

ARMY NEWS

ISSUE 537
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ROYAL FAREWELL

The NZDF helps farewell
Her Majesty the Queen

SHARPENING THE SHARPSHOOTERS

Four snipers train to train

EXERCISE CARTWHEEL

Training with our Fijian partners

TŪ KAHA COURAGE

| TŪ TIKA COMMITMENT

| TŪ TIRA COMRADESHIP

| TŪ MĀIA INTEGRITY

NEWS

CDF commendations **02**

PEOPLE

CA's Wānanga **03**

Operation London Bridge **04**

TRAINING

Reconnaissance training **06**

Exercise Cartwheel **08**

MISSIONS

Op Tieke **11**

Ex Brolga Run **21**

CAPABILITY

Roll over protection system **15**

RESERVISTS

PTE Tom Bell **18**

Q&A **19**

SPORT

International Defence Rugby Competition **23**

SMA.NET

A Focus on NCOs: Leaders, Trainers – Mentors

“His very first words [to the Officer Cadets] were, ‘Gentlemen, my name is JC Lord. JC does not stand for Jesus Christ. He is Lord up there (pointing up to the sky with his pace stick) and I am Lord down here (pointing to the parade ground). I will address you as ‘Sir’ but I won’t mean it. And you too will address me ‘Sir’. But make sure that you do mean it.”
– MAJ W. Meddings (TAL)



Lord Courtesy of The Army Leader

It’s hard not to reveal a grin or wry chuckle at the quote from the founding Academy Regimental Sergeant Major at Sandhurst. RSM John Lord MVO, MBE was a legendary character and veteran Non-Commissioned Officer (NCO) of the British Army’s Parachute Regiment. Although long past (circa 1968), ‘Lords’ post-war teachings and their alignment to modern day NCO roles and responsibilities have endured. I’ve lost count of the ‘dits’, quips, anecdotes and neat stories of our NCOs and SNCOs over the years, some long before enlisting. Like Army’s many tasks, our stories are a reflection of our business and behaviours. They are ubiquitous – everywhere and close to everything we do.

We as NCOs have always had the role to lead, train and inspire teams. Section Commanders are just that – junior level commanders of sections, detachments and elements who take the fight, or enable the fight on every tactical edge. To do that requires a blend of All-Arms soldiering, general and specialist trade knowledge, realistic and relative training, and clearly a good deal of military judgement. To lead at that TEAM level requires high levels of proficiency, personal values and individual fortitude, but maybe more critically, attributes of respect, care for soldiers and trust. That trust is hard-earned, and in time it is followed without

question because people believe in you. It’s that belief, earned trust and symbiotic relationship with our officers on which RSM Lord could make the seemingly harsh statement, and be admired for it.

It’s in that vein, that in the month of October onward, I will pay more attention to NZ Army’s NCO corps and their future. There is no doubt that we’re under some strain with a shortage of suitably qualified and experienced NCOs, SNCOs, and in some areas, Warrant Officers. This won’t stop us looking for opportunity and paving a way forward in Land Force Regeneration. Over the next three years we’ll not only have grown and developed fledgling JNCOs, but in the time-honoured process of military promotion, we will recognise and induct new Senior Non-Commissioned Officers and Sergeants Major across Army’s enlisted cohort.

A question for NCOs: What is your role; and where does the focus of NCO responsibilities reside in the next 2–3 years?

As you sit to read this article the 2022 RSM and NCO Forum will be conducted in Linton Camp. This opportunity helps convene a small group of our NCOs to discuss the current environment and the theme of this article. While the forum outcomes are solely geared toward NCOs in the Profession of Arms, our outcome horizons hope to Build a Better Force. Aligned to Chief of Army’s 2022 Directive



we seek to understand our Army people (workforce) and enhance Army culture. For those of you not attending in person, we welcome your online participation.

In closing, it’s time to cast the lens on ourselves to determine the role and requirements of a generating Army. That approach demands a tough conversation, a look at history and the many lessons available, and then applying an NCO perspective to real solutions. I look forward to hearing your ideas.

WO1 Wiremu Moffitt
16th Sergeant Major of the Army

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See Army platforms for ARF22 details

CDF COMMENDATIONS

The contributions made by a number of Army soldiers and officers who have been crucial in bringing on board a range of new things, were recognised at a ceremony in Wellington recently.

Chief of Defence Force (CDF), Air Marshal Kevin Short, presented three Defence Meritorious Service Medals (DMSM) and 11 CDF Commendations in Wellington on Thursday 6 October.

The DMSM can be awarded in circumstances where personnel demonstrate exceptional performance, commitment or innovation.

This year, Warrant Officer Class One (WO1) Maslin was awarded a DMSM for his work since 2015 as Chief Warden at the Services Corrective Establishment at Burnham Military Camp.

The facility had for many years operated on the premise of corrective sentences driven by strict discipline and hard work.

WO1 Maslin set about to refocus the way the detainees served their sentences through re-education of NZDF ethos and values.

He introduced a programme centred on promoting self-leadership. This meant detainees were challenged to set their own goals. Success was measured by them achieving their goals, through which they gained self-respect, self-confidence and self-discipline.

WO1 Maslin engaged social workers, specialists in drug and alcohol abuse, and mental health professionals to ensure the best support was available. This enabled the detainees to disclose their personal issues in-confidence and begin the journey to healing and self-recovery.

“WO1 Maslin’s efforts have resulted in reduced recidivism and changed the lives and careers of detainees destined for administrative release from the Service,” Air Marshal Short said.

Another DMSM went to WO1 Te Aranga Pitiera Matthews, who

was posted to the Health Logistics Support Squadron at Linton Army Camp in 2018.

The squadron was understaffed and under-resourced and at risk of not being able to sustain its outputs and facing a raft of other issues.

WO1 Matthews set about fixing the issues – motivating his staff and setting goals for the squadron. He took the squadron back to basics, reinforcing discipline and the importance of daily parades. He instigated weekly orders groups and tasks lists, initiated team training and conducted

policy reviews, all of which enhanced staff satisfaction rates.

“WO1 Matthews’ loyalty to his staff and dedication to delivery of a quality service has been exemplary and he single-handedly turned the squadron from the verge of collapse into a high performing unit,” Air Marshal Short said.

CDF Commendations may be awarded in recognition of an act, conduct or service that is outstanding and worthy of recognition, other than medallic recognition.

Commendations were awarded to:

- **Staff Sergeant Samuel Bebarfald** – For his work in designing and delivering a 16-week training course to an exceptionally high standard
- **Sergeant Jack Colton** – for his efforts to improve the medical trade
- **Warrant Officer Class Two (WO2) Glenn Cossey** – for his work on the Network Enabled Army Programme
- **Lieutenant Rosemary Hebden** – for her role with the Managed Isolation and Quarantine operations cell as part of the All-of-Government response to the global Covid-19 pandemic
- **WO2 Richard Hood** – for his work on the Network Enabled Army Programme
- **Mr Rodney Jay** – for his work as the Programme Director of the Consolidated Logistics Project, a broad programme of work which comprises up to 30 individual projects across infrastructure, technology, people capability, and policy and process functional areas.
- **Major Oliver Lynn** – for his role in the All-of-Government response to the global Covid-19 pandemic
- **Mrs Antonia Nicholson** – has made a significant contribution to the delivery of social services
- **Colonel Stephen Piercy** – for his role of Director of the Strategic Logistics Cell in the Covid-19 Operations Command Centre
- **Mr Stanley Utiger** – for his work on the Defence Learning Management System project
- **Mr Dave Yorston** – for his work as Business Change Manager of the Consolidated Logistics Project



WO1 Maslin (left) and WO1 Matthews receive their commendations from CDF, Air Marshal Kevin Short.

Cover: For the first time in more than 27 years, the New Zealand Army has undertaken 81mm mortar demonstrations as part of Exercise Cartwheel in Fiji.

Photo: Petty Officer Chris Weissenborn, RNZN



NZArmy



NZDefenceForce

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A MESSAGE FROM DEPUTY CHIEF OF ARMY



At Waiouru earlier this month, I reviewed the March Out of RRF Course 407 Cassino Company, with 68 recruits graduating into artillery, armoured and infantry roles. At graduations such as these, it is easy to see the bonds that have formed between members of the course, bonds that will likely follow them into their Units, as they move within the Army during their careers, and probably beyond their time in the Defence Force.

The value of meaningful personal connections is foundational to us as an Army, intrinsically tied to our values. Fostering these connections is achieved through shared experiences, through meeting and working with people. It has certainly been my experience that meaningful connections cannot be achieved to the same degree when using electronic means to connect.

Army's engagement in our region, and around the world, has picked up dramatically this year. We have had members assist in building partner capacity through individual staff or training teams. There have also been exercises – large and small – in Fiji, East Timor, Papua New Guinea, Australia, the United States and the United Kingdom. These engagements, activities and exercises are crucial and develop us in different ways and in different environments. What they all have in common is that they broaden our meaningful connections and shared experiences internationally, some of which will be invaluable as we partner for future operations. At a higher level, these engagement activities and exercises further our leadership development and strengthen our relations between and amongst nations. Some recent examples include reconnaissance conferences, doctrine and concepts meetings, and discussions with partners on future warfare.

Another example: the Army's senior leadership have been engaged in talks with partner Armies across a variety of subjects including regional and global security, and how we can work better together. In November we will host the Executive Council Meeting for the American, British, Canadian, Australian and New Zealand (ABCANZ) Armies Program. The program seeks to optimise interoperability between our nations and it is the first time that meeting will be held in New Zealand in five years, and the first time in three years that the delegates will be able to attend in person.

Bonds are also a visible part of the current Run Deep – Codewords campaign by NZDF Recruiting. I am sure that every one of us can recall these types of shared experiences that forged such strong friendships. We all celebrate these bonds through stories, even those that may be embellished over time, and these are such an important part of comradeship, and who we are.

To me the people and sense of belonging to Ngāti Tūmataunga, having so many unique shared experiences that I would not be afforded in any other organisation, is one of the key reasons I continue to serve. It is an awesome feeling when I catch up with those I have served with and we share our stories, particularly of challenging or amusing experiences such as exercises, sports, competitions and operations.

I encourage you to take time to reflect and invest in your relationships. Be mindful that in times of pressure we can sometime forget how we interact with those around us, and our actions every day are impactful. Through our relationships we can solve whatever we are faced with – our personal connections whether mate-ship, Unit, Formation, Army, community and/or allies and partners – those relationships will be fundamental in our future success and ultimately make us more operationally effective.

Brigadier Rose King
Deputy Chief of Army



CA'S WĀNANGA

By WO1 Ray Kareko,
People and Culture Warrant Officer

**Mā te rongō, ka mohio
Mā te mohio ka marama
Mā te marama ka matau
Mā te matau ka ora!**

Through resonance comes cognisance, through cognisance comes understanding, through understanding comes knowledge, and through knowledge comes life and wellbeing.

The CA's Wānanga was held at the NZ Army National Marae in Waiouru in September for senior Army leaders from across NZDF. The theme was Whakapapa and the purpose was to understand the pathway of Ngāti Tūmataunga in a way that allows our senior leaders of NZ Army to progress its evolving culture. The five objectives for the Wānanga were:

- Define** Ngāti Tūmataunga's role and legacy to Army Culture.
- Refine** our understanding and meaning of Ngāti Tūmataunga and how it enables Army ethos and values.
- Understand** whakapapa and how it connects to our identity.
- Raise** awareness of Te Ao Māori – in order to progress, translate, and integrate.

e. Develop and implement a plan to understand the importance that whakapapa and Ngāti Tūmataunga have on the Profession of Arms and our warfighting ethos.

The CA's culture intent is clear – a culture of professional excellence where we, the soldiers, officers and civilians of Ngāti Tūmataunga, are empowered to act and prepared to win in combat on the land. Our people are respected, included, and valued members of the Profession of Arms.

We are all part of Ngāti Tūmataunga, and we (military) are members of the Profession of Arms. The Profession of Arms is at the foundation of our military culture, and by understanding the whakapapa of Ngāti Tūmataunga we can focus on the future and an environment that enables us

to win in combat on the land. Kotahitanga – unity of purpose – is important – as is sense of belonging which goes hand in hand with unity of purpose. Ngāti Tūmataunga gives us a unifying bi-culture and shared understanding which allows us to excel, to commit to a career of service and to leverage the wairua that comes from a sense of belonging to sustain operational readiness and remain resilient in the face of the unique requirements of military service.

Many attendees found the discussions informative, which has increased the understanding of many perspectives relating to Ngāti Tūmataunga, Te Ao Māori, Te Tiriti and the relationship with Army.



OPERATION LONDON BRIDGE

The Commonwealth farewells the Queen

By Andrew Bonallack

On 19 September, the New Zealand Defence Force marched in the funeral procession for Her Late Majesty Queen Elizabeth II in London.

It seems improbable that a building complex in Westminster can accommodate 1,600 uniformed personnel, but the Wellington Barracks, home to the British Army's infantry regiments of the Household Division, effortlessly takes them in. Across the parade ground, two ghurkas in multi-terrain pattern dress stand ready to open the gates that the troops, when formed up, will march through to take part in their last service to the late Queen.

Tucked away at one end of the parade ground is a large white marquee housing the New Zealand, Australian and Canadian personnel. A group of Australians are playing cards, while many New Zealanders are sitting down, jiggling their legs in anticipation of the long march ahead. Grocery bags of plasters for blisters sit next to bags of sweets, courtesy of the contingent's admin officer. Several soldiers tidy up the rig of Gunner Reagen Powell, 16th Field Regiment, who is about to be interviewed live by the BBC.

It's been an intense build-up to this point. Most of the Commonwealth personnel had been flown to the United Kingdom within two days of the Queen's death, and transported to Pirbright Army Training Centre in Surrey for the week leading up to the funeral. The 24 NZDF personnel, with 64 Canadians and 28 Australians, marched a large circular route between the weathered barracks, becoming familiar with the cadence of 75 steps per minute. British Regimental Sergeant Majors and warrant officers, many armed with pace sticks, shouted commands and moved among the contingent when it halted, tapping the ground to shuffle people into position.

In the early hours of 15 September, the contingent buses to London for a night-time full dress rehearsal down the Mall, and the following day, the media assemble at Pirbright as the Prince and Princess of Wales arrive to meet the Commonwealth personnel. The pair chat easily with the sailors, soldiers and aviators. The word ripples among the media that the NZDF personnel, who are last to meet their Royal Highnesses, are going to do the Defence Force haka, and the cameras shuffle to the left, pushing the boundaries of the media pen to try and get a better angle.

The Prince of Wales nods at the haka's conclusion and the pair depart, and it is only later that Governor General Cindy Kiro, in a speech at the New Zealand High Commission, passes on to the New Zealanders how impressed the Prince and Princess were with the honour.

Gunner Powell confessed to the Prince he was "a bit rusty" with his drill. "He said the Queen would always notice the little things in drill." GNR Powell said he took that as a hint he'd better perfect it for the day.

On the morning of the 19th, the Commonwealth contingent positions itself in the parade ground of Wellington Barracks. Everyone is in their number one dress, but the Commonwealth, compared to the absolute uniformity of the British regiments and services, present a curiously mixed look. There's a variety of khakis and greens, berets, the slouch hats of the Queen Alexandra Mounted Rifles and NZ Army lemon squeezers, contrasting with the blue and black of Air Force service dress and Navy winter uniforms and white caps.

There are four representatives from each of the four Army regiments (Royal Regiment of New Zealand Artillery, Royal New Zealand Armoured Corps, the Corps of Royal Engineers, Royal New Zealand Infantry Regiment), four representatives for Navy, and four for the Air Force.

At 18, Gunner Powell is the youngest in the Commonwealth contingent and his regiment. He's had two interviews under his belt, including sharing the BBC spotlight with a member of the Royal Canadian Mounted Police (and his horse).

Commemorations are something he's used to. His Battery handles



the light field guns that 16th Field Regiment use for Royal salutes in New Zealand. He was part of the firing party in Wellington for the 96-round death salute for Queen, and the accession salute for His Majesty King Charles III.

His deployment to England came out of the blue. "I was expecting a normal day at work. I was in the shower when my mates found me and said, Headquarters wants you. I went to Regiment Headquarters and was told, get your stuff, you're going to England."

It is amazing to be in London, he says. "Death is something that affects all of us at some point. But to see so many people feeling that, all at the same time, was pretty sombre.

"I never thought I would come somewhere as far as this, and I'm very proud to be involved. My Aunt and Uncle, who raised me, know I'm representing New Zealand and are proud for me as well."

The Commonwealth contingent is virtually leading the 1,600-strong procession, and it is one of the first away from the Barracks. They march up the Birdcage Walk and turn in front of the gravelled parade ground of Horse Guards, at the extreme end of St James' Park, pausing there. The procession could hear the service from Westminster Abbey over the loudspeakers. 'God Save the King'

is sung, a powerful moment for the paused troops.

With swords drawn, the contingent turns the corner and faces down the Mall, lined with guardsmen with bearskin-clad heads bowed, and tens of thousands pressed against the barriers along the route.

Further behind the Commonwealth contingent are the Defence Advisers in the United Kingdom, and back even further are the four Colonels Commandant, the ceremonial advisers to each of the NZ Army's four regiments with Royal links.

The procession circles around the Victoria Memorial, in front to Buckingham Palace, and proceeds the short distance to Wellington Arch, massing at attention on the grass to await the arrival of the Queen's casket, pulled on a gun carriage by Royal Navy sailors.

Like many others, Lieutenant Colonel Dean Gerling, Contingent Commander and Commanding Officer of 16th Field Regiment, is powerfully affected in witnessing the casket being placed into the State hearse.

"Where I was positioned, I had an amazing view of another piece of history, the Queen being transferred into the hearse until the vehicles departed. I probably had the best seat in the world to watch her depart."



Contingent Commander
Lieutenant Colonel Dean Gerling

The contingent marches back to the barracks and the public, released from the formality, show their appreciation.

"That's what really hit me," says LTCOL Gerling, "The crowd there started clapping and saying thank you. It really tugged at the heart strings and you knew this was worth it. The privilege of coming over here, as contingent commander, and be part of history, is something you will never forget."

AROHA FOR HER MAJESTY THE LATE QUEEN ELIZABETH II IN BURNHAM

By Charlene Williamson

Burnham Military Camp has a special connection with Her Majesty The Late Queen Elizabeth II. The camp had the honour of hosting the then Queen twice, once during the Coronation Tour in 1954 and then again during the Golden Jubilee Tour in 2002.

When you walk around camp there are small reminders of times when Queen Elizabeth II was in camp. Outside the main entrance to the camp is a cairn with two plaques, one recording that “this cairn was erected by all ranks 2nd/1st Battalion, Royal New Zealand Infantry Regiment to celebrate the Silver Jubilee of our Sovereign and Colonel-in-Chief Her Majesty Queen Elizabeth II, 1977”, and the second commemorating her visit during her Golden Jubilee Tour in 2002.

Outside the Camp cinema building, two plaques marking the times the then-Queen and His Royal Highness the Duke of Edinburgh visited flank the front doors. There are two scarlet oak trees close to the All Saints Chapel – one planted for her Coronation in June 1953 and another planted on January 1954 when Her Late Majesty first visited Burnham. Close to 70 years later they stand tall as a reminder of when the young royal visited. Step into the Officers’ Mess and you will see reminders of Her Late Majesty’s visit too; photos, a thank-you letter, and the signatures of the Queen and Prince Philip in 1954 and 2002.

For the 2002 visit, meticulous planning took place over a six-month period, with a lot of preparation and discussions well in advance of the visit. On 22 January 2002, the Queen was welcomed to Burnham through the main gates with a 100-man Royal Guard of Honour.

Lieutenant Colonel (LTCOL) Martin Dransfield, then Colonel and Commander 3rd Land Force Group,

said it went without saying there was a wonderful sense of community in Burnham over that time.

“At the centre of that spirit was the Māori Culture Group and the Burnham School. Accordingly, it was wonderful to commence Her Majesty’s visit with Major General Jerry Mateparae introducing our Kaumatua, the late Eric Henry and Sergeant Stephen Bishop, our cultural advisor, who briefed her on the Māori welcome.

“I can still hear the karanga, sung by the late Katarina Henry and Lyndah Pascoe, which has special significance, not only in connecting the living and spiritual worlds, but is also steeped in tikanga and epitomises the mana wāhine, the power of women.

“Next came the welcome pōwhiri sung by the Burnham School and Burnham Māori Cultural Group, which you could see Her Majesty loved.”

LTCOL Dransfield had the honour of escorting the Queen on this day and has so many fond memories.

“I was escorting the Queen to the saluting dais for the Royal Guard, and I distinctly remember looking back to see the Duke of Edinburgh deep in conversation with then-Major General Mateparae. I turned to the Queen and asked her if we should wait for the remainder of the Royal Party.

“Her Majesty responded with a firm ‘No’ and mounted the saluting dais.”

Burnham was a hive of activity over this time, in the thick of preparing soldiers for NZBATT rotations to East Timor. NZBATT5 was already deployed from Burnham, and NZBATT6 was getting ready to deploy.

“The Royal Guard was commanded by then-Major Brett Wellington, who was one of the Company Commanders for NZBATT6, and the soldiers were from the battalion about to deploy to East Timor.

He said it was a real morale booster for our troops having the Queen visit.

“The visit was an opportunity to involve the whole community in the programme, and it also provided the opportunity for Her Majesty to meet the soldiers about to deploy on operations.

“All the battalion elements put on a static display and she had a good 45 minutes talking to each of the groups of soldiers. It included a wide range of personnel including medical staff, logistics

specialists, engineers and infantry men and women about to deploy to East Timor.

“It was a really special moment for them having the opportunity to speak with the Queen,” said LTCOL Dransfield.

The Queen enjoyed a luncheon prepared by our Army Chefs and dined on poached salmon, stuffed chicken breast and Kahlua tiramisu with a selection of top notch Canterbury wines.

LTCOL Dransfield said her ability to talk at any level was her strength.

“Sitting next to her at lunch was one of the highlights of my life, and my career. I can recall almost word for word my conversations with her. Our conversations were mainly regarding family, and of course we spoke about rugby and horses.

“She was incredibly easy to talk to, genuinely interested in our topics of conversation. It was the intimacy and her ability to converse

in a natural way that impressed me, there was no sort of hierarchy around the table, that included Air Marshal Bruce Ferguson, the then-Chief of Defence Force, LTCOL Dean Baigent, Commanding Officer NZBATT6, our wives and Jen Hayward, whose husband Lofty was commanding NZBATT5 in East Timor, it was just a very comfortable occasion.

“It was incredible to be able to share some of her intimate family reflections. I was taken by her obvious love for her sister Princess Margaret, who had only recently passed away. She would have been going through a period of mourning, but here she was her usual incredibly beautiful and engaging self.

“Amusingly, she described how Princess Margaret was the Colonel-in-Chief of the Royal Highland Fusiliers, who were based in Glasgow, and whose soldiers were tough, small and soccer players, but had recently recruited a company of Fijians and were now the British Army Rugby champions.

“On the topic of horses she noted that whilst Princess Anne was an incredible horsewoman, having represented Great Britain at the Olympics, her daughter Zara was even more talented, if not as dedicated. However, Zara then went on to win a Silver medal at the London Olympics, proving how observant Her Majesty was.”

After lunch Her Majesty visited soldiers in the Camp cinema who were about to deploy, as well as some Rannerdale veterans who were in attendance. This included



Warrant Officer Class One (Rtd) Cecil Max ‘Doc’ Shwass, MBE, and his wife Nell. He was a veteran from World War II and the Malayan campaign, who was part of the Coronation contingent to England in 1953, which is recorded in his book ‘A Soldier’s Life’.

At the same time, the Duke of Edinburgh visited the Limited Services Volunteers, Youth Life Skills, Army Adventure Training Centre and students from the Ashburton branch of the IHC.

“We thought as part of the programme that the Duke of Edinburgh would enjoy visiting the Limited Service Volunteers and Youth Life Skills. It was great because they were both able to get a cross section and diverse look at Burnham and the New Zealand Defence Force, including our bi-cultural elements, right through to what we do as a military which wasn’t just about focusing on operations in East Timor, but was also support to youth and support to those who don’t have the same advantages as many of us,” said LTCOL Dransfield.

The day concluded with the Queen being presented with a merino shawl and the Duke of Edinburgh a merino scarf, and Ebony Murray, a pupil from the Burnham School giving Her Majesty a bouquet, accompanied by the Burnham School singing a waiata as the Royal party left.

LTCOL Dransfield later received a thank-you letter, which extended the royal couple’s thanks, not only to all those involved in the visit, but

also for the merino gifts that “they would most certainly use in the cold English weather”.

LTCOL Dransfield said the Queen’s visit to Burnham was an incredibly proud day for everyone in camp.

“If you reflect, the Queen and the Duke would have touched the lives of so many people when they visited and it was so beautiful the way she just listened to everyone and enjoyed her time in Burnham.

“That was the beauty of Burnham, and she would have left with the impression that we were a tight-knit community.”

Above: Her Majesty the Queen on a visit to New Zealand. Escorting Her Majesty is former CDF, Lieutenant General Jerry Mateparae.



RECONNAISSANCE TRAINING FOR PACIFIC PARTNERS

The NZ Army hosted a South West Pacific (SWP) Special Reconnaissance Training (SRT) Conference in September. Participating nations included Fiji, Tonga, Papua New Guinea, Timor Leste and New Zealand.

The conference was conducted over three phases. During the first phase, the forum deployed to Waiouru Military Camp to observe the RNZIR Reconnaissance Patrol Procedure Course, Victor Company live field firing activity, and a visit to Officer Cadet School and The Army Depot. Phase two, centered in the Wellington region, included a planning workshop and a visit to Defence House, with the final phase focusing on unit-to-unit relationship building where the SWP units deployed to respective hosting units in Papakura, Linton and Burnham.

The conference was a good starting point in shaping the conditions for further cooperation to advance Pacific partnerships and develop individual reconnaissance capability. It was a great opportunity

to re-kindle old friendships, make new friends and discuss common challenges and opportunities with like-minded Pacific partners.

All partners share a similar aspiration for world class specialist reconnaissance capabilities, and a similar challenge in that all participants come from small land forces that struggle to replicate the scale of staff work and concept development of much larger Armies. This programme is a Pan-Pacific solution to unique Pacific challenges, and common Pacific aspirations.

The conference also saw the reinforcement of NZ Army relationships across the Pacific. This includes the reinvigoration of the relationships between 1RNZIR and 3rd Fijian Infantry Regiment, and also between 2/1 RNZIR and His Majesty's Armed Forces Tonga.

The program will be based on all nations, including New Zealand, sending students on Reconnaissance Training initially hosted in New Zealand. In the future all participants agreed that it could see training delivered across the Pacific, and also the future inclusion of instructors from all nations. New Zealand in particular looks forward to instructional support from other partners, and the expertise they bring on operating in the tropical South Pacific.



SHARPENING THE SHARPSHOOTERS

By Charlene Williamson

Four New Zealand Army snipers have been tested to certify as Sniper Supervisors as they prepare to move into roles that will enable the development and effective training of our sniper capability.

The Sniper Supervisor course, overseen by Combat School, Land Operations Training Centre (LOTCC) has been conducted six times in the last 15 years and prepares our Corporal snipers for a role as a Sniper Supervisor in our Infantry and Special Forces units.

Wing Sergeant Major Small Arms Wing (WSM SAW), Combat School, LOTCC Warrant Officer Class Two (WO2) Taniela Jonson said students are instructed and tested on a number of skills throughout the six week course.

"Students plan and conduct sniper badge testing of unit sniper courses, employ sniper teams in a tactical environment, design sniper continuation training and plan and conduct sniper live firing activities."

Due to the high standards of skills and assessments required there can be a high failure rate on the Unit Snipers course.

The Army will qualify or 'badge' fewer than 10 snipers per year, so the importance of being able to develop current snipers to step into supervisor roles to select, train and develop students is invaluable.

WO2 Jonson said effective continuation training for snipers once qualified is important due to the constant evolution and development of capability.

"With the recent addition of the Multi-Role, Adaptive Design (MRAD) Sniper rifle and other specialist equipment, we now have a sniper rifle system that is vastly more capable than its predecessor."

The MRAD Sniper rifle provides the Army with a precision rifle system capable of identifying and engaging targets at ranges in excess of 1,200m when used by a trained sniper.

He said the challenge with this is that it means there is a greater need for specific training associated with it.

"Not only do snipers need to master the traditional sniping skills and capabilities they are known for, but they must now be able to master ballistic computers and other shooting aides, integrating them seamlessly in the tactical environment.

"The sniper supervisor is the key enabler for this. They are also vital in advising commanders in the training and employment of snipers, so their integration overlaps with other assets," he said.

One of the students said this course has enabled them to force generate, by giving them the skills to qualify more snipers.

"For me specifically, I can now run a sniper course with some help, and also qualify snipers on their annual badge shoot qualification.

"If we aren't able to qualify on this course then we would not be able to maintain the sniping trade."

He said in the current information age that technology is evolving fast, with new capability and development in these areas helping to increase a soldier's survivability on the battlefield.



A close-up photograph of a soldier in military camouflage gear. He has green and blue camouflage paint applied to his face. He is looking down at a small green electronic device held in his gloved hands. In the background, other soldiers in similar gear are visible, some holding communication devices. The scene is outdoors under a clear blue sky.

**“OFF WITH
THE MASKS,
ON WITH THE
CAMOUFLAGE”**

**TRAINING WITH OUR
FIJIAN PARTNERS AGAIN**



By Mitchell Alexander

For the first time in more than 27 years, the New Zealand Army has undertaken 81mm mortar demonstrations as part of Exercise Cartwheel in Fiji.

The tactical field training exercise was a US and Fiji-led multinational exercise conducted in the Nausori Highlands in Fiji and involved defence personnel from the Republic of Fiji Military Forces (RFMF), United States Army Pacific, British Army and Australian Defence Force.

Soldiers from 1st (NZ) Brigade participated in the exercise, designed to enhance capability in both urban and jungle environments. Training also included demonstrations of sustained fire machine guns, section attacks and ambushes,

reacting to enemy indirect firing and ethical decision-making scenarios.

A light infantry platoon from Delta Company, 2nd/1st Battalion, Royal New Zealand Infantry Regiment (RNZIR), also conducted reconnaissance operations, section and platoon harbour drills, survival and tracking training.

Private Macallan Dougan was among the many getting stuck in.

“The fact we’re at work but we’re overseas and being able to work with other countries is awesome. Seeing how our tactics differ but can also be very similar and then how everyone’s been learning off

one another and picking up little gems along the way.

“Everyone’s learning something. Just spending time with other nations is super refreshing.”

This is PTE Dougan’s first time overseas with the NZ Army.

“It’s been awesome to do our jobs again, it’s given everyone a little pick-me-up to be honest. It’s been nice to take the masks off and put the camouflage back on.”

Land Component Commander Brigadier Hugh McAslan said the exercise was very important for the New Zealand Army’s professional relationships and

building interoperability with Pacific partners.

“We have long-standing and close relationships with military partners in the Pacific and we really value opportunities like this one to train alongside them. This exercise also provides opportunities for our people to immerse themselves in Fijian culture, build strong professional and personal relationships with our Pacific military whānau, as well as train in an environment that is different to New Zealand.

“We are taking every opportunity to learn from one another. In doing



Photos: Petty Officer Chris Weissenborn, RNZN



so, these skills and relationships, coupled with professionalism, set the conditions for a bright future for our region.”

BRIG McAslan says it's also important for the NZ Army's regeneration.

“It's about rejuvenating those critical components of our Army that we bring together to deliver land combat capabilities. This exercise is a fantastic opportunity to do that, where we are training our infantry and artillery cooperation and coordination. This is a fundamental building block to be combat capable in the land environment,” he said.

“This exercise provides us with high-quality training to ensure we are ready to respond.”

The exercise also aimed to enhance the RFMF Light Infantry and Combat Support capability at the individual and section level.

Major Atonia Nagauna of the RFMF Infantry regiment says it's been enjoyable.

“During Covid we have not been able to work with other defence partners at the tactical level. Upskilling soldiers, learning how they operate tactically and how we do things in the jungle. It has been very good for us and we plan to do more in the future and we're looking forward to the next Cartwheel.

“This is a platform to scale to more things at a wider level in the future. We are starting small and we're looking forward to scale. This is a good beginning and we intend to build more on these partnerships,” he said.

2nd/1st FSG Platoon Lance Corporal Tyson Petero thoroughly enjoyed it too.

“In terms of training, us teaching the Fijians and also Fijians teaching us. Because the way we do things is just totally different so we are actually learning off the Fijians and they're learning off us.”

“Just that integration, the culture, it's awesome.”

“It's about rejuvenating those critical components of our Army that we bring together to deliver land combat capabilities. This exercise is a fantastic opportunity to do that, where we are training our infantry and artillery cooperation and coordination.”

BRIG Hugh McAslan
Land Component Commander



Brigadier McAslan meets his Fijian counterpart.





A positive opportunity for both Ukrainian and New Zealand soldiers

Move, shoot, communicate and medicate is an adage that resonates with most members of the Royal New Zealand Infantry Regiment, but for members of Op TIEKE it now has the added focus of survivability and lethality.

Two NZ Army teams have commenced delivery of training to Ukrainian battlefield recruits, working alongside the British Armed Forces. The training is taking place in the United Kingdom. It is an intense and high tempo five-week training programme which maximises the amount of time in the day to deliver training in weapon handling, field-craft, medical treatment, offensive and defensive operations, and marksmanship.

The key focus for Kiwi Team 2, from 2/1 RNZIR, has been on gearing all learning outcomes towards supporting the two main lines of effort from the training – enhancing the Ukrainian soldiers' lethality or providing the skills to increase their survivability.

The Kiwi Team 2 Company 2IC, Captain Jordan Corke, said the team got underway shortly on arrival in the UK.

“We have hit the ground running and are well underway in the delivery of our first course. So far, we have delivered training on weapon handling, BCD (medical training), Law of Armed Conflict, and conducted two field exercises focusing on section offensive operations and field-craft.”

The training is having a positive impact for both the Ukrainian trainees, British peers and our Kiwi soldiers.

Major Josh Sullivan, Officer Commanding Kiwi Team 2 said “Op TIEKE has been a positive opportunity for us and directly ties to the regeneration of our combat corps skills sets and junior leadership. Our soldiers are displaying innovation and dedication in their lesson preparation and delivery because they understand how important this training is for our training audience and they

know there is no chance for further rehearsals at the completion of the course. Incorporating battlefield inoculation in our training serials has become massively important, and the team are leading the way in enhancing this.”

Op TIEKE also provided an opportunity to learn and improve our own system of training and tactics, he said.

“We are trench novices and thought this was a style of warfare that was a thing of the past. This recent conflict has highlighted that's not the case, and we have lots to learn about how to enhance our own tactics and procedures should we be involved in future conflicts involving this style of warfare,” Major Sullivan said.



From Supply to Shipping

Jumping into the world of container shipping, in the middle of the largest global shipping disruption in history, after 10 years as a Supply Officer in the RNZALR, was somewhat daunting, says Reservist Major Logan Peterson, OC 38 CSS Coy.



Major Peterson with his partner.

However, it's a challenge I've adapted to. In February, I took up the position of Container Operations Manager at CentrePort, the port of Wellington. Luckily, the experience and training I received over my years of service have allowed me to adapt to the new position.

The role covers all the operational requirements of the Wellington Container Terminal, and with around 90,000 containers annually, there are a fair few moving parts. Those containers are discharged from the vessel with two ship-to-shore cranes, capable of lifting 50 tonnes, with an average of 29 moves per hour each.

In a 12-hour period, we can move nearly 700 containers. Those containers are then placed on either road booking or directly onto rail wagons to be taken to customers all over the country.

With all these moving parts, there is a heightened focus on the health, safety and wellbeing of the cargo handlers responsible for execution.

Not wanting to cut ties with the Army that raised me, when I shifted to my new role I elected to become a Reserve in 38 CSS Coy, 2 CSSBn. This is a subunit that focuses on retaining the skills and expertise of released tradespeople and logistics personnel as well as growing

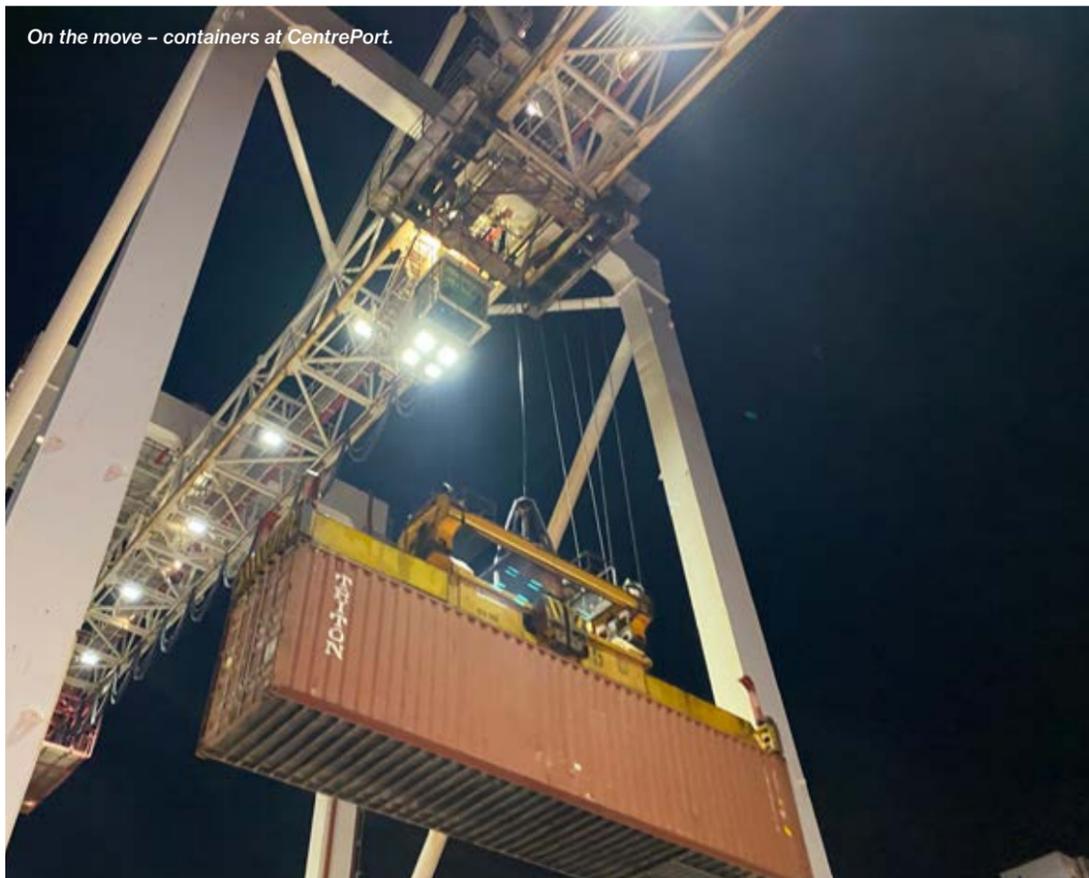
Reserve capabilities to augment Regular Army units on deployment with everything from combat drivers to mechanics.

Having not spent a great deal of time with the Reserves during my Regular service, I didn't know what to expect. To my surprise, it was a company of motivated and enthusiastic people keen to get after whatever training was available. A huge range of backgrounds and experience, but all equally determined to provide support to the New Zealand Defence Force.

I have now been given the privilege of taking command of that

group of diverse and motivated people, with the goal of developing the company, which is able to consistently provide the support the Regular Army needs to meet its operational outputs.

On the move – containers at CentrePort.



PME TALK ON GUERRILLA, UNCONVENTIONAL WARFARE

The Adaptive Warfighting Centre recently hosted Professional Military Education (PME) talks by Dr David Kilcullen on behalf of Army General Staff and New Zealand Defence College. Dr Kilcullen is a leading theorist on guerrilla and unconventional warfare, counterinsurgency and counterterrorism. With over 420 NZDF personnel attending the talks, this investment in PME provided an avenue to inform soldiers and officers on current world events, and highlighted potential future conflict zones. The talk was recorded for those that could not make it on the day: <https://kea-learning.nz/watch/professional-development-talk-by-dr-david-kilcullen/>



Dr David Kilcullen during his address on guerrilla and unconventional warfare.

FROM TRAINING TO THE SCENE

By Charlene Williamson

When the call came in and under a zero minute's notice to move, Burnham Emergency Responder Sapper (SPR) Danielle Booker and the rest of the team sprung into action.

A two-vehicle crash on SH1 close to Burnham Military Camp occurred in August with seven people injured. The crash was attended initially by Army Emergency Responders, and then six ambulances, four clinical managers, a rapid response vehicle and a rescue helicopter.

Four medics from Southern Health Support Squadron had been driving back to camp and noticed the accident with no emergency services on the scene. They conducted initial assessments and patient triage before others got to the scene, and after emergency services arrived they assisted with the complex patient extraction alongside Fire and Emergency New Zealand and St John.

This was SPR Booker's first call out since finishing her Firefighter basic course only a few weeks prior to joining and she said while she felt "just a bit nervous" it was a huge adrenaline rush.

SPR Booker said they were on the scene within seven minutes of getting the call out.

"We were in the Chief of Army's brief when our pagers went off, we really made quite a scene when we left.

"As soon as we were in the truck we were listening to the dispatch message, checking pagers to see what kind of call it was to ensure we had the correct uniform and PPE for it.

"From there we started heading to the scene trying to gather as much information for it as we possibly could.

"On the way to the scene the reality of what we were attending was sinking in, this was not a training scenario anymore," she said.

Having just a few days earlier been doing motor vehicle accident training including cutting up cars, doing medical response and patient care – this training could not have come at a better time for the unit.

SPR Booker was delegated patient care which meant grabbing the responder medical kit, and doing a 360 walk around the scene assessing for any hazards and a quick triage of patients.

"When we got on the scene and doing the 360 walk around we were all tasked with medical as a priority. I ended up staying with one of the patients for a bit, making sure he was ok and ensuring he was comfortable.

"Once a medic took over I went onto standby for other tasks including helping with other patients, moving them onto spinal boards and stretchers, and making

sure the helicopter landing zone was clear," she said.

SPR Booker joined the Army in July 2021 and said joining the Army was something she had always wanted to do.

"I can remember ever since I was little telling my family that I wanted to be in the Army.

"It took me a bit to figure out what I wanted to do, but after reading through the different trades on the website Emergency Responder just stuck out to me a bit more than the rest. I think it was the appeal of no two days at work are the same," she said.

Army emergency responders are provided with world class equipment and training to the highest standard of firefighting techniques responding to emergencies within camp and the local area when needed.

Emergency responders provide fire and rescue response to NZ Army camps and training areas. They also respond to incidents outside of these areas in concert with Fire and Emergency New Zealand and other agencies, both domestically and abroad. Members from 3 Field and Emergency Response Squadron have deployed to multiple international fires such as North America and more recently the Australian Bush Fires.

She said while she has only been in the job a short while, it feels rewarding knowing you're giving back to the community and helping people when they are in need.

"What I love about the job is carrying on from course and improving my skillset, and putting the training that I have done into the trade itself by attending jobs within my first few weeks."



On the spot – Sapper Danielle Brooker.



VOLUNTARY EDUCATION STUDY ASSISTANCE

Semester Three, 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).

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)

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)



FACES OF YOUR FORCE

By Alex Mason

For Corporal Phoebe Pegg, being a Youth Development Specialist is one of the most rewarding jobs in the New Zealand Defence Force.

“Every day you turn up to work, you are influencing youth and positively impacting their futures,” CPL Pegg says.

A Reservist since 2016, she transferred to the Regular Force and joined the tri-service Youth Development Unit in 2018.

It was an opportunity to combine her passion for working with young people and a degree in Health, Physical Activity and Wellbeing.

Together, YDU and Cadet Forces deliver courses to more than 6,000 young people every year, including the six-week Limited Service Volunteer (LSV) course for unemployed 18-to-24 year olds who are not in study or training.

Youth Development Specialists help motivate trainees and boost their self-confidence; teaching teamwork, resilience, and life skills.

CPL Pegg says every day is different and there's a lot of adventure-based activity, including

river crossing training, mountain biking and pack marching.

The lessons flow both ways; CPL Pegg says the young people she's worked with have influenced who she is today.

“When I first came to YDU as a fresh Lance Corporal in 2018, my go-to reaction to most situations was to raise my voice.

“A lot of the young people and trainees that come through the unit have grown up around people yelling at them constantly, or in some cases come from abusive homes.

“The trainees have taught me how to deliver my message and lead them in a way that they respect me for who I am and choose to listen and follow me.”

She's also learnt to never take anything for granted.

“We have 17-24 year olds coming onto an LSV course who have recently spent time living on the streets.

CPL Phoebe Pegg (right) with a fellow instructor and course participants.



“When these trainees turn up to course they are so thankful for having a hot shower, food from the mess, a bed in the barracks and just someone who is there to listen.”

CPL Pegg says it's important for instructors to have patience and empathy, and trainees appreciate a good sense of humour.

Her advice for anyone considering a posting to YDU – Go for it.



ARE YOU A MOTIVATED LEADER, LOOKING FOR YOUR NEXT DEVELOPMENT OPPORTUNITY?

Join the Youth Development Unit and help our rangatahi/young people thrive.

Sign up now for our next basic course – 14 to 24 Feb 2023, Trentham.

Open to personnel qualified for CPL(E). Section Commander (Tri-Service) positions are currently available in Whenuapai and Trentham, with potential future openings in Ohakea and Burnham.

Email: YDSBasicCourse@nzdf.mil.nz





CAPABILITY BRANCH UPDATE:

ROPS – ROLL OVER PROTECTION SYSTEM FOR VEHICLES

One of Chief of Army’s key responsibilities is the safety and wellbeing of the personnel in our organisation. Vehicle safety has been a specific area where CA has championed change. One of the key actions has been the approval in 2018 of a new Roll Over Protection System (ROPS) standard for all off-road going vehicles across the NZDF. This has been supported by increased driver training and other measures, as part of the multi-faceted approach to reduce vehicle incidents.



The ROPS standard chosen is considered robust¹, providing a high degree of protection for personnel in a vehicle accident. In a practical sense this means that in an accident where the vehicle completely rolls over, or rolls down a steep embankment with severe impacts, the soldiers inside the vehicle are highly likely to survive. The standard means that the vehicle is extremely resistant to deformation around those areas protected, meaning crushing and impact injuries are improbable. While most armoured vehicles (eg. NZLAV and Armoured LOV) and the retro-fitted Unimog 1700U cab meet this ROPS standard already, all future off-road vehicles are required to comply with the new ROPS guidance.

The latest NZDF vehicles to be introduced into service have had ROPS considered from the outset, eg. MRZR High Mobility Vehicle Light (HMV-L) and the MHOV Seating Module (allows the carriage of 16 personnel on the rear deck). Future vehicle purchases intended to go off-road will all have to consider the 2018 ROPS determination. While this will add cost, it is considered critical to make these vehicles safe, thereby ensuring better outcomes for soldiers in the event of an accident.



1 Based off ISO3471/AS2294



SWINGING SPANNERS

By Charlene Williamson

As part of the Royal New Zealand Army Logistics Regiment, our automotive technicians keep the force moving, repairing and maintaining all operational vehicles and equipment.

Corporal (CPL) Dale Gilbertson, from 3rd Workshops Company, 3rd Combat Service Support Battalion based at Burnham Military Camp joined the Army in 2009 on a whim.

While he initially joined as an Infantry (Combat Specialist) soldier, he decided to get a technical trade and changed to an automotive technician in 2015.

CPL Gilbertson said he enjoys being in the Army and each day is different.

"My work is highly variable, in any given month I might be out at the range shooting, on a career development course, in the workshop, on a field exercise or more recently, instructing on courses.

"I am also passionate about fitness, and the Army gives me time in work hours to pursue that," he said.

Automotive technicians work on a range of repairs, and there is also a wide variety of equipment which needs to be maintained and repaired in camp. In any given day they can repair our Light Armoured Vehicles (LAV), our Medium Heavy Operational Vehicles (MHOV), a motorbike or even an engine in a chainsaw.

CPL Gilbertson's current role is the foreman in charge of the Quick Repair Bay.

"I am responsible for coordinating the repair of all faults on vehicles that would typically take under four hours to repair."

An average day for an automotive technician would involve a large portion of "swinging spanners", a term that is used in the workshop meaning "working on vehicles" or "time on the tools".

"What makes my job enjoyable is more about the successful diagnosis of a fault, rather than the repair. Anyone with the right tools and repair manual can fix a fault, but it's the diagnosis that sets a technician apart from a parts fitter.

"I also thoroughly enjoy being able to teach and influence apprentices, which has been a big aspect of my job for the past few years," CPL Gilbertson said.

The Army has given him the opportunity to obtain NZQA qualifications including a NZ Certificate in Heavy Automotive Engineering (Road Transport) (Level 3 and 4), NZ Certificate in Business (Introduction to Team Leadership) (Level 3), Bridge Engineering Self-Supervision (BESS), Crane Use and Load Slings, Air Conditioning and Refrigerant Gas Handling, Use and Maintenance of Chainsaws, and Working at Heights.

He is also close to finishing an NZ Certificate in Automotive Electrical Engineering (Level 4) which will mean he is also able to work as an Automotive Electrician.

CPL Gilbertson said that being an automotive technician in the Army isn't glamorous.

"It's dirty, greasy, oily work. But, it sets you up well for the future.

"If you want just a trade and to do that trade forever – then the Army isn't the place for you.

"If you want a trade and to maintain your fitness, soldier skills and develop as a leader – then the Army is for you.

"You meet and work with great people, you get to pursue sports, you can study, and occasionally, you get to go out around New Zealand and shoot stuff."

For more information on joining as an automotive technician in the NZ Army visit: defencecareers.mil.nz



JOIST

JUNIOR OFFICER INTER-SERVICE SPORTS TOURNAMENT

Officer cadet Ali Abbari and his fellow cadets travelled north to Auckland to attend the annual Junior Officer Inter-service Sports Tournament (JOIST) recently. There were no excuses, he says, for not winning the mission.

Hosted this year by the Royal New Zealand Navy in Devonport, the tournament would see each of the three Service commissioning courses battle it out over a week of activities to determine which would reign supreme. A lot was riding on this week as not only were we as a course determined, but our instructors made it very clear what the outcome should be.

We arrived late on a Monday afternoon and were welcomed into the Navy marae for a wonderful pōwhiri and BBQ, meeting our Navy and Air Force counterparts for the first time. The Navy continued to impress us with their food at the Devonport mess the following morning, before starting our day with Lead Teams lessons that would continue throughout the week. It was interesting to see the different dynamics of the other Services in the classroom and the alternate perspectives and experiences they brought to the lessons. The rest of the day was spent at Greville Park where we were finally able to get stuck into the real work – sports.

After a fierce battle on the touch field, Army came out victorious. However, we were not as successful in Ki-o-Rahi, which many of us were playing for the first time. The Navy played very well and beat us in the final, leaving the tournament at a tie. Our celebrations over the touch were short-lived as we were soon run

up Mt Victoria by our CSM for a slightly late sunset photo.

The following day we drove out to the Ardmore Battle Training facility for a unique inside look into the operations of D SQN, 1 NZSAS. This was followed up by NH90 familiarisation and flights around the beautiful Auckland area provided by No. 3 Sqn. Things were looking up for us after an exciting morning and we were looking forward to our afternoon at the Navy's damage control and firefighting simulators. Turns out, damage control is about the same as playing whack-a-mole while being punched in the face while drowning. Our staff had a great time taking pictures of us.

On Thursday morning we made our way up to the Navy facility at Whangaparāoa where we were introduced to their confidence course. Here we would complete a timed run through the course, followed by an eight-leg orienteering race. We were especially enthusiastic while running through the course, irritating the PTIs with our chanting. Also, being creatures of Waiouru, we were able to quickly navigate and traverse the steep terrain of Whangaparāoa with little trouble, however, the Air Force team were close behind. After a hard-fought day, the Army once again came out on top, despite the best efforts of the Navy and Air Force teams.

The final day of JOIST was dedicated to the Weka Trophy competition, where we were put through a series of tough exercises in rapid succession to test the mettle of each team. This comprised of a 2km row, 80 burpees, a mud run through the Ngataranga Bay, equipment carry and finally a sprint to the water at Stanley Bay – whichever team got to the water first would win. While the PT and stores carry were certainly exhausting, the mud run was diabolical. I doubt many of us were expecting the thick, waist-deep mud that we got, but it was here where Army was able to extend its lead. The day closed with an evening function and prizegiving at Devonport, with the Chief of Navy attending to present the trophies. Army took out both.

Despite the busy schedule, it was one of the more relaxed weeks for us on NZCC. It allowed us to connect with our Navy and Air Force family, foster good teamwork and a healthy dose of competition, as well as explore and enjoy the sights of sunny Auckland. On Saturday morning, it was time for us to say our farewells and leave the big smoke back to the frozen tundra of Waiouru, trophies in hand and content that we had represented the Army well.





RESERVE FORCE: GIVING BACK

PTE TOM BELL

Private Tom Bell has always known instinctively that he needed to give back to society, it's like an inner driver.

Joining the Reserve Force (ResF) has helped fill the void and in turn, given him skills and experiences he couldn't have envisaged when he joined just over three years ago.

Rewind slightly over a decade, PTE Bell, now serving in 5/7 Battalion, RNZIR, was part of the Urban Search and Rescue (USAR) team at Victoria University of Wellington/Te Herenga Waka. Learning vital skills that could potentially save someone's life was a good feeling.

Then on 22 February 2011, a 6.3 Richter scale earthquake struck Christchurch, killing 185, injuring several thousand, and displacing many. A few days later the Victoria University USAR team touched down and were hurled into the tragic scenes that were unfolding.

He confesses, "it was an eye opening experience," that gave the then-23-year-old, a stark awareness of the reality that hit the community.

After finishing four years studying geophysics, he landed a job at MetService New Zealand. Joining their trainee programme, he spent the following year completing a post graduate Diploma in Meteorology, putting USAR training to the back burner to focus on his career.

"Giving up the search and rescue work left a massive void in my life. I'd always been interested in the

military but I wanted a civilian career too. Mum was in the ResF when she was younger so I was aware of a career where I could have the best of both worlds," he says.

Hitting his thirties, and with his wife encouraging him to "go for it," he took the plunge.

"I waited a long time to tell my Mum though, I wanted to make sure I was accepted. When I told her she was proud and excited about sharing stories from our time in uniform." Both of PTE Bell's grandfathers also served in WWII, and he feels proud to be wearing the uniform and continuing the tradition.

There's a close knit community feel in his civilian workplace, and he comments that MetService have been supportive of his Reserve Force lifestyle too, allowing him time off for training. His career as a weather forecaster spans ten years, and involves quick analytical and interpretation skills, turning weather information into a useable forecast for the end user.

Contrasting to the physically demanding life of the Army, he feels his ResF life gives him a different outlook and broader perspective. Working closely with people and learning how to motivate them has been a valuable skill that has transferred into civilian life.

He's had some exciting times as a soldier too, like taking part in a live firing exercise using the M203 grenade launcher and the Carl-Gustaf M4 anti-tank weapon.

"During an attack I was lead scout firing the M203. It was very exciting watching the M4 and the grenade landing on target.

"Definitely a high adrenaline moment," he says with a grin.



"I'd always been interested in the military but I wanted a civilian career too. Mum was in the ResF when she was younger so I was aware of a career where I could have the best of both worlds."

Reserve Force Wānanga



The Reserve Force (ResF) Wānanga 22 was held in Trentham in September.

The focus of the Wānanga was to confirm the ResF contributions to Army25, as identified by the Force Design Project. Hence, Regt COLs and Corps Warrant Officers attended, as did senior personnel across TRADOC, 1 (NZ) Bde and JSG. This spread of attendance reflected the fact that ResF soldiers serve not only in the three ResF infantry battalions, but are also integrated within RF units across all three Army formations.

The Wānanga opened with the Chief of Army, Major General John Boswell, speaking about the regeneration of the Army post-Operation Protect, the role the ResF will play in that, and major equipment capability projects such as NEA and PMV.

The Sergeant Major of the Army, Warrant Officer Class 1 Wiremu Moffitt, reminded the forum of the importance of the pursuit of excellence in all that we do, and that our people whether they are Regular, Reserve or civilian, are our main asset.

The attendees were very appreciative of the attendance

of CA and SMA at the Wānanga, particularly as very few ResF personnel were able to attend the CA's recent roadshow events. CA's vision for a regenerated NZ Army was well-received.

Following the presentation from CA and SMA, there were presentations on various topics, such as: the Army Review and the capstone documents being developed; progress being made towards implementation of a communications application to enhance communication to and from ResF personnel; new policy on managing Standby Reserve personnel; work that has been done to develop ResF Trade Band and Pay Progression Models; a recent staff visit to an exercise of 3 Bde, an Australian ResF unit; and the development of a Professional Development Framework to provide guidance to individuals and their commanders on professional development opportunities available to ResF personnel, in order to enhance ResF career management and to ensure ResF personnel have a wider breadth of experience.

The remainder of the Wānanga consisted of corps workshops to confirm ResF contributions to Army25. This work was essential because generating many Army25 outputs can only be achieved with ResF input. Using this fact as a

baseline, corps/units were asked to determine which ResF outputs can actually be achieved from their current Ready Reserve strength, both ab initio Reservists and ex-RF personnel. As most corps have now finalised which ResF trades will be open to ab initio Reservists, another part of this work was identifying the trades that corps/units need to maintain in the ResF in the form of ex-RF personnel, and policies they may need to develop to keep those personnel engaged and current in terms of trade skills.

The weekend concluded with back-briefs from the corps/units on their ability to utilise ResF to achieve outputs. The next step in this work stream is to review ResF establishments and TOEE. In addition, implementation of the ResF growth plan continues.

Assistant Chief of Army (Reserves), Colonel Amanda Brosnan, said: "The ResF Wānanga will become an annual event. It is one of the few opportunities ResF and RF personnel have to come together to discuss ResF issues in detail. By working together over future wānanga, Army's concept of RF/ResF integration will mature, to build a stronger One Army."

RESERVE FORCE Q & A

A regular column answering your questions about the NZ Army Reserve Force (ResF).



What questions do you have?

Send queries to anthony.wright2@nzdf.mil.nz

How to transfer to the ResF?

Members who are cleared to transfer to the ResF on release from the RF can choose to transfer to either the Ready Reserve (RR) or the Standby Reserve (SBR).

What is the RR and your obligations?

The RR are those reservists who are posted to a ResF infantry battalion or an integrated unit in 1 (NZ) Bde, TRADOC or JSG, and who regularly attend training. The RR contributes to Army operational outputs.

In the RR you are expected to commit to 20 days training per year (work and family commitments dependent), which will generally be one weekend per month, as well as the occasional weekday evening. You will retain your military kit except those items deemed as returnable IAW NZP23 Chap1 Sect 7.

What is the SBR and your obligations?

If you want to stay engaged with Army, but can't commit to the RR, then you can ask to be posted to the SBR.

You will receive an offer of service for two years, with no requirement to attend any training. This allows you a period of time to settle into civilian life. At any time you can ask to transfer to the RR or the RF. You will be required to

hand back your military kit, with the exception of Scale Army 107 IAW NZP23 Chap1 Sect 7 and your ID Card. The SBR is managed centrally from Army General Staff, who will send out semi-regular communications to you.

Your commitment is to keep Army updated on your contact details and intentions, and to maintain your security clearance.

After two years you can ask to transfer to the RR or to the RF, or to remain in the SBR or to be released.

ResF Trade Band Model (TBM)

To ensure outputs are met, Army requires a responsive, intergrated, appropriately configured ResF with the right mix of people, with the right skills, at the right place, at the right time. Improved conditions of service for the ResF help achieve this. For a more integrated Army, it is critical that, where possible, RF and ResF training systems should be similar or the same. Corps need to have fit for purpose employment profiles and trade models for their ResF, where Corps-based training models can be developed from a whole-of-career perspective.

Unlike the RF, the ResF did not have a TBM that provided structured training progression connected to a pay progression model that recognises training advancement and achievement.

In December 2021, the Chief of Army approved the creation of a TBM for the ResF wef 1 Jul 22, and tasked Corps to produce

TBM for all trades. As Corps have their ResF TBM approved, ResF members will be advised by their units at what trade band they currently sit, and what courses are required for further advancement. The result being ResF better managed, recognised and able to more effectively contribute to Army outputs.

Once a Corps has completed their TBM it is published in DFO(A) Vol 3.

Your questions answered:

If I attend training with a unit that isn't my unit, who is responsible to pay my wages?

Answer: If an external unit requests your services for a particular skill, for instance RCO for a range activity, it is the external unit that would generally pay wages. This however needs to be agreed to by the parent and external unit before the activity. On the other hand, if pers are to attend training for their benefit, then the parent unit is responsible for paying wages. Prior to attending any external delivered training, pers require Command Clearance from their parent unit. Always confirm who will pay, before committing yourself.

What's happening?

ResF Recruit course will be delivered by TAD 13 Nov – 20 Dec 22. TAD are looking for ResF Section Commanders, Platoon Sergeants and Platoon Commanders. Advise your unit if you are keen. ResF supplementation is essential to provide training to the number of ResF recruits each year.

Did you know...

When required, Reserves can and do step up for operational deployments. During the period 1999 to 2012, 1069 Reserves deployed. Deployments included Afghanistan, Antarctica, Bosnia, Bougainville, Timor Leste, Iraq, Israel/Syria/Lebanon, Sinai, Solomon Islands, South Korea and Sudan.



EXERCISE EKE PANUKU

By Private Bentley Atkinson,
Northland Company, 3/6 RNZIR

The namesake of the exercise, Eke Panuku, translates to successfully overcoming adversity; aspiring to and achieving greatness as a team with mana; to riding the wave together and striving for success.

For members of Northland Company, 3/6 RNZIR, the intent of Exercise Eke Panuku was for the weekend to live up to this namesake, and was designed to increase levels of compliance, enhance weapon skills, engage in some physical training, and build morale amongst 3/6 Battalion's Northland sub-unit.

After arriving in Whangārei on Friday night, those attending the exercise were fortunate enough to be accommodated in Pehiāwēri Marae, a short drive from the Whangārei township. The party was welcomed onto the marae with a pōwhiri, before being provided with some history of the marae and educated as to the procedures and traditional welcome for visitors. Given many members of the Unit had either never slept on a marae, or were generally unfamiliar with the details of Māori customs, the experience added a level of depth to the weekend and offered the

chance to extend learnings beyond just pure soldiering skills.

Activities kicked off on Saturday morning with a Land Combat Fitness Test. Lifting and carrying jerry cans, shuttle runs, and a 4km weighted run/jog were all on the menu. A group of soldiers running laps around a field – all wearing body armour and webbing – soon gave the course a swamp-like appeal, offering the chance for the participants to dig a bit deeper to try and hit the sub-32 minute requirement. With the LCFT complete, training moved on to DFTTs and weapon skill drills. A miniature combat course was assembled, and included crawling under a camouflage net, dragging jerry cans, and sprinting between areas of cover. Naturally, the course was timed, with the soldiers pitted against one another in a balance of physical fitness and technical competence.

Compulsory weapon drills at points on the course on the Mars-L, Glock and LSW added an element of pressure: incorrect drills resulted in a five-second penalty per error. The course added a degree of real-world applicability to the weapon drills, with the soldiers forced to conduct reloads as they moved between cover and to maintain clarity of thought when conducting drills as fatigue set in.

Thoroughly worn-out, attention turned to the next order of business: a shared meal. Given how valuable time together is on weekend trainings, Army Reservists have limited opportunities to sit down and build relationships on a personal level. In light of the fact that building this camaraderie amongst our Battalion and Northland Company is essential, it was a priority for the weekend. The OC of Northland Company prepared an outstanding spread of food, which was shared amongst current serving soldiers and officers, former members of the unit, and a group of incoming recruits. With the food consumed, everyone retired to the company bar, and after a few speeches everyone kicked back for a few beers and enjoyed each other's company.

Sunday morning saw a refurb of the Marae and onto another bout of "character building" – a run up one of the local Maunga, Mount Parihaka. It is not the length of Parihaka that hurts, but the incline, finishing at a look-out point gazing over the Whangārei township. A group photo at the top of the hill summarised the experience, right as the rain set in: a group of wet, cold, physically-beaten individuals, beaming with smiles after the adrenaline and shared hardship of the climb.

After returning to the Whangārei Recruiting Office and loading up the vans for departure, soldiers and NCOs took a few minutes to reflect on the weekend. Three questions were asked: what went well, what went poorly, and what do we want to see more of next time. The conversation was open and honest, and provided a forum to think of ways to continually improve the training. With Northland Company's compliance increased, weapon drills developed and camaraderie enhanced, the weekend well and truly lived up to its name.





EXERCISE BROLGA RUN

A platoon each from both 1st and 2nd/1st Battalion RNZIR deployed recently to North Queensland to join 3 RAR to take part in Exercise Brolga Run, part of the Australian CTC-run WARFIGHTER series of exercises.

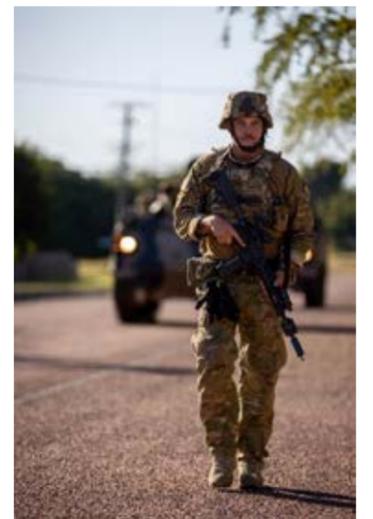
Brolga Run evaluated 3 RAR as BG Kapyong with more than 1,000 soldiers and over 100 vehicles involved.

The exercise consisted of around a week of build-up, mainly interoperability confirmation, team building and platform integration training. The first phase was a four day SASO/ NEO operation in Charters Towers, west of Townsville, within the setting of an island nation dealing with civil unrest. The NZ Coy, dismounted, assisted in securing the airfield, crowd control and using their Lead Combat Team skills to run the Evacuation Handling Centre and process the evacuees through to their embarkation.

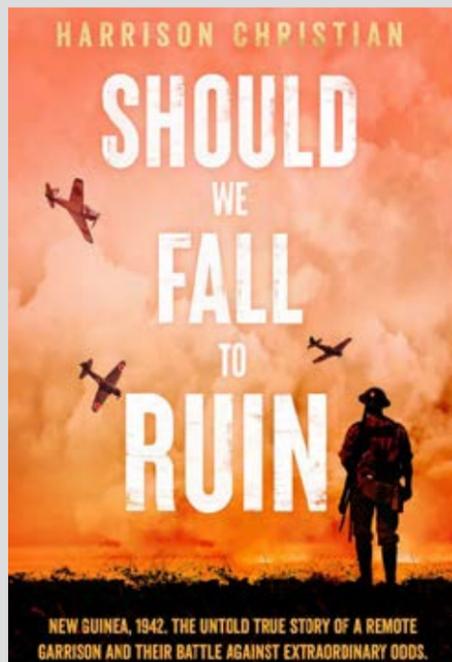
The second phase was more conventional and challenging in the 25+ degree heat. The battle group conducted an area of operation (AO) clearance against a mobile enemy force equipped with tanks, offensive support and UAVs.

The NZ Coy conducted an AMO into the AO to begin the advance and then carried out a mixture of dismounted and mounted operations in the bush and small settlements for the next eight days, finally ridding the AO of enemy forces, including a 54 hour patrol in patrol order.

This was the first opportunity to work with the ADF in Australia for some time and a valuable training experience for all involved as both countries strive to regain mastery of their combined arms combat skills following the impact of Covid 19 on training opportunities at home and overseas. 3 BDE, 3 RAR and CTC were great hosts, gracious in defeat, going down 36-19 in the rugby and we look forward to working with them again soon.



BOOK REVIEW



Should We Fall to Ruin New Guinea, 1942. The untold story of a remote garrison and their battle against extraordinary odds.

By Harrison Christian

Published by Ultimo Press

This book is the author's first foray into WWII history and he has made a pretty good entry into the field. As the subtitle indicates, this is the story of the Rabaul Garrison and their fate in the early days of the war in the Pacific.

In 1941, war raged in Europe and that was the British Empire's focus. When the Japanese entered the war with the attack on Pearl Harbor, and pushed rapidly into Hong Kong and Singapore it made Australia and New Zealand understandably nervous about their own security. This anxiety was not helped by the Empire's focus being almost completely on Europe and Africa... which was also where most of the Anzac troops were.

The allies had to scrape together forces to deploy in the

face of the rapidly advancing Japanese and both men and equipment were in short supply. One of the places they chose to establish a garrison was Rabaul in Northern Papua New Guinea. The garrison was ill-equipped, poorly trained and lacking in effective leadership, so when the Japanese attacked, it only put up a token fight before fleeing.

Should we Fall is the story of that garrison, their attempts to resist the Japanese and the horrors that befell them when they were forced on the run to try and escape. Harrison has done a very good job of telling the story of the small, beleaguered force against the much bigger overall picture of the war and the politicking that went on between the British, American and Australian leadership. This could have made for some pretty dry reading but Harrison tells a good story and keeps the narrative at the high

level, avoiding getting bogged down in too much detail.

The story told however is not just about the defeat of the garrison – the arrival of a large American force in the Pacific finally sees the Japanese being defeated. The story of the fight against the Japanese includes an overview of the hard fought struggle on the infamous Kokoda Trail.

Should We Fall To Ruin is an engaging, entertaining and informative read. Highly recommended to anyone wanting to learn about this little known theatre of WWII, what happened there and how miserable it must have been knowing a formidable enemy were bearing down on you and there was nobody coming to help.

Reviewed by Jeremy Seed



LOOKING BACK

New Zealand troops move ashore at Guadalcanal in Solomon Islands.

In August this year NZDF personnel attended commemorations to mark the 80th anniversary of the Battle of Guadalcanal. The group of personnel from all three Services was part of a New Zealand contingent which marked the anniversary of the US Marine Corps landing on Guadalcanal, on 7 August 1942, a day which saw the first major Allied landings in the Pacific campaign during the Second World War.

Photo: National Army Museum



NZDF HOSTS FIRST WOMEN'S INTERNATIONAL DEFENCE RUGBY COMPETITION



The New Zealand Defence Force has welcomed military women's rugby teams from the Pacific and around the world for the inaugural International Defence Rugby Competition.

Defence teams from Australia, Fiji, France, Tonga, the United Kingdom and a combined Papua New Guinea/Vanuatu side are representing their countries and militaries at the tournament in Auckland.

The Defence Ferns, NZDF's mixed-service women's rugby team, features a number of players who have competed in the Farah Palmer Cup and in Super Rugby.

Corporal Hayley Hutana has played for the Blues and North Harbour and was excited to bring together her sporting passions with her work whānau.

"I am looking forward to competing and networking with other militaries and nations but also

to promote both my job and my sport in one go," she said.

For many other players, it is their first time participating in an international competition.

"Playing international rugby has been a dream of mine since forever," said Private Ebony Low.

Hosting the inaugural international Defence women's rugby competition meant a lot to the Defence Ferns as they hoped to inspire future Defence women through sport.

"I'm looking forward to meeting other strong wāhine from other international Defence Force's but most of all, I am looking forward to growing the game for future

generations," said Lance Corporal Mary Kanace.

All games are open to the public and are being played in Auckland, at the College Rifles Rugby Club, Remuera. Most games are also being live streamed online.

For the game schedule, links to watch online, and more information about NZDF's inaugural women's International Defence Rugby Competition, visit nzdf.mil.nz/idrc

Army News will feature more stories on the competition in the November/December issue.



2LT Jokaveti Waqanivalu of the NZ Army, (left) gets to know other players in the competition.



Teams gather outside the Auckland Memorial Museum at the start of the competition.



The NZDF women's rugby team gather before the competition in Auckland.