

ARMY NEWS

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**KI TE KOTAHI TE KĀKAHO KA WHATI
KI TE KĀPUIA E KORE WHATI**



**ALONE WE CAN BE BROKEN,
STANDING TOGETHER, WE ARE INVINCIBLE**



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NZArmy



NZDefenceForce

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SMA.NET

Small things matter

As results of the recent PULSE survey were revealed, like you I was aware that we had all taken a hit. While it doesn't take a Sherlock to figure out why, there were many factors at play, each taking a swing at our resilience, our community strength and the established readiness we've enjoyed for years. But we can't blame it all on Op Protect – in fact we shouldn't. There are aspects of our service environment that we absolutely own and must fix. Our consistent approach to values and the building of an inclusive and respectful workplace are two such areas.

A compelling reason

In 2020, and earlier this year I laid out some drivers that kept me focussed in the Office of CA. The 4xP's as I called them were not randomly chosen for ease of recall – instead they were

purposely selected because of their connection to the way an Army inspires, trains and operates. The **profession** is not a simple occupation we are charged with; the **passion** our soldiers need to fight or achieve domain mastery; **people** – the life blood of an Army, and finally **preference**, the choice to stay on in a military career or to depart for civilian pastures. Some have chosen the latter.

Sustaining

In sustaining people there is an unwritten 'social contract' between soldiers and their leaders to meet the needs of a force which must deploy into harm's way. Part of that responsibility is to ensure you (our soldiers, whānau and civilian staff) have the balance of energy and choice to support loved ones as parents, providers or guardians. I'm not sure that balance has been struck in the past year – and many PULSE comments spoke to that. As a SMA who cares, I know that a calling to support a national greater-good has created a hectic

and unfair environment for many soldiers, young families and even the most hardened of committed relationships.

Small things

This commitment in the face of adversity proves to me we have a good, just and adaptive Army culture. While imperfect, we'll continue to scaffold your service with leadership, a developing plan for 'regenerating' and some serious work in Wellington to get after that needed support. Be engaging and patient because all levels of this force are hollow. In the weeks ahead of Christmas and afterwards I ask that you do the small things well. Recognition of people and their efforts are as easy as saying thank you. Taking time to understand a soldier's conflict or family issue is relevant and it shows you care. Being positive – even in the face of poor odds and daunting tasks will inspire followship.

In closing, I can assure you that every leader in the NZ Army



is aware of your efforts and in many cases family or relationship sacrifices. 2022 will be a different year, and like you I trust it will be more balanced against doing what we all joined to do. Go well. SMA

WO1 Wiremu Moffitt
16th Sergeant Major of the Army

NZDF PERSONNEL AMONG NEW ZEALAND ASSISTANCE TO PNG COVID-19 RESPONSE

New Zealand Defence Force personnel are providing health planning and logistics support as part of a New Zealand team to help Papua New Guinea with its Covid-19 response.

The three NZDF personnel are part of a New Zealand medical and logistics support team which deployed to Papua New Guinea recently.

The rest of the team comprises two doctors, three nurses, two Fire and Emergency NZ logistics staff and a representative from the Ministry of Foreign Affairs and Trade who will be based in Bougainville to support the Bougainville Department of Health, as Bougainville case numbers also rise.

The deployment follows a request by the Government of Papua New Guinea for humanitarian and medical support to help the country deal with a surge in cases of Covid-19.

The team will be deployed for about four weeks.

Commander Joint Forces New Zealand Rear Admiral Jim Gilmour said the NZDF trained its personnel to use their skills in a wide range of situations and can help Papua New Guinea with its national response.

The NZDF has also deployed an environmental health officer and two logistics personnel to provide support at the Papua New Guinea National Control Centre in Port Moresby.

"They are providing health planning and logistics support at that national level to get medical supplies and services to those who need them most," Rear Admiral Gilmour said.

"Our environmental health officer will also be able to draw on the expertise of public health specialist Major Naomi Gough, who was deployed to Fiji in June for about a month, to assist Fijian authorities following an outbreak of Covid-19 there.

The team took around 6,000kg of essential supplies with them including hand sanitiser, gloves, safety goggles, face masks and face shields, gowns and sharps containers.



LOOKING BACK

Members of 28 Māori Battalion unwrap Christmas presents, 1944.

Photo: National Army Museum

A MESSAGE FROM CHIEF OF ARMY



There's no hiding from it – 2021 has been tough going.

Some absolute highlights – think the spectacle that was our 175th Anniversary celebrations, think the great support provided to Ashburton and Westport during recent flooding, the outstanding work by TRADOC to keep ab-initio training going, the SF and elements of the HRTU at short notice to Kabul to undertake evacuation operations, and there are others. The reality is, however, the shadow of Covid and the on-going commitment to the security and management of MIQFs has, without question, put pressure on Army in ways that none of us really appreciated at the start of the year.

There is no walking away from the challenges we've had maintaining individual skills, let alone the collective capabilities that are so critical to our organisation. We've found it tough to create a positive, forward-looking environment when so much of our energy and effort has been consumed managing, both personally and professionally, our border security responsibilities. Things like coursing, overseas training and exercises, even sport have been scaled right back.

There is also no denying that there has been an increase in attrition as some of our people are looking for opportunities outside. It's been tough to see a number of quality soldiers depart but it's right that we both thank them for their service, and wish them well for the future.

Through all of this however, you haven't dropped the ball and have continued to deliver on your Op Protect responsibilities to the highest of standards at all times. For that I both thank you and ask that you take pride, as frustrating as it's sometimes been, in the critical role you've each played as part of our nation's response to the pandemic.

Border restrictions and associated isolation rules are however, clearly now under constant review and are changing. MBIE has already commenced hiring staff to replace defence personnel at isolation and quarantine facilities, whilst plans are firming for an increasing withdrawal of the NZDF from these roles in 2022.

The time has come therefore, to draw a line under 2021 and to look forward. 2022 will be different again, and more and more it's becoming clear that both significant changes to the Covid environment are occurring, and real opportunities to take positive control of our immediate future are emerging – and through the execution of a deliberate regeneration plan we are going to do exactly that.

First up, the LCC and his team are looking at a series of activities in Waiouru for all NZ Army personnel to reset the force. The detail will shortly be confirmed, but now is the time to focus on our people and both reset and revisit the fundamentals of individual soldiering; remind ourselves of the

importance of Ngāti Tū; embed our new training system, policies and procedures; and do so in a way that reinforces the ethical warrior construct and character that is at the heart of us all as soldiers in the New Zealand Army.

Capability regeneration itself will then be conducted in three deliberate phases over a two/three year period. The first period giving maximum freedom/opportunity to units and formations and focusing on individual core, specialist and leadership skills. The second progressing to Troop/Platoon and sub-unit competencies, and in the third we're going to get after the combined arms team.

As we lift Army's performance through these three phases the next two/three years will target four quite clear outcomes: Enhanced individual combat readiness and effectiveness, including resilience; Current operations sustained and both our regional and global mid-intensity operational capabilities regenerated; force modernisation and integration progressed – particularly our digital C2 network, vehicle replacements and soldier modernisation; and finally, the Land Training System modernised and ready for transition to a new Army Operating Model

At the absolute centre of this plan, Army's Centre of Gravity, is the combat readiness and resilience of all our personnel including our families – a resilience that must address both the physical and psychological challenges our soldiers and their families are facing. This focus is non-negotiable and will be at the forefront of everything we do going forward.

In parallel, we need to re-energise our international partnerships. Recent engagement with our partners and allies has confirmed that international training opportunities will gain momentum over the next year. Initially focused on individual specialist and command training, however as soon as circumstances allow, and aligned with our regeneration programme, we'll increasingly seek company level collective training opportunities.

Finally, it's time to lift the satisfaction levels of all who serve and to bring fun back into our business.

Let me conclude by thanking you for all that you achieved in 2021. Thank you to the families who have provided such great support to our people over the last 12 months. I have been humbled, and incredibly appreciative, of both your service and your support. The time is now right though to refocus our Army, to reinvest in our people, and to give real purpose to our service – and it starts first day back in 2022.

Merry Christmas team, all the very best for the season to you and your families.

Major General John Boswell
Chief of Army

Corporal Lee wears the kahu huruhuru that embodies the heritage and values of the NZDF.



Exemplary soldier is NZDF Person of the Year

Corporal Nori Lee has been named 2021 New Zealand Defence Force (NZDF) Person of the Year for breaking down barriers, battling bullying and improving weapon-handling techniques.

In making the award, the Chief of Defence Force Air Marshal Kevin Short said that CPL Lee "...has demonstrated commitment to his job and to his team across a range of areas related to his role, while displaying the personal leadership and character qualities required of a junior leader in the NZDF."

On top of physical courage and exceptional soldiering skills, Corporal Lee has displayed moral courage in shutting down bullying, and the support he shows fellow

soldiers embodies the NZ Army's expectations around dealing with mental health challenges.

This year, Corporal Lee did an enormous amount of work helping develop techniques that improved the use of weapons during urban warfare training, comparing NZDF weapons with other similar weapons and the types of ammunition they use.

The Chief of Army Major General John Boswell said that the award of NZDF person of the

year to an Army Soldier for the second year in a row reflected the professionalism and strength of our personnel.

"Corporal Lee has set an excellent example for all soldiers in our Army. His commitment to his role, and the comradeship he shows in his interactions with others are an absolute testament to his training and professionalism. Corporal Lee exemplifies the modern soldier of Ngāti Tūmataungā."

Bravery and compassion from Australian bushfire assist deployment commended

The compassion, bravery and knowledge of New Zealand Defence Force personnel who deployed in support of bushfire relief efforts has been commended by the Australian Defence Force.

In January 2020, more than 170 NZDF personnel travelled to four states in Australia to assist during the intense bushfire season known as the 'Black Summer'.

The deployment included skilled NZDF firefighters, combat engineers, air dispatchers, environmental health teams, a primary health care team and a chaplain, along with assets including a C-130 Hercules and crew, and three NH90 helicopters and crew.

In the group citation, Chief of the Australian Defence Force General Angus Campbell commended NZDF's devotion to duty and the contingent's superior achievements.

"Your professionalism, compassion, knowledge and bravery ensured both state and local authorities could provide effective and timely support to fire affected communities within Australia, significantly reducing the loss of life, devastation to critical infrastructure while simultaneously supporting local communities and early reconstruction," he said.

"Your dedication and contribution to the operation under the most challenging of conditions has been exemplary and in the finest Anzac tradition."

Chief of Defence Force Air Marshal Kevin Short personally received the group commendation from Australian representatives, High Commissioner Patricia Forsythe and Defence Adviser Colonel Neil Peake, last month at Defence House in Wellington.

"The New Zealand Defence Force can be incredibly proud of the way they displayed their commitment to the Australian communities that they assisted during a devastating and highly volatile time. Their actions have reinforced the value of our close relationship with Australia," said Air Marshal Short.

During the deployment, NZDF personnel worked on a wide range of tasks including transporting fuel and water, and supplies such as hay for livestock.

An advance party left New Zealand on 2 December bound for Solomon Islands to assist with maintaining stability and security.

NZDF and New Zealand Police personnel are deploying following a formal request from the Solomon Islands Government for assistance after unrest in the country.

The advance party deployed to Solomon Islands on a Royal New Zealand Air Force C-130 Hercules, with two vehicles and equipment on board.

A further group of Army and New Zealand Police personnel are to deploy on 4 December on a RNZAF Boeing B757.

More vehicles and equipment will be transported on a C-130 Hercules. There may be further flights to take equipment and supplies to Honiara if required.

The NZDF contingent includes members of the Wellington-based Deployable Joint Interagency Task Force and Linton-based NZ Army personnel.

The contingent includes command elements, an infantry platoon group, a female engagement team who will assist with community outreach, logistics support, a medical team to support deployed personnel, and an engineer advisor.

The deployment is expected to be for up to 30 days.



PROTECT AND SERVE

What the PULSE Survey and attrition data is telling us about today's Army – and where we've got to go in the future.



**By Major General John Boswell,
Chief of Army**

The opening comment of my column on page 3 was that 2021 has been a tough year. The PULSE Survey supports this assessment and clearly shows that the progress made by Army over recent years, across a number of areas, has been eroded. In particular, the data from this year's survey has provided concrete proof that Op Protect is affecting almost every aspect of life in our Army right now, and that significant levels of dissatisfaction are being felt as a result.

In many ways the PULSE Survey is a tough read but it is also a very clear indicator to the future. It provides Army's senior leadership with a clear steer on what matters to our soldiers and where we as an organisation are not hitting the mark.

For the immediate future, and whilst Op Protect remains the Government's priority for the NZDF, our commitment will continue. What is equally certain however, is that the adverse effects of the deployment currently being experienced by Army will reduce as our withdrawal from Op Protect gains momentum, and Army's regeneration plan is implemented.

PULSE 21 has also confirmed that it's not just Op Protect that is contributing to current dissatisfaction across Army. The survey identified a number of issues that are within our ability to influence, and the key areas we have to get after to strengthen the social contract between our soldiers, their whānau, and the organisation.

These include:

- Improved professional satisfaction to increase the attraction of service life.
- Greater confidence in the development and management of our soldiers' careers.
- Better work/life balance and improved support to our families.
- Better conditions of service, including remuneration, that reflect the service our soldiers deliver on behalf of all New Zealanders.

In addition, the latest attrition data is showing that a number of our personnel are starting to look for opportunities outside Army, and the loss of a number of critical trades and ranks is having an impact.

So, what's the way ahead?

Collectively, the PULSE survey and attrition data shows us quite clearly the areas we must continue to target to achieve the best possible outcomes for our people. The data confirms for us the opportunity provided by a reducing Op Protect commitment to reinvigorate both our work environment and our profession, and to implement a deliberate regeneration plan to rebuild our war fighting functions – a plan that, in the first instance, will deliberately target individual, specialist and command training before we get after our collective capabilities. It confirms the importance of the work being led by the Deputy Chief to improve our career management practices, and it challenges us to better support our Army families and lift both the enjoyment and personal satisfaction we all get from serving.

Finally, it demands that your senior leadership continually review your conditions of service to ensure that the commitment of our soldiers and their whānau is being both appropriately recognised and remunerated.

PULSE is a stark reminder of the challenges we currently face as an Army. But it is also a guide to the direction we must take – a guide that we will not/can not ignore. And one that will significantly shape our Army's regeneration over the next two/three years. It has also highlighted a number of positives that we can leverage as we move forward, including effective one-up leadership, the critical importance of our values set as a foundation to guide our decision-making and actions, and our strong mission focus. This is no surprise given the great work our Army has done over the past 18 months to secure our borders and provide Kiwis with a sense of security and confidence to lead relatively normal lives in uncertain times.

I thank all who contributed to PULSE 21 – you have played a significant role in shaping our future.



MIF STALWART RESERVIST OF THE YEAR

Blair Siegel has been in Managed Isolation Facilities (MIFs) for nearly 80 weeks.

The Auckland-based Reservist Army officer has been managing MIFs since June last year, and his commitment and dedication has earned him the New Zealand Defence Force's Reservist of the Year Award.

Captain Siegel has an infantry background and has been a Reservist with 3rd/6th Battalion, RNZIR since 2006. He was working as a civilian medical equipment salesman when the opportunity arose to manage his first MIF, the Grand Mercure in Auckland. Since then he has covered 16 six-week rotations, making him one of the most active MIF managers in Auckland.

As well as MIF Manager he has also taken on the role of personnel coordinator for his unit 3/6 RNZIR, ensuring that his people are trained and fully prepared to staff the MIF.

He says he enjoys meeting people, and makes an effort to interact with people returning from overseas who must isolate in the MIF hotels. While some residents are disgruntled because they're not sitting beside a pool drinking cocktails, most realise why they're there "and just get on with it" he says.

In the early days there were a few issues, but the system is more streamlined now, and

people are generally aware of what is expected of them. "It's important to make the ground rules clear as soon as people arrive and we welcome them. People appreciate that."

CAPT Siegel has also worked as a MIF manager at the Stamford Plaza in Auckland, as well as Jet Park in Hamilton. He is now based at Naumi in Auckland, a facility he says is an excellent place to work.

Long-serving DSO retires



After 20 years looking after the families of deployed personnel, Burnham-based Deployment Services Officer Carol Voyce has called it a day.

Nearly every Burnham family whose loved one has deployed over the years would have come across Carol, a former registered nurse who was always available with advice or words of encouragement.

"What has made this job so special is the people. Every day I have had the privilege to meet many fine men and women who make up our Force."

As she was farewelled from Burnham Carol said she was fortunate to get some accolades over the years and was proud to accept the inaugural NZDF person of the year in 2009. "I accepted this, not for myself, but for our families who kept the home fires burning, who show incredible resilience and despite the hardship of separations are proud to contribute to our nation's efforts abroad.

"This job has certainly had many highs and lows. The loss of some of our fine service personnel abroad still remains very much in my mind. While such tragedies brought amazing support and strength from others, their losses still weigh heavily on our minds and their loved ones and they are forever in our hearts.

"I have had the privilege to work with many great leaders here across all units, camps and bases, to learn from you and with you, and I thank you for helping me give to your soldiers and their families the very best in guidance, support

and information. I couldn't have achieved what we have without your interest and guidance in making sure we did our best.

"There are many things I will miss about this place – not just the tasks and the difference we can make but the people, our people who so proudly make so many sacrifices to help those so much less fortunate than ourselves, often in troubled lands and in Covid times."

Carol says she has many plans for her retirement.

"If you are laid low and in need of meals on wheels, it might be me that knocks on your door. If you are rehabilitating we might meet at day-care. But my biggest exciting venture starts when I formally join up with the group, many of you may be familiar with – "kiwishelpingafghanswhohelped us."

"There has been a lot of behind the scenes work in bringing these families to NZ, some arrived, others are arriving and others are still to find their way here. My role will be to focus on resettlement, welfare intervention and support, creating plans that can be adopted countrywide and hands on assistance for those who come to our city. Just my forte I think and a challenge I will need."

She also plans to spend more time with her daughter and two young grandsons.

VETERANS GIVEN FORMAL RECOGNITION FOR THEIR SERVICE IN ASIA

Eligibility for the New Zealand Operational Service Medal (NZOSM) has been extended to include a larger proportion of members of the New Zealand Armed Forces who served in Malaysia and Singapore.

"The award of this medal recognises the valuable contribution to the defence of South East Asia by veterans who served in Malaysia and Singapore, but were previously excluded as they were not required to deploy into combat areas, such as Borneo or Vietnam," Defence Minister Peeni Henare said.

"I'm proud that around 4,500 veterans who served in South East Asia from February 1959 to January 1974 are now rightly able to be awarded a medal for their valiant service. I hope veterans and their whānau take this opportunity to have their service recognised in this way."

The review commissioned by the government and carried out by the New Zealand Defence Force, showed there was a need for a wider approach to medallic recognition for South East Asia than had been the practice in the past.

The 2021 review looked at the period between 1955 and 1989 and assessed that service between 1 February 1959 and 31 January



1974 should be qualifying service for the award of the New Zealand Operational Service Medal.

It was a unique period in New Zealand's military history including; forward deployment and deterrence; operational readiness as part of the South East Asia Treaty Organisation plans for responding to the threat of communist expansion into South East Asia; an ongoing communist terrorist insurgency in Malaysia; the Cold War; a fraught relationship with Indonesia which resulted in conflict; and war in Vietnam.

It concluded that together during that period that these events justified the award of medallic recognition but not a campaign medal. Campaign medals (and the New Zealand Operational Service Medal) have already been awarded for related operational service including the Malayan Emergency, Thai-Malay border, Confrontation with Indonesia, Thailand and Vietnam.

"An eligible veteran must have been posted or attached for seven or more days with the Far East Strategic Reserve, the Australia New Zealand United Kingdom Force or associated units during these dates," Mr Henare said.

"I implore all those who meet the new criteria to apply for the formal recognition that they and their whānau rightly deserve. The dedication and commitment both individuals and whānau make in order to keep our country and region safe cannot be overstated, and I wish to thank every one of the Defence Force whānau for their service."

Those eligible under the revised settings, veterans and next-of-kin of deceased veterans need to apply to receive the NZOSM.

The application form is on the New Zealand Defence Force Personnel Archives and Medals website: www.nzdf.mil.nz/pam

About 7,000 veterans of South East Asia combat theatres are already eligible for the NZOSM. Any unclaimed medals can still be issued.



Background

The New Zealand Operational Service Medal (NZOSM) was instituted in 2002. It is awarded for operational service since the end of the Second World War, including for current missions. About 30,000 medals have already been issued to veterans of conflicts such as the Korean War, Vietnam War, Timor-Leste and Afghanistan. Another 15,000 veterans are also eligible but have not yet applied for the medal.

Given that the NZOSM can only be issued once, the 7,000 personnel who already qualify for the medal through operational service in the Malayan Emergency, Thai-Malay border, Confrontation, Thailand and Vietnam will not receive any additional recognition as their service is already recognised.

This area of service has been considered before. In 2014, after review by a working group, a decision was made not to proceed with recognition for this service. However, in 2017, based on new information, the Chief of Defence Force asked the New Zealand Defence Force to reassess the decision. This work showed that there was a need for a wider approach to medallic recognition for South East Asia than had been the practice in the past.

The 2021 reassessment was based on the Cabinet approved New Zealand medallic principles and used the NZDF operational threat matrix as a guide to determining operational threat levels. The reassessment found that the MRJWG did not have access to some potentially critical information which may have reshaped some of its conclusions. This information included documents from Malaysia and Australia. The reassessment also identified that there is a need for a wider approach to medallic recognition for South East Asia than has been the practice in the past.



A group of New Zealand Army recruits in olive green uniforms and black berets are marching in formation on a paved path. They are carrying rifles and wearing white gloves. The path is flanked by wooden posts, and a large, ornate red Maori carving arches over the path. The background shows green trees and a cloudy sky.

MARCH OUT

RRF 403 & RRF 404

The Army's newest soldiers marched out in Waiouru recently. Because of Covid-19 restrictions families and friends could not attend, but the graduations were live streamed to capture every minute of the important events.

Photos: Corporal Rachel Pugh



The Chief of Army, Major General John Boswell reviewed Graduation 403.

.....
403 Graduation Awards

Top Shot

PTE Dale Jacobs, RNZIR

Top Warrior

PTE Blake McKay, RNZIR

Top Recruit Elliott VC

TPR Reagan Aylward, RNZAC

Top Recruit Ngarimu VC

TPR Anton Harrison, RNZAC

Top Recruit

PTE Jacobs, RNZIR

Top Instructor

BDR Ben Liua'ana, RNZA





Te Puni Kōkiri Chief Executive Lieutenant Colonel (Rtd) Dave Samuels reviewed Graduation 404.

404 Graduation Awards

- Top Shot
PTE Henry Scales, RNZMP
- Top Warrior
SPR William Roberts, RNZE
- Brown VC Top Recruit
SPR Wallace
- Crichton VC Top Recruit
SPR Minardi Daniel, RNZE
- Forsyth VC Top Recruit
SPR Blanchet
- SMA Award
SIG Taliah Pham, RNZSigs
- Top Recruit
SPR Minardi Daniel, RNZE
- Top Instructor
CPL Dan Millar, RNZIR





One of the newly carved pouwhenua stands proudly on the marae.

Rongomarae Roa o Ngā Hau e Whā New Zealand Army National Marae reopens

Two unique pouwhenua were unveiled on the grounds of Rongomarae Roa o Ngā Hau e Whā, New Zealand's National Army Marae at a ceremony in November.

Dignitaries and soldiers gathered on the marae as dawn broke and watched as the stately pouwhenua were blessed.

The pouwhenua, carved by cousins Ted and Kurt Barham of Makakahi Enterprises were carved out of trees on the marae grounds that were dying and had become dangerous.

They were unveiled by the Chief of Army Major General John Boswell, along with the oldest and youngest soldiers of Ngāti Tūmatauenga – Mr Robert (Bom) Gillies who is the last surviving member of 28 Māori Battalion, and Recruit Gareth Komene who was the youngest recruit undergoing Basic Training.

Rongomarae Roa o Ngā Hau e Whā is the spiritual home of Ngāti Tūmatauenga, and all new recruits are welcomed on to the marae, and in to Ngāti Tūmatauenga during their basic or initial officer training.

MAJGEN Boswell told those gathered the unveiling was a celebration. "Firstly we celebrate the reopening of this very special Marae, the New Zealand Army National Marae, which has

undergone some significant renovation to bring it up to code, and to refresh it, so that it can continue to play a critical role in the life of Ngāti Tūmatauenga.

"These carvings, He Hoia and He Toa are magnificent. Today we are also celebrating the signing of a Memorandum of Understanding between the New Zealand Army and Awanuiārangi, whose assistance will help the New Zealand Army, not only live, but progress our culture of Ngāti Tūmatauenga."

Rongomaraeroa O Ngā Hau E Whā was established 25 years ago at the instigation of the then-Chief of Defence, the late Lieutenant-General Tony Birks. On the outskirts of the Waiouru Military Camp, the marae is the spiritual home of Ngāti Tūmatauenga, the name granted to the Army by Māoridom in 1994.

TRADOC Commander Colonel Trevor Walker said the Memorandum of Understanding between Wānanga te Whare o Awanuiārangi and the New Zealand Army was another firm step towards realising the vision of a succession of Chiefs of Army,

from General Birks to General Boswell whose support of Te Kura o Tūmatauenga would create an Army School, whose mission will be creating the cradle of education and support to strengthen the culture of Ngāti Tūmatauenga.

"The mission of Te Kura o Tūmatauenga will primarily be building depth and strength in the understanding of Te Ao Māori within the New Zealand Army. It seeks to take the concept of Ngāti Tūmatauenga beyond what it is now and make its acceptance, practice and understanding both deep and wide across our Army. It will do this in partnership with Wānanga te Whare o Awanuiārangi and with the continued support of our local Iwi."

COL Walker said the New Zealand Army, as part of the Treaty Negotiations on the Central Plateau, was obligated to be a partner with tangata whenua. "Our kura will look to provide the education and training to those soldiers who will undertake the role of iwi liaison within our camps and bases. Not only here in Waiouru, but also in Papakura, Linton, Trentham and Burnham.

"We owe it to our soldiers to be culturally safe when representing Ngāti Tūmatauenga. To do this we need to provide the training, and more importantly the kaiako who can take the Ngāti Tū kaupapa to the units and soldiers across the motu, so that learning and embracing Te Ao Māori is not only something done when soldiers come to Waiouru. Te Kura o Tūmatauenga will be the genesis of the journey for our soldiers who also wish to become kaiako and kaitiaki of Ngāti Tūmatauenga. With our partner, the formal learning will occur here so that the kaupapa of Ngāti Tū is standardised and becomes entwined into our everyday training."

COL Walker said the Army has evolved it understands better than ever that one of its underlying strengths is its heritage.

"A part of this heritage, which has always been there, but not acknowledged as well as it could have been, is the unifying aspect of Ngāti Tūmatauenga. With the importance of the Warrior Culture in Te Ao Māori, it is a natural fit for the Army to incorporate this culture, to build on the European and British military ethic and enhance it in our own New Zealand way into something powerful and unifying."



WO2 Aaron Morrison addresses those gathered for the unveiling.



Robert Gillies, the last surviving member of 28 Māori Battalion stands by the pouwhenua with the youngest recruit under training, Gareth Komene.



“I want a marae, I want it in Waiouru and I want my soldiers to feel comfortable on their marae.”

These are the words of a former Chief of Defence Force, LTGEN Tony Birks whose vision for an Army Marae eventually became reality. The *Army News* of the time said that “one people” was the key phrase when the marae was officially opened on 21 October 1995.

The marae is multi-cultural and acknowledges the bi-cultural dominance of the Māori and European warrior culture. It allows women the right to speak, and acknowledges all local iwi.

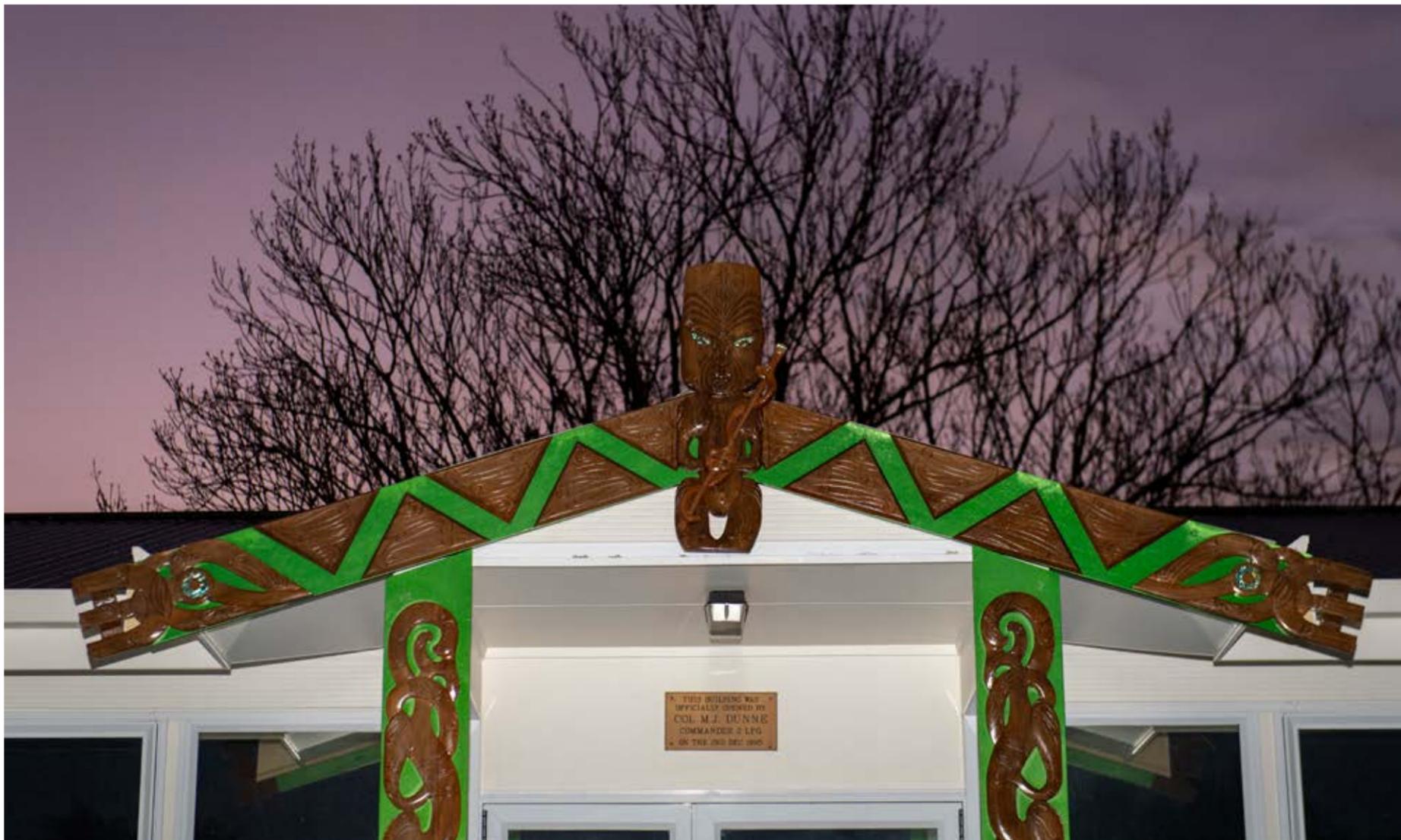
LTGEN Birks felt the marae was needed to ensure the Army’s ethics, ethos and values – its warrior culture – truly represented modern New Zealand and that the Army’s servicemen and women could feel proud of it.

“They must be able to draw strength from who we are, what we are and where we as people come from.”

The marae building originally belonged to local Waiouru people and was built about 200 metres away from its present site. When a decision was made that it would be better where it is now 160 soldiers picked up the building and moved it. It has undergone various renovations over the years, including a major one by the television programme *DIY Marae*.

Below: The Memorandum of Understanding between Wananga te Whare o Awanuiarangi and the Army is signed following the ceremony to unveil the pouwhenua.





NEW LINTON ENVIRONMENT FOR DEFENCE HEALTH PROFESSIONALS

As dawn broke on 11 November 2021, the Deployable Health Organisation (DHO) unveiled their waharoa (gateway) that will sit above the entranceway to the heart of DHO.

The waharoa recognises the different cultures, services and trades that form DHO, while also capturing its unit philosophy of people, unit, leadership, structure and excellence (PULSE). The DHO waharoa is positioned at the main entrance on the soon to be DHO Headquarters.

The waharoa consists of two key components, the pare and pou: The pare at the top of the waharoa represents the God of War (Tūmatauenga) and the God of Peace (Rongo Mā Tāne). The centre piece (tekoteko) is represented by the son of Apollo namely Aesculapius who became a great physician. The

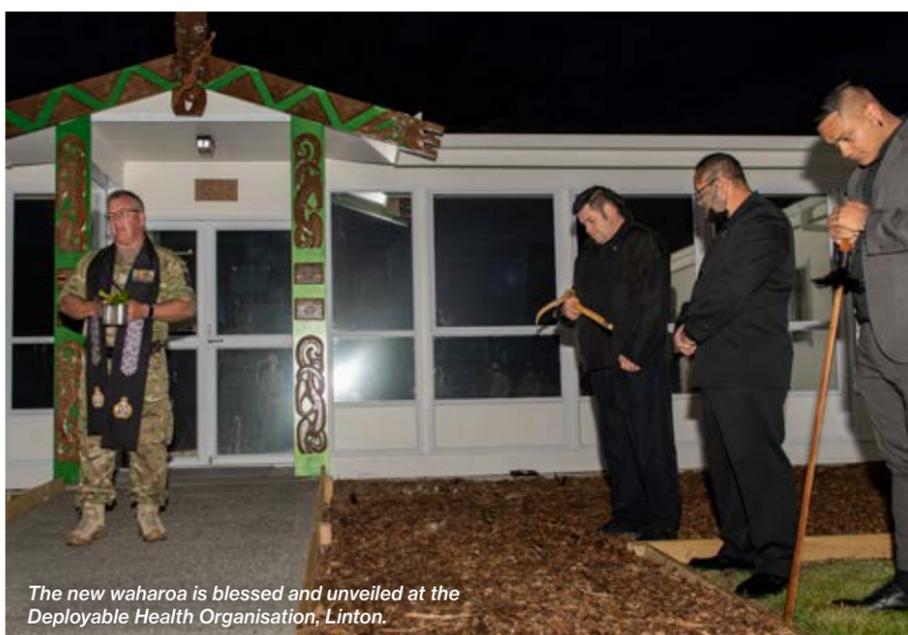
legend of Aesculapius also tells of the origin of the staff (which is being held in the tekoteko – Aesculapius) and the serpent. The pou embraces four manaia that represent the main corps being Royal New Zealand Army Medical Corps, Royal New Zealand Nursing Corps, Royal New Zealand Army Logistics Regiment and the Royal New Zealand Navy Medics. These are the four groupings that form DHO. The carving was completed by Mr Hemi Te Peeti and whānau.

At 1100 hours the unit conducted an Armistice parade to reflect and remember those who have paid the ultimate sacrifice and those that returned home to their loved

ones. Post the Armistice parade, DHO also re-dedicated the 'Dave Kinnaird' room to become the 'Dave Kinnaird Health History Room.' The rededication ribbon cutting ceremony was completed by Dave's widow Yvonne. The purpose of the history room is to capture and display articles and material that represent the long history that health has played in supporting many campaigns and battles resulting in saving life and providing aftercare/rehabilitation.

These significant events mark an exciting time for DHO as it moves forward in establishing a strong bond and culture and celebrates its previous and current history and

achievements ensuring that these moments are preserved. Both the waharoa and history room provide a place for current and previous members to visit to either reflect or reminisce on the past and the present. The unveiling of the waharoa and rededication of the Health History Room was completed to coincide with the signing of the Feilding Township Charter and with Armistice Day commemorations. DHO would like to take this opportunity to thank all those people who contributed to either the fundraising or behind the scenes to make this a memorable event.



The new waharoa is blessed and unveiled at the Deployable Health Organisation, Linton.



TRADITION CORNER

The Royal New Zealand Army Logistic Regiment (RNZALR)

Although relatively young, the Royal New Zealand Army Logistic Regiment has a short but proud 25 year history of service to the NZ Army, with mana from a combined 146 year history from the foundation Corps of The Royal New Zealand Army Ordnance Corps (RNZAOC), The Royal New Zealand Corps of Transport (RNZCT) and The Royal New Zealand Electrical and Mechanical Engineers (RNZEME).

The following is a short summation of the formation of today's RNZALR.

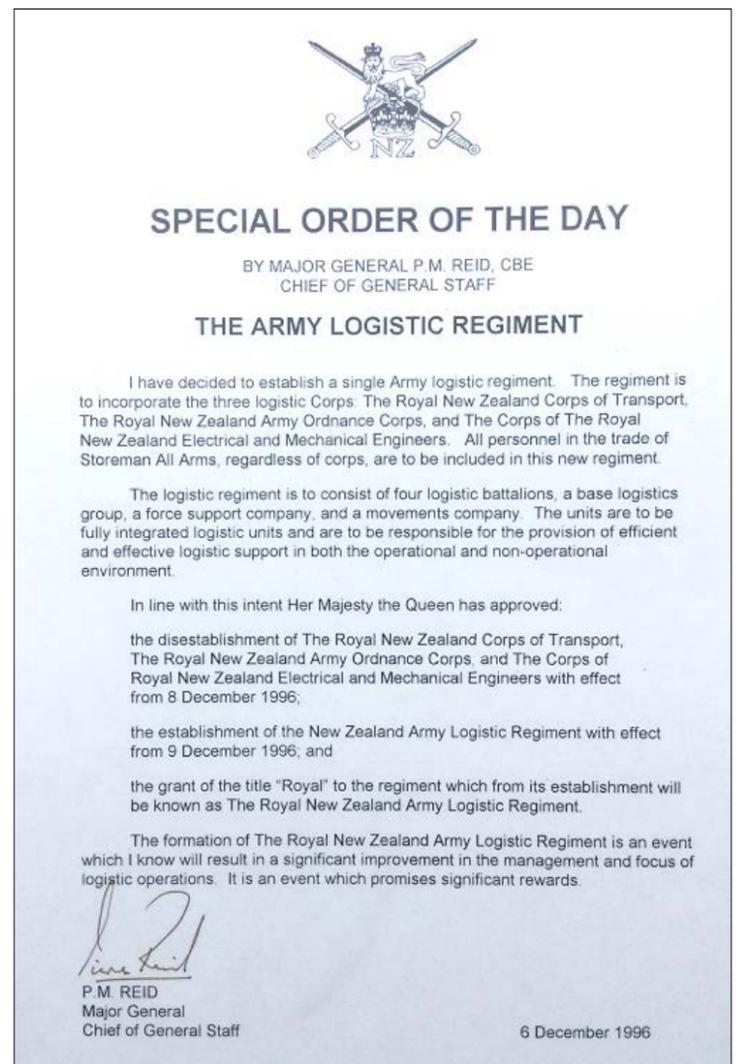
In 1996 the Chief of General Staff (the appointment now known as CA), Major General Piers M. Reid outlined how the move towards integrated logistic function in the NZ Army was to be achieved. The CGS signed the directive 07/96 dated 4 April 1996 to initiate the New Zealand Logistic Regiment formation.

On the 6 December 1996, MAJGEN Reid signed a Special Order of the Day to establish a single Army Logistic Regiment from the 3 feeder Corps of RNZCT, RNZAOC and RNZEME. The regiment was to consist of four logistic battalions, a base logistic group, a force support company and a movements company.

Consequently, the NZ Army Logistic Regiment was formed on 4 December 1996 and was granted Royal title in 1997. It became the Royal New Zealand Army Logistic Regiment it is today, albeit in somewhat different structures to those of 1996. The RNZALR is the largest 'corps' in the Army, and has the motto: Mā Ngā Hua Tū Tangata – "by our actions we are known".

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The RNZALR is the largest 'corps' in the Army, and has the motto: Mā Ngā Hua Tū Tangata – "by our actions we are known".



CAREER MANAGEMENT CORNER

Posting between regions in different Covid Alert Levels

The Army posting WEF date for SAP action is 06 Dec 21 and as is usual, receiving units are to dictate the reporting date for the incoming service person. Due to differing Covid Alert Levels within NZ, the LCC has issued a Directive (001/2021 dated 29 Oct 21) that covers the Health Protection measures required to be taken when undertaking inter-regional travel which everyone impacted must read and understand. These measures include pre and post travel isolation requirements everyone is to follow before moving in or out of an Alert Level 3 region

and documentation required to cross the regional borders. Everyone must continue to comply with NZ Government directions at all times.

Posted personnel are to plan their move accordingly to ensure they are ready to report for duty at their new unit on the agreed reporting date, accounting for any post-travel isolation requirements. Posted personnel will not be able to conduct multiple preliminary visits between different AI/risk regions prior to their posting date due to these restrictions, therefore hand overs and posting admin may need to be completed virtually. DACM will manage posting issues arising from these situations on a case-by-case basis.

Key Dates

29 Nov 2021
1 UP completed End of Year Review

6 Dec 2021
Posting Date

13 Dec 2021
2 UP completed End of Year Review

20 Dec 2021
Last day for Member to close PDR

25 Jan 2021–04 Feb 2022
Wellington Soldier Interview period

08–25 Feb 2022
Manawatu / Waiouru Interview period (Soldiers / Officers)

23–25 Feb 22
SCMB

For more 2022 Board dates:

Army Career Management Intranet Site:
<http://orgs/sites/armint/1-0001/>
Contact us at:
DACMRegistry@nzdf.mil.nz



LTCOL Ian Brandon (left) hands over command to LTCOL Mike Nochete.

A NEW LEADER AT 2ER

The leadership of 2nd Engineer Regiment has changed, with Lieutenant Colonel Mike Nochete taking over command from Lieutenant Colonel Ian Brandon.

The ceremony saw the handover of the “Upoko O Te Taiaha” which is the 2nd Engineer Regiment symbol of Command, and the presentation of the Regimental Colonel Change of Command symbol, the Tewhatewha to LTCOL Nochete.

Brigadier Hugh McAslan was the reviewing officer for the parade, with Colonel Paul Curry the Colonel Commandant of the Royal New Zealand Engineers also in attendance.

“Nga kiahanga e mahi mo ratou i tenei ra, a nga kaihanga te mana mo apopo – those who build for

others today, build the mana of tomorrow,” LTCOL Nochete told those gathered for the ceremony.

“I’d like to acknowledge the outstanding stewardship of LTCOL Brandon. His professionalism, engaged, and empathetic leadership has guided the Regiment through a difficult period. He has laid a foundation that the Regiment can build on as we look to regeneration across the Army.

“To my fellow Sappers, it’s good to be back at the home of the Sapper. I am proud to once again be standing amongst you and I look forward to serving you as the 16th Commanding Officer of the 2nd Engineer Regiment.

“As we look to the future we will focus on junior leadership, the ability to train safely and effectively to enhance our tactical and technical proficiency, sharpen our operational focus, and heighten our strategic awareness. Our capabilities as a Corps, start and end, with the Sapper. It is the Sapper that responds to crisis, it is the Sapper that uplifts the vulnerable, it is the Sapper that leads the way.”



LTCOL Nochete, with his family accompanying him, picks up the take during the change of command ceremony.

IN 1918 A NEW ZEALAND TROOPSHIP SAILS UNKNOWINGLY INTO A GLOBAL PANDEMIC..

WHAT WAS THEIR FATE

KIDS HQ | THE MESS TENT | GUIDED TOURS | THE QUARTERMASTER STORE | RESEARCH CENTRE

OPEN 7 DAYS | STATE HIGHWAY ONE, WAIOURU

TRAINING OUR FUTURE LEADERS



By Lucy Handford

Becoming a competent and skilled leader is a significant milestone for those in uniform.

To get to that point there's a lot of rigorous training, testing and assessment. That's exactly what happens at the 3rd Regional Training Wing (3RTW), Army Command School, which runs the Junior Non Commissioned Officer (JNCO) course – Lance Corporals' first promotion course.

The ten-week-long course takes place three times per year at both 2 and 3RTW and trains personnel from across the Army who have been selected by their chain of command because they exhibit the qualities required to be an effective leader. Senior Instructor, Warrant Officer Class Two Geoff Smith, 3RTW, says the *modus operandi* for the JNCO course is very simple.

"We are here to train our future leaders, so they are able to command, manage, lead and train their subordinates whether on operations or not. We're looking for knowledge, skill, loyalty, initiative, responsibility, courage, endurance, and above all professionalism. These are the qualities that make up an effective JNCO," he said.

What's striking about the course is that it brings together a diverse group of personnel selected from a wide range of units and trades with varying experience and skills. The recently completed course in Burnham, qualified 19 personnel from infantry, to logisticians, combat engineers to a musician

and a dental assistant. The course demands that each individual works seamlessly to lead themselves, but more importantly they successfully transition from Lead Self to Lead Teams, in accordance with the NZDF Leadership Framework.

The penultimate phase of the course was Exercise Young Lion, a ten-day deployment to the Tekapo Military Training Area. The scenario is designed to replicate a real-life operation; everything the soldiers learn in the classroom in the seven weeks prior are put into practice out in the field. Each individual must lead a section through complex and challenging scenarios, including Stability and Support Operations type tasks (urban patrolling, vehicle check points), clearance of objectives, Quick Reaction Force, to name a few. All scenarios that the commanders find themselves in, are designed by following some basic tenets: shoot, move, communicate and medicate.

WO2 Smith's description of a day on the exercise gives some insight into the planning, preparation and decisiveness that's required to be a successful leader.

"The commander receives their task at 1700, they then go through the individual military appreciation process (decision-making process). At 1900, they back brief their instructor on their plan. From here they write up a set of verbal

orders (detailed instructions to subordinates), detailing how they are going to achieve the mission. The following morning at 0700 they deliver their verbal orders to their section. The final part is the practical task where from 0800–1200 or 1300–1700, they lead and command their section," he said.

Lance Corporal Luca Soares Gonzalez took part this year. He joined the Army in 2014 and is 2IC in Reconnaissance and Surveillance Platoon, 2nd/1st Battalion Royal New Zealand Infantry Regiment. While on the course he discovered that working with people with all sorts of backgrounds was beneficial because it developed his leadership style.

"Learning how to take lessons in the classroom, more practical ones outside, and then with the field phase was good exposure on how to control a task and get it done. Prior to this I'd never worked with such a different variety of trades and backgrounds, and in many respects that was the icing on the cake because that's what developed me as a leader," he said.

LCPL Se Won Kim also joined the Army in 2014 and is a Section 2IC within 1 Platoon, Alpha Coy, 2nd/1st Battalion Royal New Zealand Infantry Regiment. He discovered that there's far more to leadership than just commanding a section.

"The exercise made me realise the pressure that our leaders face. They have to think about so much, it's not just the task, they also need to take into account every individual's needs to achieve the task and accomplish the mission," he said.

The course concluded with a March Out parade to officially mark the completion of their studies. Several awards were presented, to highlight particular students including LCPL Soares Gonzalez who received the Leadership Award. Voted by his student peer group, LCPL Kim received the Peers Award for displaying the attributes and core values of the NZ Army throughout the course, as well as the Instructor Excellence Award for gaining the highest aggregate marks in the delivery of both Mental and Physical Skills Instruction and Battle Handling Lessons. The award for Top Student was presented to LCPL Benjamin Dovaston of Depot Coy, 2nd/1st Battalion Royal New Zealand Infantry Regiment for the consistently high standards he displayed throughout the course.



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“We’re looking for knowledge, skill, loyalty, initiative, responsibility, courage, endurance, and above all professionalism. These are the qualities that make up an effective JNCO.”

- WO2 Geoff Smith
Senior Instructor



EXERCISE TAKROUNA

Just weeks before they are due to graduate the Army's officer cadets had everything thrown at them to ensure they are suitable for commissioned service.

The setting was the Waiouru Military Training Area and the action was across all phases of war so that cadets could be tested through the entire spectrum of operations. The battle handling exercises consisted of patrols, ambushes, clearances, and key leadership engagements, including a Company defensive live field fire battle and subsequent withdrawal.

Exercise Takrouna was the final field testing exercise for Officer Cadets completing the New Zealand Commissioning Course 2021.

A platoon of Light Infantry from 2nd/1st Battalion, RNZIR, was called in to support the exercise, as were other elements from 1 (NZ) Bde, and the RNZAF.

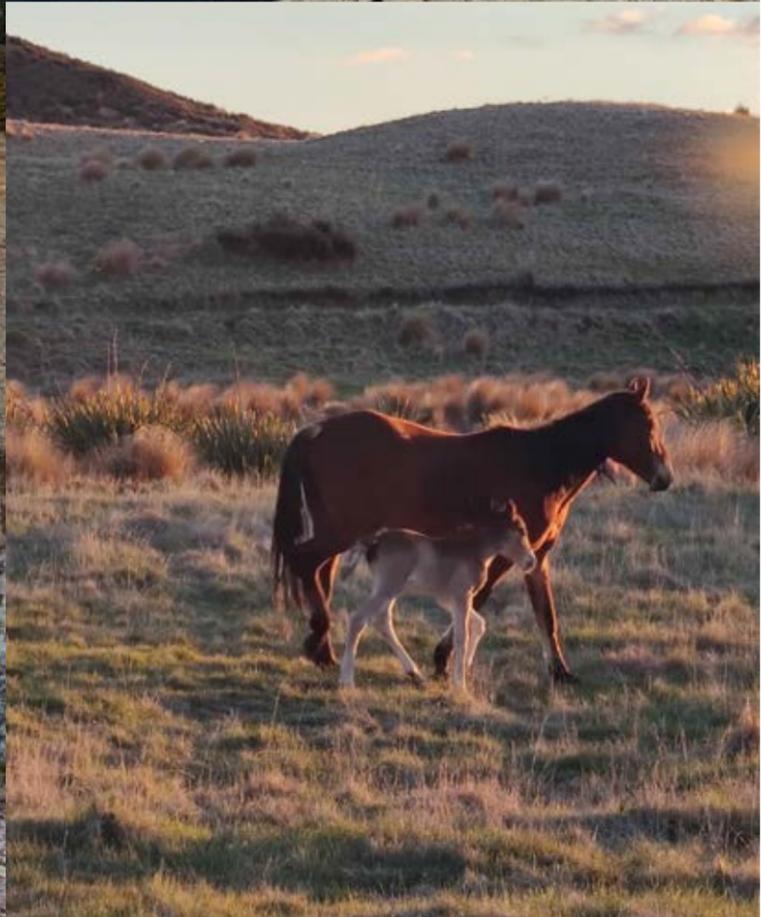
It was a third summative assessments for the cadets, and included a 12 to 36 hour long platoon command task. A total of 46 platoon command assessments were conducted, including retests and additional tasks for a number of the 31 officer cadets on the NZCC.

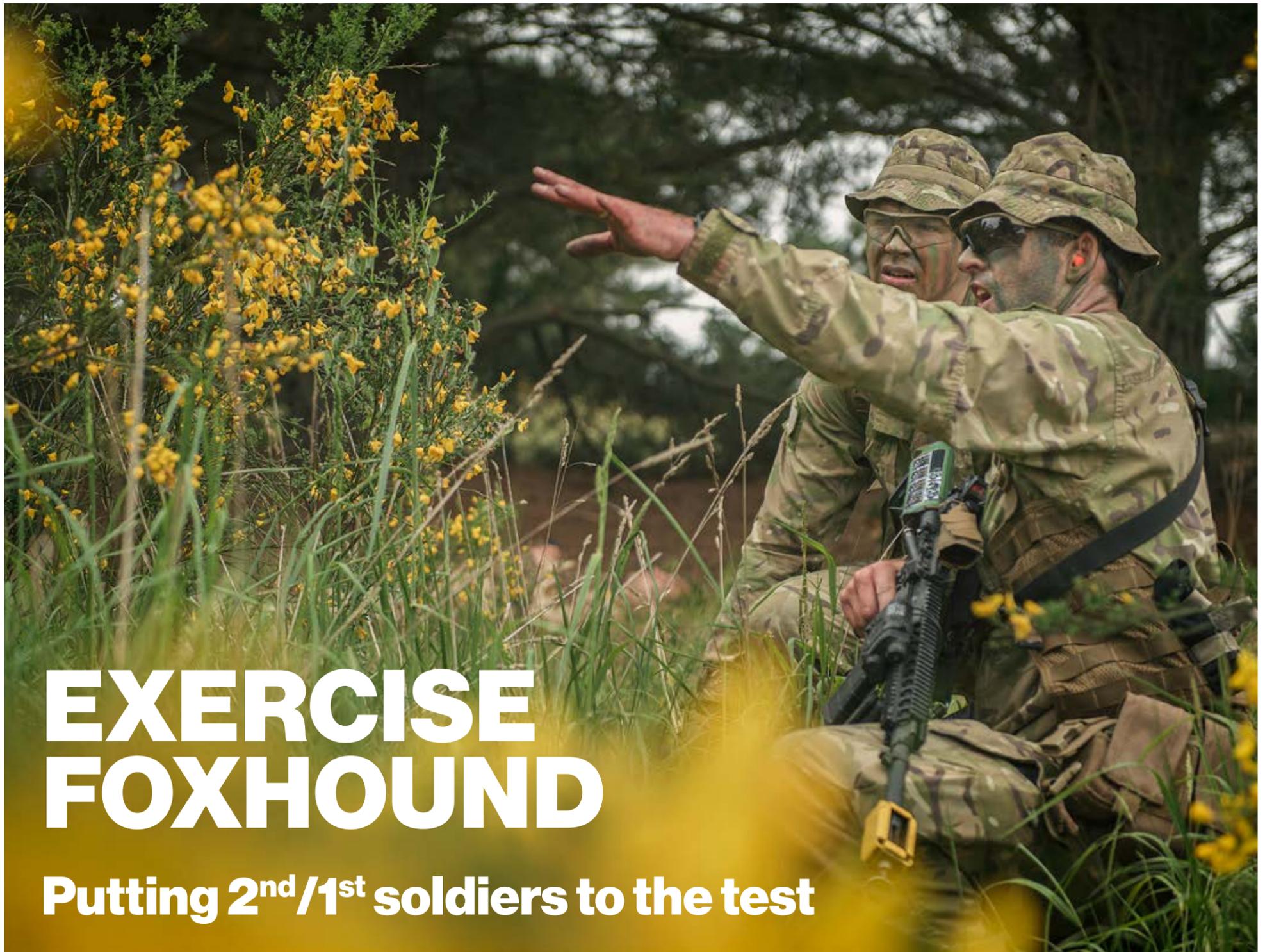
Chief Instructor Major Joel Barter said battle handling exercises were designed to cover all operating environments trained this year at NZCC, and across all phases of war in order to test cadets through the entire spectrum of operations.

"The exercise went well with cadets enjoying the constant varying tasks, which forced them to apply the Military Appreciation Process in many different situations," he said.

All 31 cadets passed their Platoon Command assessments. MAJ Barter said he was grateful for the support of the other units who helped in the assessments as the exercise would not have been as successful without their support.







EXERCISE FOXHOUND

Putting 2nd/1st soldiers to the test

By Lucy Handford

More than 100 soldiers from 2nd/1st Battalion Royal New Zealand Infantry Regiment competed to come out on top at this year's Exercise Foxhound.

Photos: Corporal Sean Spivey

The four-day exercise was designed to tax both soldiers' and commanders' physical and mental abilities. Working in sections of seven to nine personnel, all participants were required to display motivation and solve problems individually and as a group right through this skill-at-arms style exercise. A wide range of infantry capability was tested in urban, close and open environments; from trench clearances by day and night, shooting at close quarters and long-range, to assault stands and navigation circuits.

Sections competed to be in the running for five trophies; Section Match, Falling Plate, Medical, the rock, and the pre-eminent trophy – the overall Top Section.

Led by the unit training wing, Exercise Foxhound was the largest training exercise for 2nd/1st this year, both in terms of the number of personnel who took part and those behind the scenes who made it happen, including stand controllers, medical and support staff. Taking place simultaneously at Burnham Military Camp, Oxford and West Melton, each section rotated through 22 stands spread across the three sites. Exercise Foxhound culminated with the "rock" – an 18km march from West Melton to Burnham, with sections wearing a pack, webbing, weapon and section equipment weighing more than 25kgs, racing to reach the finish line in the fastest time possible.

Commanding Officer, Lieutenant Colonel Cory Neale said Exercise Foxhound is a positive activity as many of the Unit's soldiers have been deployed repeatedly on Operation Protect.

"With limited training windows this year, Exercise Foxhound was really three exercises in one. It was an ex for Task Group Red HQ to plan and fight a tactical problem, it was an operational testing and evaluation event for NEA equipment coming into service, and it was a physically and mentally demanding training activity for 2/1 requiring all participants to overcome problems and think creatively in a pressure situation. This time we also seized an opportunity to challenge how we train and operate in increasing complexity; forcing rapid transition between environments and skill-sets. The entire activity was highly competitive, which is a strong and desired motivator for our soldiers who want to perform to their best. Importantly though, Exercise Foxhound helped us to understand our strengths and weaknesses as we look to regeneration as well as put some fun back into the year and get some resilience back into the tank," he said.

Lance Corporal Elliot Hughey, a 2IC in Reconnaissance and Surveillance Platoon, 2/1 RNZIR, was one of the soldiers battling it out to take one of the trophies. His section won the Falling Plate, Section Match and Top Section. LCPL Hughey said that while the stands were challenging, they were also enjoyable, and his section had a good level of morale and motivation throughout.

"Our section was made up of people from different platoons that we wouldn't normally work with, but it didn't matter, we all gelled well and we worked together. We knew what we needed to do to win and we aimed to do our best," he said.

Section Commander Corporal Jamie Clearwater, a Detachment Commander in Reconnaissance and Surveillance Platoon, 2/1 RNZIR, said if you don't learn anything from being on an exercise like this, it either hasn't challenged you, or you haven't been paying attention.

"After a reduced training phase due to our commitment to Operation Protect, it was great to be back out there and put in some decent time on the tools. I learnt what it was like to go in cold into a competition without a whole lot of build-up training, so it was particularly satisfying that the whole team performed well. Coming out of the exercise, I've also identified a few things the team and I can work on, which is good," he said.

This year's exercise was also an opportunity to put NEA capability into practice. NEA is the NZ Army's top priority capability project and aims to provide new communications systems to enhance commanders' and soldiers' ability to plan and execute on operations. NEA capabilities and equipment transcend a number of levels from Task Group HQ down to individual soldiers. Exercise Foxhound provided a platform for all levels to operate, with Command and Control Systems School providing a scenario for Bn HQ to work from alongside the competition, while also providing a chance for soldiers to use the kit in tactical scenarios. The exercise was a key milestone for the NEA team who were present throughout to monitor and assess how the equipment and training packages performed.

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"With limited training windows this year, Exercise Foxhound was really three exercises in one."

– LTCOL Cory Neale



Blue dots from the soldier onto the screen in HQ JFNZ

Exercise Foxhound provided the Network Enabled Army programme the opportunity to test the vertical slice of Tranche 1 C4 capabilities being delivered to the Land Component. These are the Mobile Tactical Command System (MTCS), Common Universal Bearer System (CUBS) and Common Command Post Operating Environment (CCPOE). The exercise was very successful and demonstrated connectivity or “blue dots on the screen” from individual soldiers conducting battle handling exercises in Canterbury to HQ JFNZ in Trentham.

Starting at the soldier, the vertical slice began with three sections from Bravo Company equipped with the NEA Mobile Tactical Command System. The MTCS provided voice and data communication from the individual soldiers and their section commanders through platoon, Company (Task Unit) and Battalion (Task Group) Headquarters. Voice communications is encrypted while the GPS and data functionality within the radios provides sections member's locations to be displayed to the section commander and section 2IC fits. The Frontline Battle Management System (BMS) enables simple overlays to be transmitted as well as chat and pre-formatted messages from the section commander/2IC level.

Bravo Company 2/1 RNZIR received the MTCS fits in March 2021 and together with Signals Platoon had been trained to operate the systems by L3Harris and Systematic in April/May. On return from their September Auckland Security Group rotation, Bravo Company conducted an intensive build up where they wore and employed the MTCS equipment every day before beginning Exercise Foxhound. Major Alex Bowyer, OC Bravo Company transmitted the stand instructions to his section commanders using the Frontline system as opposed to the non-NEA sections who received these briefs from the stand controller. The section

commanders were able to utilise the tablets to read orders, show terrain, add enemy locations and provide SITREPS to the OC.

Exercise Foxhound also saw the Bravo Company and Task Group Red HQ established and it is at these headquarters locations where MTCS connects to the Common Universal Bearer System (CUBS). Unit and Sub-unit HQ is where the data flows from MTCS into the Tactical Internet (TNET) system that will replace the current TANE system. CUBS consists of mobile ruggedized servers that form Communication Access Nodes (CAN's) and host a range of software applications including SitaWare Headquarters BMS. This ingests the blue dots (other data) from the Frontline BMS via the MTCS radios and displays this for the OC, CO and their staff as well as providing a range of planning and reporting tools.

What is MTCS?

This system is based on L3 Harris software defined GPS enabled radios connected to a Panasonic tablet hosting the SitaWare Frontline Battle Management System (BMS). The Bravo Company soldiers used three fits, D1, a 7850 radio and headset, D2 which is a D1 plus a battery and Panasonic tablet, and D3 which is a D2 plus a 163 radio and data hub.

What is a MESH Network?

The MTCS has nodes with additional radios increasing in power and capability at Platoon, Company and Battalion HQ level. The system operates as a self-healing mesh network which enables the radios to find the best path from one call-

sign to another. This is likened to a chain of people, each whispering to the person next to them until they get to the other side of the room, instead of one person shouting from one side of the room to the other.

Can we talk to TMCS?

MTCS also provided backward capacity through connection (via cross-banding) of the in-service TMCS radios to the MTCS network. This enabled the non-NEA equipped sections participating in the Skill At Arms to be controlled by OC Bravo Company who was Exercise control.



The first Glock 17 rounds have been fired on the re-commissioned Allen Range in Trentham Camp. An NZDF pistol practice has taken place on Allen Range for the first time in many years. HQ Trentham Regional Support Centre and Defence estate and Infrastructure have reconstructed the range so that it meets all safety and operational requirements. All RNZN, NZ Army and RNZAF personnel posted into the Wellington Defence Area can now use Allen Range to maintain their Pistol Qualification.

Above: Shots fired – on Allen Range from left, WOCM (Army) DACM, WO1 James Dawson; OIC Trentham Defence Area, MAJ Jim Maguire, and LTCDR Cuong Huynh, PSO to DCN.

Literacy and numeracy in our workplace

Good numeracy and literacy skills enable all members of the NZDF to fulfil their roles within the workplace and meet the demands of the modern military environment.

Having strong literacy and numeracy skills can improve communication and efficiencies in the workplace, reduce safety risks, and reduce time taken to complete tasks.

Before the Christmas break, three new e-learning courses have been introduced by NZ Defence College to provide important information about literacy and numeracy and what this means in the NZDF environment.

These courses will rapidly increase awareness of the roles and responsibilities of NZDF leaders, instructors and individuals, and will provide relevant resources/links to support literacy and numeracy upskilling.

All NZ Army personnel are expected to complete the "Literacy and Numeracy for NZDF Personnel" course which takes about ten minutes to complete.

Additionally there is an e-learning course for Instructors and supervisors, and one for command. The e-learning courses provide important information about actively providing ways to support soldiers, and to improve the conditions of

service for all our Army personnel. These courses clearly show that strong literacy and numeracy skills are an essential part of Army work life and life in general. They demonstrate that support to improve literacy and numeracy skills is available, regardless of rank. There are a range of reasons why learners may be assessed as needing support in literacy and/or numeracy; it is important to note, low literacy/numeracy is unrelated to intelligence. As individuals, it is our responsibility (Lead Self) to access support for literacy/numeracy if we think we could benefit from improvement, regardless of our rank or experience. Doing this benefits our current and future employment, and demonstrates our motivation towards self-development.

Instructors have significant roles in learning more ourselves about what literacy/numeracy is and what part can be played to assist soldiers. Instructors should aim to emphasise the benefits of literacy/numeracy in various Army contexts, encourage soldiers to seek and

receive support, and embed more material that supports literacy and numeracy in the workplace.

Commanders are expected to support others and provide optimal conditions to ensure soldiers have all they need to do their jobs. For this reason, ensuring access to literacy/numeracy support, referring soldiers to DLearn for deliberate workplace-based learning support, and ensuring our instructors continue to be well-informed about literacy/numeracy is important.

The Army aims to strengthen literacy and numeracy in the workplace to benefit soldiers personally and to build their cognitive capabilities to meet the demands of the current and future operating environments.

To find out more go to ILP Learning Portal – Literacy and numeracy assistance – Learning Toolkit, or:

- NZDF DLMS (e-learning courses 'go live' – 17 Dec 21)
- D85012 Literacy and Numeracy for Command Teams,
- D85013 Literacy and Numeracy for Instructors,
- D85014 Literacy and Numeracy for NZDF personnel

ANCHOR STONE FORGES 3CSSB'S LINKS WITH IWI



The 3rd Combat Service Support Battalion (3 CSS Bn), anchor stone, Te Kōhatu Pukeatua was dedicated at a ceremony at Burnham Camp recently.

The 10 tonne stone, placed outside 3 CSS Bn headquarters, is a tangible reminder of the role the unit often plays in the South Island during times of disaster, and this particular stone has also created a link with iwi.

Since the Christchurch earthquakes 3 CSS Bn has played a leading role supporting communities across the Canterbury region and more widely within the South Island. This year has been no exception. In July, soldiers from 3 CSS Bn deployed to Westport on the West Coast following severe flooding to assist with the evacuation of more than 800 properties and 2,000 residents in the area. Only six weeks earlier, the unit responded within the Canterbury Region to severe floods, aiding in evacuations and the delivery of critical aid supplies. Today it continues to play the leading role in the region as the Op Protect Task Unit SOUTH HQ.

The 3 CSS Bn initiative is inspired by the spiritual anchor stone of the NZ Army (Maumahara Kōhatu) on the National Army Marae at Waiouru. On the Marae, visitors are asked to pause and reflect on those who have gone before. It is said that those that touch it, infuse it with their life force or mouri. 'Pukeatua' is now the spiritual anchor stone for 3 CSS Bn members, past and present. During the dedication ceremony those who participated were invited to pass their mouri into 'Pukeatua'.

In his address to the group Commanding Officer 3 CSS Bn, Lieutenant Colonel Marcus Linehan discussed the journey to find the right stone (Kōhatu). Originally the previous RSM, WO1 Leon Whitelaw started the search, looking to Kaikoura where the unit played a critical role in the aftermath of the 2016 earthquake. However, when Staff Sergeant Nathan Turner was subsequently given the challenge of finding a suitable rock, the search turned to the Port Hills in Christchurch where the February 2011 earthquake caused numerous rock falls and landslides.

Working closely with Christchurch City Council, their park rangers identified multiple rocks that could potentially serve as the unit's anchor stone. One stood out from the rest given it had captured particular media attention at the time of the quakes by partially blocking the route over the Port Hills to Lyttleton. The rangers said there "is one rock on Dyers Pass Road but good luck moving it." SSGT Turner engaged with the local iwi, Ngāti Wheke of Ngāi Tahu, to seek their blessing for the stone to be moved to Burnham Military Camp, while the council assisted with the logistics of the move given the significant road hazard the rock created.

LTCOL Linehan says that initiating this dialogue with Ngāti Wheke has been a significant step towards 3 CSS Bn and Burnham Military Camp reconnecting with local iwi and that leaders have a responsibility to maintain those connections.

"Iwi played a significant role in our process to find an appropriate anchor stone. This koha given from the heart, will remind us of that connection with iwi and our responsibility to be there for them in times of need," he said.

Attended by representatives from Ngāi Tahu, Rapaki Marae, and soldiers from the unit, Te Kōhatu Pukeatua was officially blessed by Māui Stuart of Ngāti Wheke. The ceremony concluded with a haka performed by the soldiers of 3 CSS Bn led by PTE Ion in recognition of this koha from Ngāi Tahu.



A TASTE OF MILITARY LIFE

How do you lead a team to safely get across a body of water using limited equipment? How can you effectively use available human effort to pull a Unimog using only a couple of ropes?

These are just a couple of the challenges that 52 Māori students from the Pūhoro STEM Academy faced while on a Defence Careers Experience (DCE) recently.

Defence Recruiting has run DCEs for a number of years now. Designed for high school students, this immersive, highly interactive event showcases what the NZDF has to offer as a potential career option across the three Services. Students across the country visit bases and camps, don uniform and not only see what the forces do, they also get to try it out for themselves.

The multi-day event gives students a series of challenging tasks and team building activities, leadership development training, Q&A sessions with military personnel from diverse backgrounds and some moderate physical training activity. Upon completion, students are awarded

a certificate to recognise their participation.

Giving young people a taste of military life is what the DCE's are all about, according to Flight Lieutenant Brad Anderson, Central Recruiting Officer for Defence Recruiting. Working with the Pūhoro STEM Academy had been on FLTLT Anderson's radar for some time as he and his team were aware that a DCE dedicated to Māori young people could be beneficial.

"The biggest factor to these events being a success is that interaction with the students. We need to be approachable but over the years I've noticed that Māori and Pasifika students aren't always as comfortable in that big group environment to put their hand up and ask questions."

"When the Pūhoro STEM Academy reached out and asked if they could look into some capabilities that the NZDF offers

to promote to their students, it naturally led into the development of a DCE that was shaped both by us and the Academy," he said.

This is the first DCE that the NZDF has run in partnership with another organisation and a key feature of the programme was lots of informal interactions to help students feel comfortable chatting to staff and asking questions.

Leland Ruwhiu, Te Urunga Tū Manager from the Pūhoro STEM Academy said the diversity of roles within the NZDF and the taurira (students) seeing a line of sight into their future careers really made an impact.

"For a number of our taurira who haven't been on a physical pathway but thrived on academia it was hard to see them being challenged in ways they would not normally expose themselves to. But it was humbling to see them work through those barriers and I was proud of a number of students who pushed through their own hara to successfully accomplish tasks," Leland said.

Tanemahuta Kake, from Freyberg High School in Palmerston North enjoyed the leadership activities because it helped him to become aware of what a leader is responsible for, as well as different leadership styles.

"I expected the Defence Careers Experience to be hard on us but it's actually full of awesome people doing awesome things. It was honestly mean going from barely knowing anyone to knowing almost everyone at camp. That came from NZDF and Pūhoro STEM working together to put on an experience that some people never get," he said.



Recruiting

Do you want to have a visible impact on what the Army of tomorrow looks like? Then take the initiative now, and shape the next generation of talent into our ranks.

Our most valuable asset has always been our people and recruiters have been leading the charge in bringing quality men and woman into the New Zealand Army. By navigating the journey of civilians from the streets of New Zealand onto the parade ground in Waiouru, the efforts of recruiters have had a far reaching impact on what we look like today. And there is nothing like the feeling of pride when seeing your recruits march out as soldiers.

You will also directly influence your trade by raising awareness of the opportunities available and mentoring high quality recruits through the application process.

"It's all about leaning on your own experiences and being able to tell your story. Everyone has a story that's worth sharing."

SGT Blair Ross

Life of an Army recruiter

Your day will be focused around achieving two objectives:

1. Attracting candidates
2. Processing candidates

Day-to-day your role will vary based on which objective you are working on.

Attracting candidates includes;

- conducting experience events on bases, including Defence Careers Experiences (DCE) and Defence Experience Days (DED);
- visiting local high schools;
- attending careers expos and other engagement events;
- Navy trade specific engagement;
- career advice and guidance;
- anything that involves interacting with the public.

Processing candidates includes;

- supervising recruit fitness testing;
- conducting one-one one interviews with candidates;
- completing reports and documentation;
- assisting future soldiers through the application journey;
- providing one-on-one support to recruits for your trade;

Why should I apply?

The perks:

- High degree of trust and freedom to achieve your objectives
- Flexible work schedule
- See tangible results for your efforts
- Opportunities to engage with the NZ public outside of main centres
- Working in a tri-service environment.

The challenges:

- Will need to work outside of traditional work hours (some evenings and weekends)
 - You will accrue time in lieu
- Fair amount of travel
 - You'll be provided with a work phone, laptop and vehicle and have a chance to see the country!

How do I apply?

Required rank:
SGT or SSGT rank

Application Process:

Notify your chain of command of your intention to become a recruiter. Potential recruiters are interviewed by our staff to determine their suitability. You will be required to work autonomously, handle private information discretely, and engage with young people in schools and the community.

- For enquiries into becoming a recruiter, please email W/O Carol Voshhaar, Recruiting Organisation Warrant Officer: Carol.Voshhaar@nzdf.mil.nz
- For those interested in upcoming recruiting events, please email your prospective Regional Recruiting Officer:
 - Northern: defencecareersnorthern@nzdf.mil.nz
 - Central: defencecareerscentral@nzdf.mil.nz
 - Southern: defenceCareerssouth@nzdf.mil.nz

Not keen to jump in full-time?

You can represent your trade in your local community by signing up to the Recruiting Ambassador Programme (link located at the bottom of the ILP Homepage).



SSGT PADDY MCCARTHY RETIRES

Army Band Drum Major Staff Sergeant Paddy McCarthy's first recollection of anything musical, or military, was when he was about 2 years old.

"I was number seven of soon-to-be eight siblings. We were at a street parade in Auckland and as the Artillery Band marched past, my mother pointed out my father as he marched past our immediate front. I ran off, grabbed my father's trousers running as he marched, he picked me up by the scruff of the neck, put me on his hip and continued to play in the march. I still recall watching in awe. A seed was planted in that moment."

When Paddy was 10 he was hospitalised with a severe lung infection. "I still recall the Dr talking to my dad on my departure, "you need to get this lad into something to build up his lung capacity again." Shortly after that, dad had five of us join the Hamilton Citizens

Band. All eight of us siblings plus dad were musically minded, whether piano, singing, guitar, drums or brass. My mother said her contribution to music was "cleaning up after you lot".

He says the only instrument he has ever been interested in, is the euphonium, "which is what my father was playing on the march of that fateful day in 1970".

While he has always played, his early working career was in the dairy farming and agricultural sector. He spent four years in the late 1990s back-packing around the world before returning to the dairy industry.

In 2005 he decided it was time for a new chapter in his life.

"As a brass player, there are very few opportunities in NZ to make a living off our passion. The NZAB is one of the few ways a brass player can make a living, though for many brass players in NZ, the word 'Army' in front of band puts many off. For me, it was time to nurture that seed that was sown back at that street parade in 1970."

The Army Band is like no other in New Zealand in that it covers ceremonial, small ensembles, brass band, big band, jazz, parades and Tattoos.

"In 2006, we were in Sydney for the Edinburgh ANZAC Tattoo. While there we were invited to participate in the ANZAC Parade through downtown Sydney. The streets

were lined with tens of thousands commemorating the day. The cheers that went up as we marched past, not only from our cousins across the ditch, but also the thousands of Kiwis was amazing. The following year we were touring Central Otago for the Festival of Colours. We were in Wanaka for Anzac Day so we played at the service, then lead the march up to the Cenotaph. When we halted, we were facing Lake Wanaka. As the Last Post was being played by CPL Chapman, a spiffire flew low across the lake and as it flew overhead, dipped its wing in recognition. It was truly a sight to behold."

Paddy has been with the band at Chunuk Bair, a special place to him because of his family connections.

"In my time I've performed in Sydney, Perth, Gallipoli, Tonga, Modena (Italy), Basal, Avenge and Lucerne (Switzerland), Ypres (Belgium), Changing of the Guard Buckingham Palace and Windsor. Performing for an audience of Queen Elizabeth II and Prince Philip in their grounds was quite phenomenal. And of course the Royal Edinburgh Military Tattoo over the years was pretty special."

He met his Scottish wife Elizabeth at one Tattoo.

Duties of the Drum Major of the NZAB vary. In any other Unit the role would be that of the RSM. They include personnel, discipline, regimental matters, security, and



Outgoing Army Band Drum Major Staff Sergeant Paddy McCarthy.

training for parades and marching displays.

"For marching displays you have to choose the music, choreograph moves to the music, then train the band. It can be a very daunting task, especially when there's so much expectation to come up with a world-leading marching display. 24/7 you're thinking about it, walking dogs, shopping at the supermarket or wide awake at 0230hrs morning after morning thinking things through."

Paddy and Elizabeth have bought a house bus and plan to take their son to meet the tangata whenua. "We will teach him how to live off the land, fish, hunt, the natural medicines growing in our bush, and teach him to respect not only the whenua, but also the tangata."

He is slowing down after a few health issues and his main focus now is to continue his passion for carving, both rakau (a passion of working with wood that came from his father) and pounamu.

"We have now decommissioned the Drum Major mace and replaced it with the Tewhatewha, as this more reflects who we are as Ngāti Tūmataunga. Both the mace and the tewhatewha were used in similar ways, both weapons and also to direct the warriors. I intend to carry on carving tewhatewha and mere for the NZ Army, and will specialize in carving Māori weaponry, and taonga puoro (musical instruments)."

The New Zealand Army Band's outgoing Drum Major's original tewhatewha and a mere, both of which he carved himself, have been presented to Mr Robert Pooley, the highly skilled United Kingdom craftsman behind Pooley Swords.

The presentation was made by the New Zealand Defence Advisor in the UK, BRIG Jim Bliss, accompanied by LTCOL Emma Thomas and MAJ Rik Moore of the NZ Army.

Drum Major Staff Sergeant Patrick McCarthy said Robert Pooley was so well regarded within the international military band community he wanted to make a special presentation to him.

One of his swords is donated to OCS every year for presentation to the top Officer Cadet, as well as one annually to the Royal Edinburgh Military Tattoo for "the act that makes the greatest contribution to the show as voted by fellow cast members", which the NZAB won in both 2013 and 2019.

Both swords are now displayed as part of the New Zealand Army Band Crest display in the band complex in Burnham. (see attached photo featuring the two Drum Majors that won them – SSGT Tristan Mitchell (now RES) in 2013, and SSGT Patrick McCarthy in 2019).

Robert Pooley also donated a bespoke Scottish dirk as the band's presentation to WO1 Graeme Bremner, who joined the band in 1965 and finally retired from active deployments a couple of years ago.

The band hoped to make the presentations in person at the 2021 Edinburgh Tattoo however Covid obviously halted those plans.





NEW FCS EXPERIENCE UPSKILLS GUNNERS

16th Field Regiment (16 Fd Regt) supported a Capability Branch-led de-risking activity for the Fire Control System (FCS) Replacement Project recently.

The de-risking activity tested and evaluated the preferred FCS replacement in a live firing environment employing Hirttenberger Defence Technology (HDT) hardware and software. The communications networks were a combination of in-service (ANPRC 119F) and HDT provided systems.

HDT conducted operator familiarisation training in Linton Military Camp before the exercise.

16 Fd Regt, supported by HDT and in support of Capability Branch testing and evaluation, conducted a live firing activity using the in-service L119 Light Gun with High Explosive (HE) and Illumination ammunition in the Waiouru Military Training Area.

A voice immediate neutralisation fire mission was conducted to demonstrate the current indirect fire procedures. The remaining fire missions used the sensor-to-shooter link, via full data. These fire missions included immediate neutralisation, polar (utilising a laser range finder integrated to the forward observer end user device direct to the weapon

platform) and coordinated illumination (HE coordinated with illumination to support adjustment of fire).

The voice fire mission established the current benchmark, and all remaining missions were conducted via data, with no issues observed with hardware, software, or communications.

The exercise demonstrated digital fire mission timeliness was a large improvement over the benchmark procedure.

LTCOL Dean Gerling, Commanding Officer of 16 Fd Regt said operator feedback regarding the system operation was positive. "With minimal training operators were able to perform their duties without significant issues. HDT support was available as required at each system node. The ability to conduct digital sensor-to-shooter missions sped up response times and provided greater situational awareness for personnel."



Our people

TRIBUTE TO A FALLEN SOLDIER

Two tributes to a New Zealand soldier, Sergeant Henry James Nicholas VC MM, took place in Christchurch and Romeries, France recently.

At age 27, SGT Nicholas, Canterbury Regiment, N.Z.E.F. 12th Nelson Company, 1st Battalion was killed in action in France on 23 October 1918, three weeks before the end of the First World War. He was posthumously awarded the Victoria Cross and the Military Medal for his actions and fearless leadership and was the first soldier from Canterbury to be awarded the VC.

To coincide with the anniversary of SGT Nicholas' passing, a memorial rededication ceremony took place at Bromley Cemetery, Christchurch on Saturday 23 October. Organised by the RSA, the ceremony was attended by family members of SGT Nicholas and other guests including Bernadine Mackenzie, Head of Veterans' Affairs, and representatives from

2nd/1st New Zealand Infantry Regiment and 2nd/4th Royal New Zealand Infantry Regiment.

The ceremony was particularly significant as the memorial headstone for SGT Nicholas was damaged in the 2011 earthquake. Mr Ken Wright, a Royal Navy veteran, who served on the HMS Belfast during the Korean War, began the restoration. His actions and commitment paved the way for the NZ Remembrance Army and many others to continue and complete this work. Inaugurated by the Minister for Veterans, the Hon Meka Whaitiri, the ceremony began with the arrival of SGT Nicholas' original medals which were escorted by the NZ Military Police and the reconstituted headstone which was unveiled by soldiers of 2nd/4th RNZIR.

A second memorial ceremony took place in France at Vertignuel Churchyard, Romeries where SGT Nicholas was laid to rest in 1918. In the presence of various dignitaries and a delegation of former soldiers from Romeries, a wreath was laid on SGT Nicholas' tomb, after which the New Zealand anthem echoed in the cemetery.

Commanding Officer Lieutenant Colonel Tim Tuatini of 2nd/4th Royal New Zealand Infantry Regiment said it is important to recognise

the sacrifice and significance of SGT Nicholas and all of the men and women who served during the Great War.

"The actions of these soldiers formed our nation so to have the opportunity for 2nd/4th RNZIR soldiers and the Canterbury Regimental Colour on parade as a part of the ceremony for SGT Nicholas was special," he said.

"We also need to acknowledge the Canterbury Museum who allowed SGT Nicholas' original medals to be loaned out and present at the rededication, the RNZRSA Canterbury District for organising the event, and all of the soldiers past and present for their attendance on parade. Last but by no means least, the NZ Remembrance Army for their selfless work in restoring this and many such sites," he added.

The NZ Remembrance Army is a trust set up for anybody who wants to play a part in protecting military war graves.



3rd Combat Service Support Battalion Taonga

Honouring the wishes of their predecessors, Commanding Officer of 3rd Combat Service Support Battalion (3 CSS Bn) Lieutenant Colonel Marcus Linehan and Regimental Sergeant Major Warrant Officer Class 1 Patrick Dallow received two hand-carved pounamu manaia pendants at a small ceremony in Trousselot Park, Kaiapoi recently.

Commissioned as Unit Taonga to be worn by Commanding Officer and Regimental Sergeant Major of 3 CSS Bn, these items were first conceived of by former Commanding Officer of the Unit, Lieutenant Colonel Rob Loftus and former RSM, Warrant Officer Class 1 Leon Whitelaw.

During the ceremony, LTCOL Linehan talked of the responsibility placed upon those who wear the taonga. This includes the Treaty of Waitangi, the New Zealand Army's bicultural policy and to Iwi.

Dion and Jade Hancy from the Little Shop of Taonga created the manaia carvings for 3 CSS Bn. The two pounamu taonga were presented in traditional manaia form with the head of a bird, the body of a man, and the tail of a fish. A mythological creature in Māori culture, the manaia is a symbol used as a guardian against evil.

The six notches on the front of each manaia symbolise the

union between the positions of the Commanding Officer and the Regimental Sergeant Major. While four notches on the tail denote the four companies of the Battalion; 3 Workshops Company, 3 Transport Company, 3 Catering and Supply Company, and 3 Army Reserve Company.

LTCOL Linehan was presented with the manaia "Kaingārahu" which symbolises the role of Commanding Officer as an ever vigilant, experienced leader and protector of the Battalion. WO1 Dallow received the manaia "Rangamaro" which reflects resourcefulness, and one who is prepared and ready to respond effectively to threat.

The two pounamu taonga will be reserved for ceremonial use and will be a visual reminder of the responsibilities placed upon the leaders who wear them.



Clive Robinson knows a thing or two about how a uniform should look.

He's the Headquarters-based sartorial expert who has become known to many high-ranking Defence personnel over the years, and his tape measure is never far away.

Within his reach too are the boxes of epaulettes and braid, ribbons buttons and clips that are part of formal uniform embellishments.

Clive, 80 and a proud Yorkshireman, has since 1987 been ensuring defence leaders look just so when they turn out for formal and ceremonial occasions. He knows how uniform trousers should "break", how jackets should fit, and every detail in between.

A fourth generation member of the Salvation Army, Clive arrived in New Zealand as a 21-year-old, sponsored by the New Zealand Salvation Army which needed more bandsmen. He had played in his local Salvation Army band since he was seven years old.

A well-qualified pattern cutter, he had a job within days in the tailoring division of Lane Walker Rudkin, measuring and cutting uniforms for whoever needed them.

One of his first clients was the New Zealand Army Band.

"And 55 years later here I am still measuring up band members for their uniforms," he says.

He worked part-time for the NZDF, and became full time in 1987, working at one stage in what resembled an Aladdin's cave in the basement of the Stout Street NZDF Headquarters.



Meeting people is one of the best aspects of the job, he says, as is developing solutions to challenges along the way.

An innovator with an eye for detail, Clive has, over the years, turned his hand to designing badges and patches, sword carriers and hat boxes, medal cases and medal hooks — the list is long.

He introduced challenge coins to the NZDF, and also developed a new ribbon mounting system, based on Vanguard ribbons for the US ribbon bars.

Yorkshire is never far from his heart, and he chuckles when he recalls the one-time NZDF café introducing the "Clive Special" on its menu, a northern England-inspired treat that quickly became one of its most popular.

"It was a bacon and egg butty. Bacon and egg on white bread, and half a scoop of chips with vinegar. Everyone was ordering it!"

Clive has developed friendships with many Service chiefs over the years, and still keeps in contact with some.

If he notices some aren't wearing their uniform exactly as it should be worn, he'll have a very quiet word in their ear. "I can do that — I'm from Yorkshire!"

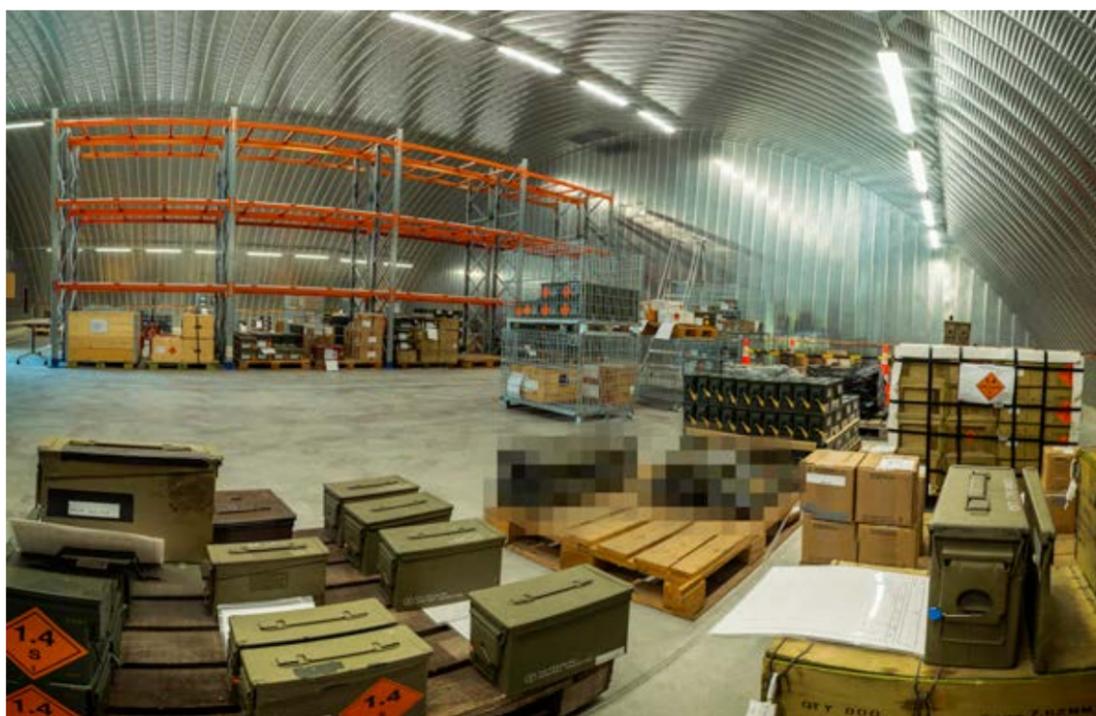
The Salvation Army Band is still a big part of his life, and will continue to be so, he says. He has played the trombone, baritone and tenor horn.

"I enjoy it. It's good to keep active, and I feel good, so why not?"



HISTORIC NZDF SITE EMERGES INTO THE FUTURE

A three-year, \$11 million project led by Defence Estate and Infrastructure (DEI) to redevelop the Defence Ammunition Depot for the South Island is set to be completed soon. While the existence of the depot may be little known to some, the site comes with a big history.



The redeveloped ammunition depot. At right, an archival photograph thought to have been taken in the 1940s, of a soldier surveying what was left after an explosion at the depot.

In the 1940s, the NZ Army established 11 ammunition depots (a total of 295 explosive magazines) across the country to service all bases and camps. Glentunnel was one of those original depots, with construction beginning in January 1942. At the time, the Army required 16 explosive magazines, a non-explosive store, a laboratory and quarters for 20 men at the site.

Nine magazines were constructed with bricks and the remaining seven were made of timber and fibrolite. Isolated from each of their neighbours, the magazines were excavated into the hillside where they remain today. Roads, earth closets, wastewater and storm water systems were also established and the work was completed in 1943 and cost a little over £65,000.

In 1968, the NZ Army closed Glentunnel and it became a turkey rearing farm for Tegel. But a little under 20 years later, the NZDF bought back the 700 acre site, and after some redevelopment, the Army moved back in 1991 at a cost of \$3.3 million.

Today, there are just three defence ammunition depots which service the NZDF; the main depot at Waiouru, one in Auckland on the North Shore and Glentunnel. With enough stores of ammunition

to support training for the South Island for one year, the Glentunnel site is staffed by three civilians and two military personnel.

Two new Earth Covered Magazines (ECMs) have been built to replace the old magazines. Carpeted with a roof of turf and grass, these state of the art buildings made from concrete and steel, house the South Island's ammunition stores.

Jason Stainger, Ammunition Depot Manager, who served in the Army for 20 years and has managed Glentunnel since 2017, says the redevelopment which comprises ECMs, an Ammunition Processing Building, new offices and improvements to roads and sanitation are a game changer.

"The 70 year old magazines at Glentunnel no longer met the modern security and storage requirements for ammunition and explosives. This redevelopment brings Glentunnel into line with the Defence Ammunition Depot at Waiouru, which was modernised in 2016. It will serve the NZDF for decades to come," he said.





Preparing for the extremes

By Rebecca Quilliam

The high risk weather season is getting underway and during this time, extreme conditions can cause havoc here or for our neighbours in the Pacific. This is why our Headquarters Deployable Joint Inter-Agency Task Force has just completed an exercise to prepare for if the worst hits.

Between November and March there is an increased chance the Defence Force will need to take part in a humanitarian aid and disaster relief mission as a result of cyclones from the Southwest Pacific, Warrant Officer Mitch Mitchell said.

"So this was an activity for us to make sure we are ready to respond, and to give confidence to the Commander of Joint Forces that HQ DJIATF (Headquarters Deployable Joint Inter-Agency Task Force) is ready to walk out the door during that period.

"It tested our ability to deploy at short notice with the right equipment and operate away from home. It was an austere environment for us and we were totally self-sufficient, living in tents, eating from rat packs and operating from our command post-operating environment."

The three-day exercise was based on Defence Force land at Roy's Hill, west of Hastings. Joining the team were shadow posts from the Defence Force, including air, maritime and health liaison officers and an environmental health officer.

A large part of the exercise was engaging with local organisations, including Ngāti Kahungunu iwi representatives, Napier Council, Hawke's Bay Civil Defence and Emergency Management, NZ Police, and Fire and Emergency New Zealand.

"All of that was around us establishing and building pre-disaster relationships – so rather than waiting for something to happen and we meet people for the first time, we try to have the basis of a relationship established. So that was a key function while we were there doing our operations."

A big part of the exercise was looking at "real-world thinking" and planning around natural disasters, such as earthquakes or a tsunami – which is a possibility for the coastal region, he said.

"The airfield in Napier is very close to the water table, so it's vulnerable. We tried to work out how to provide air support and



logistical support to the region if it and the airport and the seaport were unusable. Are there alternative locations we could use to get a C-130 to? Could we utilise assets in their home locations, so could No. 3 Squadron support from Ohakea rather than having to be based in the Hawke's Bay? So it's looking for solutions to real life situations."

It was important to have those conversations with the local agencies now rather than after disaster struck, WO Mitchell said.

The team also practised taking down its command post and equipment and setting up in an old barn.

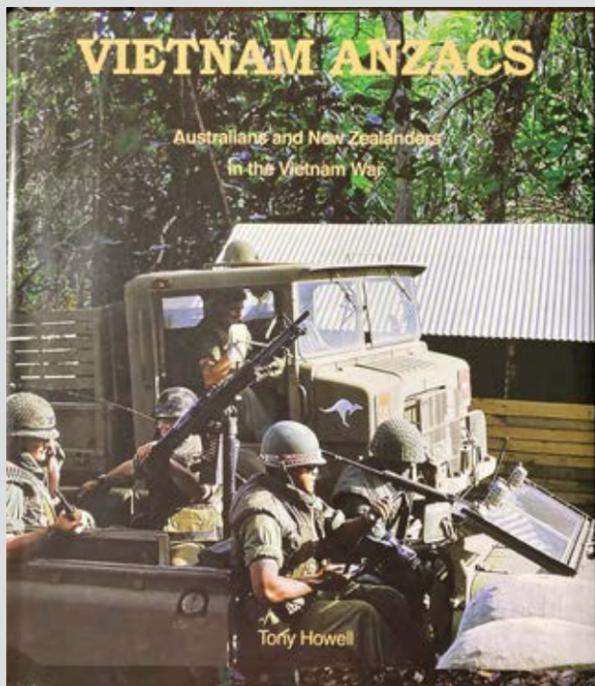
"Ideally that's how we would operate when we go into these situations. We would try to find some shelter and use it as best we can, which reduces our payload and footprint and equipment that we need to bring – which then of

course gives more room on aircraft or ships for aid."

During the exercise, HQ DJIATF also visited Pukemokimoki Marae, which involved a pōwhiri and storytelling session as a means to understand more about the region and the tangata whēnua.

"It's about understanding the Defence Force's bicultural policy and also developing a better sense of cross-cultural competence. So when we are required to help our Pacific neighbours, taking with us and adapting things that we've learnt helps us to understand the culture so when we get there, we can fit in much better and not tread on people's toes," WO Mitchell said.

BOOK REVIEWS



Vietnam Anzacs

Australians and New Zealanders in the Vietnam War 1967–1971

By Tony Howell MC
Published by John Douglas Publishing

If you've ever tried to understand NZ deployments to Vietnam, you'll quickly realise there is an obvious gap in the available literature. There is a hard to find official history which tells the very detailed story, but there has not been a more accessible introduction to the topic ...but now Tony Howell's *Vietnam Anzacs* has filled that gap.

In his first book, *Jungle Green Shadows*, Howell used a frank, concise style to paint a clear and detailed picture of a rifle company on ops. He has used that same successful formula here to step the reader through the overall strategic situation, the theatre, the enemy, what we were doing there and what was expected of us and how the New Zealand rifle companies fitted into 1 Australian Task Force, ultimately becoming part of an Australian Infantry Battalion to form a succession of Anzac Battalions.

Accompanying the text are detailed maps, diagrams and photos which provide a very clear introduction to the world of the Vietnam Anzacs.

Each battalion deployment is detailed with summaries of major operations, contemporary photos and a roll of honour. Photos were taken on film and age has wearied some of them, not reproducing as clearly or crisply as modern printing technology can cope with but the overall effect serves to remind the reader that these events occurred over 50 years ago in a world very different to our own.

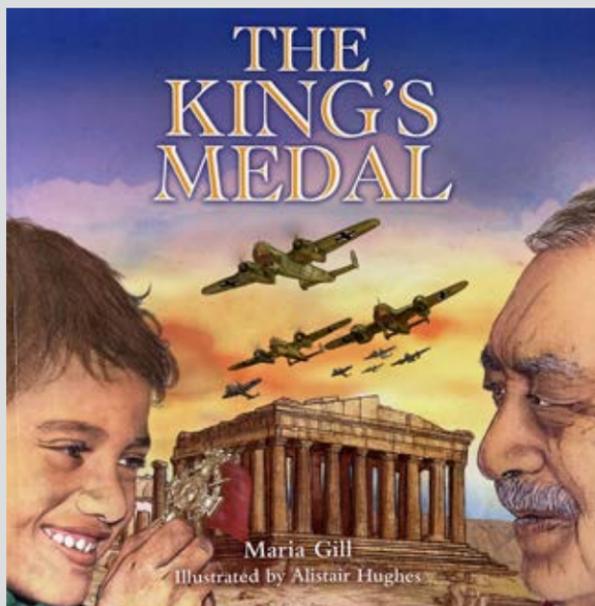
Vietnam wasn't just about the infantry and Howell has detailed the work of support elements and other Kiwi pers deployed to Vietnam. The book also contains a comprehensive roll of those who served in Vietnam on 'Active Service' (not visitors, entertainers or the like), a detailed casualty roll, a list of those awarded imperial decorations and the true story of a pink Citroën...

In a nice touch, the foreword is written by Vietnam Anzac, BRIG (rtd) Evan Torrence OBE. His father fought at Gallipoli, one of the original Anzacs.

Like everything I've seen from John Douglas Publishing, this is a quality production. The book is very well designed and illustrated, it is produced on quality paper and it runs to over 400 pages. My only complaints were with the poor quality of some of the maps which have obviously been borrowed from other sources and haven't reproduced well and the illustrations of medals which accompany the honours list where a little inattention to detail resulted in a couple of photos showing medals other than those listed.

But really, in the big scheme of things, that's not a show-stopper and it certainly doesn't detract from the overall impact of the finished product. This, after all, is the first book to detail the RNZIR commitment to Vietnam and deserves to become the go to volume on Kiwis in Vietnam.

Reviewed by Jeremy Seed



The King's Medal

By Maria Gill
Illustrated by Alistair Hughes
Published by Upstart Press

This is a New Zealand WWII story turned into a picture book for younger children. As the Germans closed in on Crete, The King of Greece, The Greek Prime Minister and other officials who had escaped the mainland for the island, needed to be evacuated so they could establish a government in exile when the Germans occupied their country.

12 Platoon, B company, 18 Battalion of 2NZEF were tasked with getting the King and others safely off Crete. The story of how they did this is told by the grandfather of a young boy called Manu, after the boy asks him about an unusual medal he has and Poppa tells him he received it for helping a king.

The members of 12 Platoon all received Greek awards for their service and how they were earned makes for a good story. A brief historical note at the back of the book provides a factual account of 12 Platoon's work, details the medals awarded and lists the recipients.

Being written for a young audience, the story is not overly complex or detailed but certainly conveys the danger, drama and adventure involved in getting the King to safety. The story is accompanied by great, full colour illustrations which supplement the text and, as with any good picture book help to tell the story.

The book is not sentimental, nor does it turn the conflict into a jolly adventure, but nobody dies and so it is possible to read this story and not be fully aware of what the reality of war service is, perhaps Aussie folk singers Redgum said it best in their seminal 1983 song about the

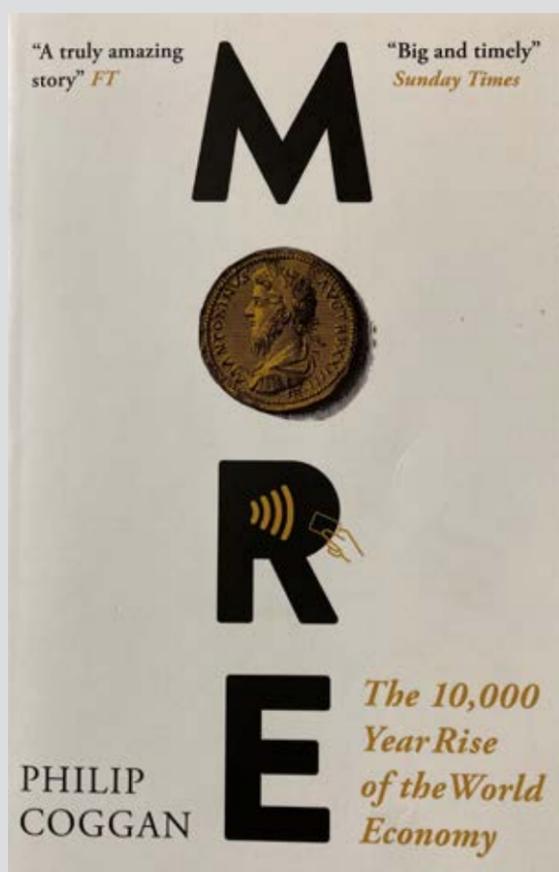
Vietnam War 'I was only 19'... "the Anzac legends never mentioned mud and blood and tears, and the stories that my father told me never seemed quite real".

I recommend *The King's Medal* to anyone with kids who have an interest in history or New Zealanders at war and may want to learn more, or anyone looking to gently introduce their kids to our involvement in WWII. Christmas is coming up and this would make a great stocking stuffer.

Reviewed by Jeremy Seed

Army News has two copies of *The King's Medal* to give away.

To enter the draw, email armynews@nzdf.mil.nz with *King's Medal* in the subject line.



More

The 10,000 Year Rise of the World Economy

By Philip Coggan
Published by The Economist Books

This isn't a military book, but what the hell, variety is the spice of life. The holidays are coming and you probably want to read about something other than guys with tanks shooting other guys with tanks... so why not put some time into gaining an understanding of why these guys clash? In the immortal words of William Jefferson Clinton, "it's the economy, stupid".

Economics drives so much of what happens in the world that having an understanding of what it is, how it works and why it matters can only be a force multiplier for your standing as a well rounded, comprehensive and more than uni-dimensional strategist. Or... if you're sick of running hotels and starting to think about polishing your CV, the understanding of global economic dynamics this book can provide, might be decidedly to your advantage.

Coggan is a journalist of some standing and that fact is key

to this book's success. 10,000 years of economic development could have been REALLY dull. Journos have to be fairly handy with their keyboards and able to construct informative, engaging and readable narratives, lest they find themselves unemployed fairly rapidly and that's exactly what Coggan has delivered.

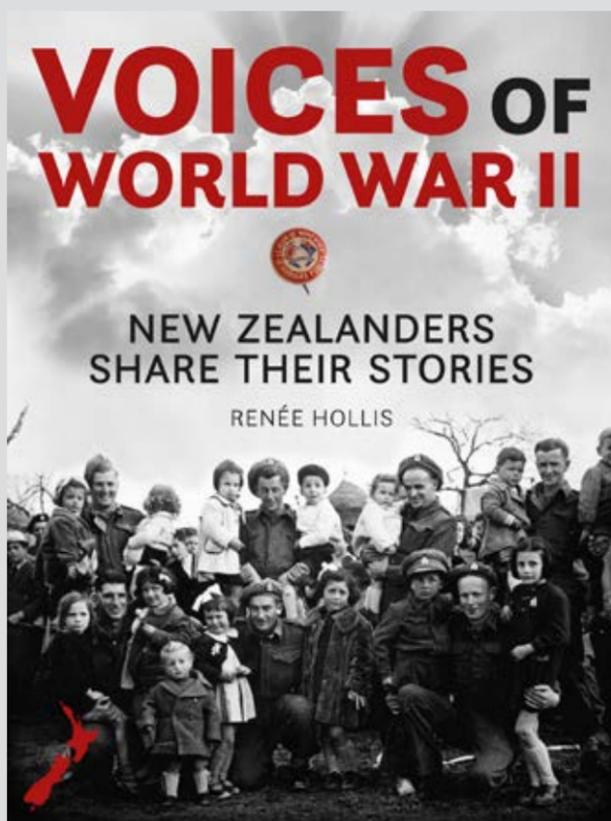
In reviewing *More*, *The Times* said "This is a grown-up book that is not suitable for adolescent Twitter warriors of the left or right" – which is pretty much bang on. Don't however be put off if you don't understand price elasticity or can't differentiate between a deficit or a surplus, Coggan's study is of the history and development of what is now the global economy. From simple agricultural societies who grew more than they needed so traded surplus food for other things they desired with people who didn't have enough food... to the hugely complex global financial trade in promises created by people FAR smarter than you and I and worth billions.

Still not convinced of the book's relevance? Consider the following; when New Zealand butter imports into Europe were suddenly halted in the early

2000s, the Eurocrats solved the problem as a matter of urgency, NOT because they loved our butter, but because by committing our military in Afghanistan to a NATO-run mission when the Americans handed over command, we had won a lot of new friends in Brussels, and those new friends didn't want to see us take an economic hit.

So the whole lot is all fabulously and meticulously interconnected, what our friends in the Senior Service refer to as "big hands, small map". If you want to get an insight into how and why, you could do a lot worse than start with this book.

Reviewed by Jeremy Seed



Voices of World War II

By Renee Hollis
Published by Exisle Publishing

Reading Renee Hollis's *Voices of World War II* is like stepping back and listening to conversations about a time that truly defined us as a country.

Voices is the result of endless hours of painstaking research and interviews the length of the country – not just of those who served, but their families and friends, including those who toiled at home while the war raged.

As Hollis mentions in her introduction this book gives those who lived through the war, both at home and overseas, a voice.

It uses letters and diaries, recollections and interviews to paint an intriguing picture of what ordinary and extraordinary New Zealanders went through.

The whole war period is covered – the politics that preceded it, the preparation for deployment, the battles fought, the Home Guard, preparing for invasion, the vital role played by Kiwi nurses – it's all there.

Voices uses hundreds of photographs, wartime posters and ephemera, newspaper clippings and art to bring the war years to life. The human interest is what makes it such an intriguing, accessible read.

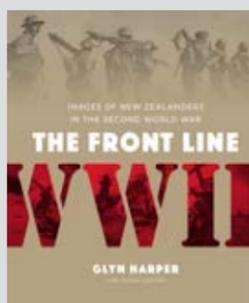
In these Covid times it's a fitting reminder of the resilience and resourcefulness of average, and not-so-average New Zealanders.

A perfect gift for that hard-to-buy-for grandparent who grew up on stories of what those years were like.

Reviewed by Judith Martin

Army News has a copy of *Voices of World War II* to give away.

To enter the draw, email armynews@nzdf.mil.nz with *Voices* in the subject line.



Army News has two copies of *The Front Line* by Glyn Harper with Susan Lemish to give away

To be in the draw to win a copy of *The Front Line* email armynews@nzdf.mil.nz

The book retails for \$79.99 but *Army News* readers can purchase it for \$55.99 plus P&P. Offer valid until January 20 2022 through the Massey University Press website. Please email editorial@masseypress.ac.nz.



LEADERSHIP DEVELOPMENT: WHAT'S NEW IN 2022?

Over the last two years, Op Protect has provided several challenges surrounding leadership and the resilience of individuals and units across the NZ Army.

The Chief of Army has recently noted that leadership is critical in shaping a culture aligned with our core values (3CI). With this in mind, The New Zealand Army Leadership Centre (NZALC) has expanded capacity, and widened the target Experiential Leadership Development Activities (ELDA), as well as developing further options for unit development opportunities.

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ELDA

A carefully designed and structured course that enables students to reflectively learn about themselves through challenging experiences and provide an opportunity to practise performing under pressure. Then, combined with the tools from the LDS transition courses, leaders can use these lessons learnt and apply them in the workplace to improve performance.

From 2022, NZALC will now provide an ELDA course to support the development and transition of both NCO's and officers at the Lead Teams, Lead Leaders and Lead Systems levels. The ELDA courses will be conducted in concert with the LDS transition courses. These additional courses provide an opportunity for students to follow Alice and Elmer Fudd down the rabbit hole offering a deep dive into strategic self-awareness and real-time performance under pressure, understanding the behaviours that help and hinder team success.

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**ELDA Lead Teams
LCPL/CPL & OCDT**

This level seeks to create insight into self-awareness with a strong focus on resilience and performing under pressure in austere conditions while maintaining effective teamwork.

The ELDA LT is the newest course delivered by NZALC. This concept was trialed twice supporting the 3 RTW JNCO's course and was immediately considered a necessary part of our JNCO's training continuum. From January 2022, an ELDA LT course will be delivered as part of every JNCO's course in both the North and South Island and will use the wilderness as the predominant training environment.

Conversely, Exercise Nemesis will provide the same training environment for officer cadets as they complete the Lead Teams package. Ex Nemesis still retains the same arduous military-focused activity but will include more clearly defined leadership and resilience-focused outcomes. This activity will also be supported by the same reflective and feedback processes used in the ELDA LT.

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**ELDA Lead Leaders
SGT and 2LT/LT**

This course will continue to utilise rock climbing and white-water kayaking pursuits as the primary medium for learning. It will delve deeper into self-awareness by examining personality to aid students in understanding their default behaviours as a leader.

While it is an internal part of the All Arms SNCO Promotion Course, slots are specifically allocated for junior officers. As this course provides the first autonomous development opportunity outside of the assessment and testing conditions of OCS and Platoon Command coursing, it is essential that OC's/CO's encourage and approve newly commissioned officers to attend the Lead Leaders package.

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**ELDA Lead Systems
SSGT/WO and
CAPT/MAJ**

As far as formalised development is concerned, the Lead Systems has for some time been one of the more neglected leadership levels. This has been a critical focus for redress for two reasons. At this level, OR and Officer leaders have a significant amount of influence and control over workplace culture; setting, resetting or breaking organisational norms. Secondly, it is at a point in your career where leaders are inundated with technical and conceptual coursing and are likely to forget about the softer skills required for effective leadership.

From 2022 NZALC will provide two distinct courses to support Army leaders at the Lead Systems level.

The ELDA Lead Systems (WOs), aka Warrant Officers' adventure race, remains similar to the most recent iterations of the activity but with more clearly defined learning objectives. This new guidance will ensure that our students are focusing on the critical lessons learnt from their experience.

Fresh off the press is the new ELDA Lead Systems (Officers') course. This course will resemble the previously known ELDA Command (no longer delivered) but with minor alterations. Throughout 2021 NZALC has conducted four trial activities for Captains / Majors to attend these courses as a peer group. This course will continue to utilise flexibility in the offered pursuits but will likely include white water and sea kayaking, caving, alpine touring, and rock climbing and adjust as weather permits.



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Nominations

Nominations for NCO's are not required as these are included courses in the NCO School promotion courses.

For officers, attendance is currently a self-nomination process. Eight slots are available for junior officers on each of the three Lead Leaders packages. These are delivered according to the schedule of the SNCO's course in Feb, May and Sept. With our current delivery model, we have 24 positions for new or recent graduates to attend as part of the SNCO cohort annually.

The ELDA LSYS (Officers') course ceiling is eight slots per course, with six planned courses per year with the target audience being Captain and Major. This is another self-nomination course where dates can be found on the NZDF course planner. DACM will conduct prioritisation for attendance on these courses, and it is recommended that attendance be discussed in your regular correspondence with your career manager.

There are more changes pending, with the overall intent to enhance NZALC's ability to support Army commanders get the best out of our people both on operations and in garrison.

Watch this space.



LINTON COBRAS SEASON REVIEW 2021

Even with the constant struggles of Covid-19, the 2021 season turned out to be an important milestone in the 31-year history of the Linton Cobras Rugby League Club.

Not only for the first time did the Club field a team in every grade from U6's through to U18's, but it also marked the return of the Premier Men's team. Not since the demise of the Manawatu Rugby League Men's Competition in 2017 had the Men's team had been able to experience regular competition.

Confirmation that Manawatu Rugby League were establishing a Spring Men's Competition in July gave the club an opportunity to regenerate a permanent Men's team. Soon after the announcement, the Trentham Titans approached the Cobras about a preseason game to be held in March before their season commenced. It would be the first time in three years the Cobras had been able to play a game in Linton Camp.

In hot conditions, the Cobras fitness proved too much for the Titans as the Cobras eventually

ran out 40-22 winners with PTE Alex Lam Sam and LCPL Joshua Newman scoring two tries apiece. The victory also meant the Cobras secured the Aroha Destiny Harrison Memorial Trophy which is up for grabs whenever two Army Club Rugby League teams play against each other.

In April the team travelled over to Dannevirke for the second year in a row to take on the Hawkes Bay champions, the Dannevirke Tigers. After a poor first half, the Cobras found themselves 20-4 down at half time before a spirited second half fight back led by CPL Nigel Nuku saw them close the gap to 26-20. However a try on the final play of the game saw the Tigers come away with a 30-20 victory.

The following month the Cobras finished their preseason fixtures with a narrow 26-18 victory against the visiting Hawera Hawkes from Taranaki. In what would be a common theme for the upcoming competition, the Cobras used 31 different players for the three preseason games mainly due to Op Protect and coursing commitments.

Before we knew it, July had arrived and so began the inaugural Manawatu Rugby League Spring Competition with six clubs competing. First up the Cobras took on a familiar rival, Wanganui Boxon.

On the back of a dominant forward pack lead by L Dennis Nepia and SGT Matiu Kaifa, the Cobras ran rampant in the first half racking up a 26-4 lead by halftime.

To Boxon's credit, they fought back in the second half as the Cobras eventually came away with a 36-10 victory. The next two games saw the Cobras defeat Takaro Taniwha 26-10 and then the Levin Wanderers 36-32 to sit at the top of the table after three rounds.

The fourth round saw the Cobras host the second placed (and arch rivals) Kia Ora Warriors. The Warriors blew the Cobras off the park in the first 40 minutes, tearing the Cobras' defence apart to take a commanding 22-4 lead at halftime. However, second half tries to LCPL Tane Robertson-Raupita, CPL Logan Afoa and CPL Jason Franklin reduced the Warriors' lead to 28-22 with 15 minutes remaining. But the Cobras were unable to break through to tie up the game, as a late try to Kia Ora saw them run out 34-22 winners.

Looking to bounce back from the loss to the Warriors, the Cobras then took on the Filly Stags from Feilding with the winner securing a home Semi Final. The Cobras dominated the bigger Stags team with CPL Nigel Nuku, CPL Logan Afoa, CPL Henry Te Kaute, and SPR Hosea Taripo all picking up tries to give the Cobras a 26-10 lead with 15 minutes remaining. With the clock winding down, the Stags came storming back and the match ended in a 26 all draw.

The August Covid-19 lockdown meant the suspension of the competition. By the time the region had reached Level Two

which allowed contact sport to recommence, the decision was made by Manawatu Rugby League to cancel the last round and the Semi Finals to ensure the Competition finished before the start of the representative season. As the Cobras finished in second place, it meant they automatically qualified for the Grand Final and would take on the Kia Ora Warriors.

Needing to start fast, the Cobras were first to score with LCPL Paula Havea scoring after a CPL Logan Afoa break in the first minute of the game. SPR Hosea Taripo converted the try before adding another two points several minutes later to give the Cobras an 8-0 lead early on. However, Kia Ora worked their way back into the game and three tries in quick succession saw the Cobras go into halftime 14-8 behind.

That deficit was short lived as the Cobras locked after SPR TamaToa Ropati used his pace to run around the Warriors' defenders to score under the posts and lock the game up at 14 all. Kia Ora responded immediately with a try of their own, before kicking two penalty goals to lead 22-14. A try in the 60th minute to half CPL Sione Akau closed the gap to 22-18 as both teams struggled in the heat and lack of match fitness due to lockdown. As the game descended into a war of attrition, the Cobras were unable to find the match winning try as the Warriors held on for a gut wrenching 22-18 victory. While the loss in the final was a bitter

pill to take, it didn't diminish the achievements of the team both on and off the field in 2021. These achievements were recognised at the 2020/21 Linton Camp Sports awards where the Club won the following awards:

Club Person of the year

CPL Sione Akau

Rookie of the year

PTE Alexander Lam Sam

Sportsman of the year

SPR Hosea Taripo

Team of the year

Linton Cobras Men's Team

The level of commitment and communication displayed by the players and coaching staff was second to none. In total, 41 different players were used during the season that started in February and finished in the first weekend of October.

The Linton Cobras would like to thank everyone that supported the team throughout the year especially the families and supporters. We would also like to acknowledge our two main sponsors Leon Walker Builders and Wal Contractors whose contribution and support allowed the club to purchase new playing strips for the Men's and Junior teams this season.

Bring on 2022.



GOLFING FOR CANCER FUNDS



Four Army and former Army personnel – Damon Taylor, Anthony Childs, Matt Ottaway, and Kerrin Connolly – are taking part in the Longest Day fundraiser to raise money for the Cancer Society of New Zealand. They have raised more than \$3,500 so far in donations, which is fourth overall in the country so far.

The challenge is to complete 72 holes of golf in one day, which they plan to do on 22 December.

Fund raisers: Damon Taylor (left) and Anthony Childs.



TE OPE KĀTUA O AOTEAROA
DEFENCE FORCE

VOLUNTARY EDUCATION STUDY ASSISTANCE (VESA)

Semester one, 2022 applications are being accepted
 You may submit your request for funding within 90 days of your study start date. Apply online at NZDC, Defence Learning Toolkit VESA Application (e-form)

Contact your local DLearn Adult Learning Tutor who can assist you with your application. If you have any further queries, please email our Tertiary Services & Support Advisor at nzdclearnvesa@nzdf.mil.nz

POLICY (terms and conditions) SADFO 3/2016 VESA Policy
 SADFO 3/2016 VESA Policy (terms and conditions)

Applicants should be aware of their responsibilities prior to making an application IAW DFO 3/2016.

Prior to starting the application process, applicants are to:

- Confirm the level of study is right for them with NZDC DLearn
- Advise their 1-UP of their study intentions
- Provide supporting paperwork including study documentation from the official learning provider website (ready to attach to your e-form application)



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