took to the last play of the first quarter for the Present team to score their first points when half Sione Akau barged over at close range to give the Present team a 6-4 lead at the break. The second quarter was much like the first, with both teams going try for try including some long range efforts as the game began to open up. Going into halftime the only thing separating the two teams was goal kicking, with the Past team holding a narrow 4 point lead.

Whatever was said at halftime to the Present team had an effect, as they came out firing in the third quarter. On the back of dominant runs from Owen Bauckham-Taylor, the Present side scored back to back tries in quick succession including one from Titans stalwart JP Taute. However, two tries in the final quarter to Sione Akau and Colin Kingi gave the Past team a narrow 28-22 victory. Player of the Day for both teams was Keelan Poi for the Past and Owen Bauckham-Taylor for the Present.

The celebrations then moved into the Wellington Area Sports Club where everyone enjoyed an impressive evening meal prepped and cooked by the managers and helpers throughout the day before, continuing to reminisce about old times. As the evening went on, speeches from those involved in the establishment of the club right up to those involved in the team today took place. Special mention was made of Cameron Emile and JP Taute who both have the incredible record of being involved with the club every year as players. Even after the multiple 'retirement' announcements that have been made by JP!

In true Titans fashion, the good vibes continued right up to the closing of the facilities. Current Titans Co-Manager Vini Watkins summed up the club the best with the following: "We don't realise but the Titans community is a large whānau. We honour those who have gone before us and built the foundation of the Titans Rugby League Team. Ten years is a huge milestone and accomplishment for a small club. As small as our club is, our hearts are large and full of aroha to spread and the love for the game is next to none."

To also make the event extra memorable, management team put together a "Heritage Strip". This showcased all the Cap Numbers and names of the past and current players on the training top and playing jersey. An official Titan Challenge Coin was also introduced this year to keep our legacy going and for our players to always have something to remind them of the Titans whānau.

A big shout out to SGT Vini Watkins, SSGT Johnny Pritchard and Alice Taylor for all the hours and effort put in to organise the event. It's incredible to see that 10 years since its establishment the club is still going strong and is in good hands both on and off the field. So successful was the event, planning is already taking place for annual 'Old Boys Day' to continue the strong camaraderie within the club.





Officer cadets during Exercise Tebaga Gap.
Photo: Corporal Naomi James