

ARMY NEWS

ISSUE 542
MAY 2023



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The Strengthen Vector of Learning

*Mā te kimi ka kite.
Mā te kite ka mōhio.
Mā te mōhio ka mārāma.*

**Seek and discover.
Discover and know.
Know and become enlightened.**

In April's *Army News*, the SMA introduced his NCO effort vectors of shape, shift, sharpen, sustain, strengthen, and harden. Each vector addresses a competency in influencing a culture of personal and professional mastery. In the March edition, WO1 Ray Kareko spoke to the sharpen and harden vectors relating to the fundamentals and 'lead self' issues of individual readiness for the profession of arms. Strengthen is the vector I will address from the perspective of learning.

The time-worn cliché goes, "Learning is the journey, not the destination," meaning learning is a constant and deliberate effort for continual improvement. The professional realises there is no end to learning and is dedicated to being better, strengthening

themselves through the acquisition of knowledge. Learning involves many facets of seeking knowledge – not just formal education or instruction but also observation, experience, practice, mentoring, collaboration, feedback, reflection, and successes – even failure. How, when and why you learn from these opportunities is a choice.

It is essential for all members of the profession of arms to improve their skills, build on their abilities, be able to adapt, thrive, and be comfortable in changing and challenging environments; to enhance their own performance, and be more equipped to fulfil their own responsibilities and duties, therefore being a better team member. Interestingly, personal self-development should be considered a facet of Tū Tira.

We know the nature of conflict will not change (political, the human effect, unpredictable, a contest of wills), but the character of conflict will evolve as weaponry, technology, tactics, and people evolve. The ability to stay relevant is not always tied to the possession of the latest technology, nor numerical mass.

Maintaining a cognitive overmatch and reacting to evolving situations quicker than an adversary has often been the decider on operations.

This is developed through a constant dedication to learning, improving. This constant dedication to learning is the strengthening vector leading to mastery.

The antithesis of learning, however, is ignorance, lack of knowledge, poor understanding, or even stagnation. The cost of this to the military is significant and potentially disastrous. Commanders and leaders, at every level, without a tacit understanding of tactics, the situation, their duties, tasks, and abilities, or their personnel, may make ineffective or compromising decisions leading to losses of personnel, equipment, ground, or even defeat.

We, in the profession of arms, therefore, have a responsibility to continually seek knowledge, to be well-informed, and to gain a competitive cognitive edge; to strengthen the skill and ability we have already worked hard to develop. Success on operations demands it. Take the leap, who knows, you may also



realise untapped potential as an individual and contribute even more positively to the organisation and society.

**WO1 Andrew Boykett
Warrant Officer Army Careers**

Cover: WO1 Johnathon Stevens, PTE Reihana Koroheke, and AWTR Monica Motuga perform a haka during the Anzac Day commemorations at Gallipoli.

Photo: SGT Vanessa Parker



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Photo: New Zealand Army Museum

LOOKING BACK

The New Zealand Army's 16 Field Regiment has a special relationship with Korea.

New Zealand servicemen of 16 Field Regiment arrived in Korea on 31 December 1950, along with a Transport Platoon and a Signals Troop, joining the two Navy frigates that had arrived in theatre on 1 August 1950. As part of 27 Commonwealth Brigade, they were eventually deployed north of Seoul in the area of the Kap'yong Valley in early April 1951.

With Anzac Day approaching, it was planned to acknowledge

the day with 3 Battalion Royal Australian Regiment (3 RAR) and Turkish soldiers also in theatre. On 22 April, however, a massive communist offensive of some 30 000 troops put paid to this plan and the Battle of Kap'yong began.

Kap'yong valley had long been used as an approach route to Seoul and should the communists break through the entire front would shatter. Elements of 6 Republic of Korea Division, 3 RAR, 2 Battalion Princess Patricia's Canadian Light Infantry Regiment and

1 Battalion The Middlesex Regiment, supported by 16 Field Regiment, were ordered to hold the line at all costs.

From 23–25 April, massed waves of communist soldiers were repulsed using a combination of infantry holding ground supported by artillery fire. At times gun fire was directed onto friendly infantry positions as it was the only way to break up attacks, and by 26 April the communist forces had withdrawn.

The battle was intense. 16 Field Regiment fired some

10,000 rounds over its duration. For its role in halting the attack, the regiment was awarded a South Korean Presidential Citation.

A ceremony to commemorate the end of the Korean War will be held at Pukeahu National War Memorial Park in Wellington on June 25.

A MESSAGE FROM DEPUTY CHIEF OF ARMY



Kia ora koutou katoa,

Most of you would have heard of the whakatauki “He aha te mea nui o te Ao, He Tāngata, he Tāngata, he Tāngata”. What is the most important thing in the world – it is people, it is people, it is people.

You may think this is used too often and may question what it means and how we follow through to deliver on it. For me, I am a firm believer that people, that each and every one of you, make us who we are, you are Ngāti Tūmataunga - our Army, our capability, and without you we could not deliver our operational outputs, in NZ, the Pacific, or globally. So, this whakatauki resonates loud and clear with me.

Within your Army General Staff team, the people theme is the priority. We have listened to feedback from CA's visits, the Pulse survey, the chain of command, from exit surveys, and from individuals through engagement across our organisation. We have heard the message - we must be better in valuing you through improvements in recognition, through remuneration, conditions of service, transparency in our communications, and in career management.

Reflecting on recent improvements within the people theme, you should have received your NZDF one-off payments, understand the Army retention initiative which will be paid to identified trades, ranks and location based personnel in mid-June, and are aware of the interim sustainment allowance being approved.

We have also had the recent Government announcement of investing over \$400 M on remuneration uplift, over \$240 M on Defence Assets and Infrastructure, and \$85M on Housing for Defence Bases, which includes up to 50 new builds for Waiouru and a renovation pilot for 13 properties at Burnham and Linton.

Within NZDF, an Interim Workforce Crisis Plan has been developed that is focusing on the next 18 months. The themes are Retain, Re-enlist and Recruit. The plan includes items such as reviewing allowance regimes, implementing 'quick wins' regarding HR policy dissatisfiers, delivering remuneration increases based on uplifts and forecasted underspends, and exploring options to shorten recruitment timelines among others areas. There is a real focus on making demonstrable changes that have tangible effects for our people.

We are also empowering our leaders through policy amendments and lowering approval authorities. Recent DFO 3 changes are one example, providing commanders with a remit to approve administrative issues such as extending Defence housing extensions beyond six years, and pay and claim for ferry travel supporting courses, TODs equal to or longer than ten days. These and other changes are accessible under

the HR toolkit and I recommended you up-date your desk-files to incorporate these amendments. In addition, Army will shortly commence a project to update DFO(A) Vol 3 Personnel Policy to the new Army Orders – Personnel. This project aims to simplify existing policy to further empower Leaders.

We have made significant changes to our Army Career Management. The career management review project is being delivered. Once fully implemented, career managers will be able to spend more time working with individuals as opposed to process. We are striving to provide more agency to individuals, to increase transparency, and, enable enhanced career development.

These are just some of the areas we are getting after.

Those who know me well, know I use reflection as a tool. As we approach mid-year, I recommend you take some time to reflect. Reflect on your successes to date, on those that support you and on the changes we have made to invest in you, our greatest asset. Don't get me wrong, I know we still have work to do and challenges to overcome. I trust our actions go some way to show how important you are to us. We will continue to strive for improvement, for further empowerment of our leaders, improving our conditions of service and enhancing career management. This is just the start.

Each and everyone one of us has our own challenges, and life has been particularly challenging for many right now. Thank you for your dedication, your commitment and your professionalism.

Ngā mihi nui

**Brigadier Rose King
Deputy Chief of Army**



NZDF PERSONNEL MARCH IN HONOUR OF THE CORONATION OF HIS MAJESTY KING CHARLES III

In front of the eyes of the world, New Zealand Defence Force (NZDF) personnel marched through central London as part of the historic Coronation of His Majesty King Charles III on Saturday 6 May (NZ time).

The 20-strong New Zealand contingent marched alongside members of the UK Armed Forces and personnel from across the Commonwealth in the return processions from Westminster Abbey to Buckingham Palace. More than 7000 personnel from 40 nations were involved in the spectacle.

NZDF Contingent Commander Major Mike Beale said it was a pleasure to have led the young and diverse group.

“A lot of hard work and discipline went into this by some exemplary sailors, soldiers and aviators. I, like many in the contingent, am proud to have the opportunity to participate in such an historic event.

“The professionalism demonstrated by our hosts in preparing for a parade of such a scale has been of the highest level, mixed with good humour. The professionalism of the Commonwealth troops from 40 countries, all with slight variations in their drill, has enabled us to achieve a standard befitting of being at the head of the procession.”

New Zealand Army Artillery Officer, Lieutenant Jessica Hansen, and Royal New Zealand Air Force Avionics Technician, Leading Aircraftman Harris Thien, marched alongside the iconic Gold State Coach, which returned King Charles and Queen Camilla to Buckingham Palace following the

Coronation in Westminster Abbey. For Lieutenant Hansen, it was an honour.

“It was incredibly exciting. I was focussed on keeping in step and ensuring the Carriage reached its destination. What an experience, one I'll never forget.”

A 21-gun salute was fired from Point Jerningham in Wellington to honour the King. A salute was also fired from Devonport Naval Base.



BOMBS, DEPLOYMENTS, EXPLOSIONS AND SCARS



By Charlene Williamson

Army veteran Lieutenant Colonel (Rtd) Adam Modd GM, DSD, has dedicated his 34 year long professional life to bomb disposal which has seen him committed to domestic duties, frequent overseas deployments to combat zones, and humanitarian aid missions.

Risk, danger and destruction have all been part of a day-to-day existence where he strove to save lives and restore normality.

LTCOL Modd will compete alongside 21 others as part of the New Zealand Defence Force (NZDF) Invictus Games team in Düsseldorf, Germany in September 2023.

In 2007 after spending 22-years in the British Army, LTCOL Modd and his family moved to New Zealand when he approached and asked to join the NZDF to be part of a project that would develop and introduce new bomb disposal capabilities.

LTCOL Modd has defused thousands of improvised explosive devices (IEDs), unexploded ordnance (UXOs), and mines all over the world, in over 20 different countries. His commitment to bomb disposal has seen him shot, blown up, broken bones, amongst many other injuries.

In 2002 he was awarded the George Medal for Gallantry by Her

Majesty the Late Queen Elizabeth II, in 2021 he was awarded the New Zealand Distinguished Service Decoration (DSD) in the Queen's Birthday Honours, he has also been awarded two United States of America Bravery awards, and three FBI commendations.

In 2009 he broke his neck, resulting in the need for multiple surgeries and a permanent fusion with titanium cervical implant. In 2011 he was severely injured in Afghanistan whilst serving with 1st New Zealand Special Air Service Regiment (1NZSAS). This incident required hospital treatments in Afghanistan, Germany, and Auckland before he was able to return to Wellington Hospital and finally home.

"I was pretty banged up, fracturing my skull, rupturing my liver and breaking my back in three places, amongst other injuries, but all part of the job," he said.

He required a range of complex surgeries starting in 2011 and continuing through to 2018, with degeneration likely to continue as he ages. His accumulated injuries were assessed to have left him 42% disabled, he has also been challenged with depression and was diagnosed with Post Traumatic Stress Disorder (PTSD).

"Bomb disposal is a dangerous, highly committed, relentless, and intensive career choice. I feel it was my calling, it has been an honour to serve, going into harm's way, putting my life at risk to save others. Despite all the sacrifices and injuries, if I had a choice I would do it all over again," he said.

Visually LTCOL Modd doesn't appear to be that badly injured, but the permanent damage, and various surgeries have left him with multiple spinal fusions, titanium/cobalt implants, restricted movements, and other ailments.

"I have a lot of continuous pain. It wears you down physically, mentally, and it's often incapacitating. I find that the concealed scars, mental trauma, and pain can easily go unrecognised when they aren't so apparent.

"This goes unnoticed by those who don't know our stories and Invictus helps promote understanding," he said.

He said the mental and physical trauma suffered is something that doesn't go away, you don't get back the things you missed, the things you have lost, nor regain the things you couldn't do and still can't do.

"Invictus provides an opportunity for some balance, to achieve goals, and to get something back. I acknowledge that I am one of the lucky people who survived, and I often think of our friends and colleagues who didn't survive.

"I believe Invictus is for them too, allowing us to remember them, honour them, and pay our respects to one and all," LTCOL Modd said.

His career has come with many family sacrifices, especially for his wife Suzanne, son Connol, and daughter Farrell. He has completed over 16 operational deployments, which has seen him spend more than 12 calendar years away from his family in combat zones, or dangerous troubled areas.

"Many birthdays, Christmases, family celebrations, anniversaries and other special occasions with my family and friends were missed and lost. There are so many photos where my absence is apparent, and we relate them to where I was in the world at the time, or what hospital I was in," he said.

He said it is important to acknowledge that families and friends suffer too, they worry, cope, they see their loved ones hurt, and they care for them. Their stories and sacrifices go unnoticed and untold too. Invictus provides a way to acknowledge families and offers some healing opportunities for them too.

"My family has been amazing, supporting me in my career, my service away overseas, and helping me convalesce. They have helped me through my struggles, and losses in a way that offered dignity," LTCOL Modd said.

While initially applying for the 2016 team and being accepted, military commitments and surgery requirements meant he could not attend, and he thought that his Invictus goal was lost.

LTCOL Modd said being part of the team and an activity that seeks to promote mutual recognition, mental and physical support, and general wellbeing means more to

him than words can portray.

"The whānau aspect of Invictus is also important to me. Like many of the competitors past and present I feel this is a unique opportunity to be part of something quite special.

"It is hard to explain the way we collectively feel, it's not closure that we seek, we know that it's not possible to change what happened or the impact it had on our careers and course of our lives.

"Invictus gives a sense of purpose, belonging, and an ability to recover in a way that far exceeds just medical interventions, and helps heal others by sharing and supporting one another."

He said Invictus is about being part of something, with people you know, people who understand, people who have common feelings, and people focussed on mutual support.

"Invictus is about getting together as a group, giving back some dignity, self-worth, and showing that despite being broken we can be in a sporting competitive environment. Even getting together as a team and training together has created amazing positive feelings."

LTCOL Modd said he is most looking forward to walking out at the opening ceremony of the Games as part of team New Zealand.

"I will be feeling so proud, feeling that I belong, and feeling strong standing shoulder-to-shoulder with my Invictus whānau. It will also be quite special having some of my family there sharing the experience, and knowing those who are not there will be proud that we could contribute to such an amazing event," he said.

He will compete in archery, table tennis, rowing, wheelchair basketball and wheelchair rugby at the Games.

The sixth Invictus Games will take place in Düsseldorf from 9-16 September under the motto "A HOME FOR RESPECT" and together with the German Armed Forces, will welcome around 500 competitors from more than 20 nations, as well as around 1,000 family members and friends, to compete in ten sporting disciplines.



OP TIEKE



Kiwi Team 3, mostly made up of members of 1 RNZIR and 2/1 RNZIR was assigned to the command of 1st Battalion Irish Guards to help deliver infantry training to Armed Forces of Ukraine (AFU) personnel. K3 trained 400 Ukrainian personnel over two five-week courses during the deployment. This is their story.

The basic infantry combat training delivered to the AFU focused on enhancing their survivability and lethality, and instilling confidence and offensive spirit.

The course covered a weapons phase to train them on the AR-M9F (a 5.56mm variant of the AK-47 made in Bulgaria), grenades and NLAW. This was followed by an introduction exercise which focused on their individual skills and fieldcraft. The students were taught tactical combat casualty care and counter explosive ordnance drills before heading out on three back-to-back field exercises covering tactical training, trench operations and urban operations. The course finished up with nine days on the range, including a live field firing package, to build competency in weapon handling and marksmanship before heading back to Ukraine to defend against the Russian invasion.

The recruits arrived with a varying state of military experience and a wide range of backgrounds. The individuals were diverse in age, religion, upbringing and skillsets. The first course had an older age average of about 35 years and more experience working in labour trades and farming. This course proved to be stubborn, hardworking and relied more on hands on learning. The second course was a younger group with an average age of 23 years, who had more technical jobs such as mechanic, engineer and chef etc. The second group spoke better English and picked up basic drills much faster. However, they had a harder time adapting to the cold environment and physically demanding aspects of the training. Nevertheless the progression between both courses was similar. By the end most recruits were able to look after themselves in the field, conduct the infantry role up to section level tasks in varying environments and were able to pass the basic weapons live firing testing while maintaining weapon safety and conduct of correct drills.

The Connection

The interpreters supporting the mission were our centre of gravity. Like in past deployments, the Kiwis and the interpreters were able to build strong working relationships. They would teach us crash commands in Ukrainian and we would teach them Kiwi slang. By the end of the course the interpreters were embedded within our sections and truly part of the team. It sometimes took them a while to learn the military terminology but they were all keen to learn and would always ask questions if unsure about anything. Most of them had a great sense of humour and were good for a laugh during lulls between the training.

Working with the AFU was a unique and rewarding experience. They came from different walks of life and all had such unique personalities. It seemed the only thing every single one of them had

in common was wanting to have regular five-minute smoke breaks. Joking aside, most of them were highly motivated and wanted to defend their country. They were keen learners and picked up the training fast. Sometimes it was difficult to get the message across if there were no interpreters around but usually there was enough broken English from the AFU and enough broken Ukrainian from the Kiwis that training could still be conducted after hours. During breaks in the lessons you'd often see them practising what had just been taught or coming up and asking the instructors more questions. They only had a short window of training before they were sent to the frontline and it was obvious that they wanted to learn as much as possible.

Working with the AFU NSE (National Support Element) was a whole other story again. You might get a section commander that's

been in the military for less than a year or you might get one that's been in for over 20 years and has been fighting Russians since 2014. The NSE personnel had some amazing stories to share with us and the relationships we built with them were strong. It was really a luck of the draw, but whoever you ended up with you will probably never forget.

The Experience

K3 worked long hours, from the early in the morning until late into the evening, planning and executing quality training for the AFU. Fortunately there were well timed rest days throughout the training programme where we could rest, recover and explore the UK.

Training the AFU was our main effort and something that we all worked tirelessly to ensure they were as prepared as they could possibly be.



Change of Command Ceremony 5 Mar. MAJGEN Williams hands the MFO Force Commander's flag to Ms Elizabeth Dibble, the MFO Director General. The incoming FC, MAJGEN Pavel Kolar (Czech Republic) is to her right.



KEEPING THE MFO WHEELS TURNING DURING A PANDEMIC: MAJGEN Evan Williams

By Judith Martin

It was no ordinary deployment, Major General Evan Williams is the first to admit.

The New Zealand Army veteran has recently returned home after a near three and a half year stint as the Force Commander of the Multinational Force and Observers (MFO) the Sinai-based peace keeping mission that monitors the protocols of the Peace Treaty between Egypt and Israel signed in 1981.

He is the third Kiwi commander to head the long-standing and well respected organisation that polices the accord between two states that were once at war. But he is the first to undertake the role just before the world was plunged into a pandemic. He also had to contend with his wife Kristin's ill health, and eventual passing during his tenure.

Kristin was diagnosed with cancer on December 1, 2019, the day he took over as Force Commander.

He remained positive, largely due to Kristin's stoicism, and the fact that he took over from a very competent predecessor, the now Chief of the Australian Army, Lieutenant General Simon Stuart.

"I was very lucky to take over from General Stuart. He had brought structure and processes to the MFO which enhanced the work that was being done. I knew I was taking on a sound ship with a great crew on a sound course. That Anzac bond is strong and we have similar training and outlooks.

"I felt confident I was taking over a role that while being challenging, the Force was clean, tidy and well-postured."

And then Covid struck.

As the Commander it fell to him to not only keep the wheels turning and achieve what the MFO was established to do, but to keep the 2,000 members of the Force, made up of troops from the 13 contributing nations and the Egyptian and international contracted staff as safe as possible.

"Suddenly there was a need to change how we did business. We

couldn't do things the same way while coping with a virus that at the time, no one knew a lot about. Our focus shifted to how we could continue to do our mission as the restrictions of the global pandemic continued to be felt. We had to abide by whatever restrictions were imposed by our host country (Egypt)."

"Some intensive planning got underway, and decisions were made to reduce as much as possible our exposure to outside entities, no mean feat when the point of being in the MFO was to monitor outposts, liaise with a myriad groups, train drivers and bring in supplies from Israel.

"In the early days we only did mission essential work outside of North and South Camps. Everything we normally did by vehicle to observe the peace treaty we now did by air, using helicopters and fixed wing aircraft. Our posture in the north was a bit different because we had to protect ourselves from an ongoing security threat, as well as now protect ourselves from the health threat at the same time."

The constant flying made for very demanding days, but it was imperative that Egypt and Israel were confident the MFO was seeing what needed to be seen so they had a good level of awareness and could discuss aspects of the treaty.

A real challenge that MAJGEN Williams reflects on regularly is the tragic loss of seven MFO members in a UH60 helicopter crash on Tiran Island right in the middle of the struggle with Covid in November 2021. "As a Commander, you never want to lose anyone period, least of all in tragic accidents, but when you do, you need to ensure that you help the organisation deal with the shock while maintaining the focus on the job at hand. This was particularly difficult while in Covid lockdown."

MAJGEN Williams put a hold on troop rotations for two

months, before the New Zealand contingent was the first to rotate in, quarantining for 14 days until they took over their duties. "I felt that it was extremely important that we re-established troop rotations as soon as we could to provide a degree of certainty to the troops."

To facilitate this, the training team which prepares all personnel from the contributing nations switched to mainly on-line training that troops could do in the safety of their rooms.

There were six outbreaks of Covid, mainly in South Camp, and the sixth and final outbreak was the most serious, spreading through the MFO and into the remote sites. Assistance was required and two medical teams, one each from Australia and New Zealand deployed to help contain the spread, minimize the impact, and prepare the Force for vaccinations.

"Most of the soldiers were young and fit so the impact was minimal. The local Egyptian workforce was affected quite significantly but they were looked after the same as anyone else. They were members of the MFO family, He Waka Eke Noa – they were in this together!" said MAJGEN Williams.

While maintaining a significant peace-keeping operation throughout a pandemic was at times onerous, there were lessons learned and efficiencies discovered. "We worked out we could do things more efficiently by changing some processes. The changes became our new normal."

The MFO maintained a very high vaccination rate, and by late 2021 restrictions were easing. "We had navigated our way through but still met the expectations of Egypt and Israel. That was gratifying."

MAJGEN Williams is quick to point out the success of the mission was due to a lot of close coordination and cooperation with and by the host nation and Israel as well as the support of leadership from the MFO Headquarters in

Rome and support from the MFO Offices in Cairo and Tel Aviv.

"We were fortunate in that good relationships had been developed, and people were patient. The MFO has a great reputation and is one of the world's most successful peacekeeping missions. I think empathy, humility, patience and perseverance is what makes a mission like that successful. The Egyptians and the Israelis are very proud and professional states, and trying to understand how they think is so important. Their religious and cultural background is so different, and that's why empathy and humility are important."

Military diplomacy in that part of the world is vital, he says. "That's where the effort is needed because that's where the success of the MFO lies."

"I was privileged to have led MFO as my last appointment in uniform. It was the pinnacle of my career. It is the people that make the MFO so successful, and it is the day-to-day engagement, through thick and thin with such a wide range of people that helped me in so many ways, both professionally and personally."

MAJGEN Williams handed the Force over to his successor from the Czech Republic, MAJGEN Pavel Kolar on March 5 during a Parade in South Camp overseen by the Director General, Elizabeth Dibble. The parade was attended by senior officers from the Treaty Parties Egypt and Israel, and Ambassadors and representatives of the 19 supporting states.



MAJGEN Williams is awarded the US Legion of Merit (Officer Division). He was the first New Zealander to receive this Division of the award.



Accepting the MFO Flag from the then Director General of the MFO, Ambassador Stephen Beecroft at the Change of Command, 1 Dec 2019.

Kristin Williams had a profound impact in her local community during her two years in the Sinai, says MAJGEN Williams.

“She lived here with me and was very actively involved in so many things, from dance and art classes to women’s groups. She could connect with anyone, and my Israeli and Egyptian counterparts got to know and love her. They were very supportive when I had to bring her home to New Zealand to be with her family towards the end of her life.”

She supported his work constantly. “Wherever I went she was there, even when she lost all her hair. She was an amazing pillar of strength and I missed her terribly for the last year of my deployment.”

Kristin died in New Zealand on December 15, 2021. MAJGEN Williams returned to the Sinai to finish his tour of duty with the MFO.

Kristin’s dedication to the MFO was recognised prior to her departure with the awarding of the Director General’s Award for Excellence. When the presentation was made by the then Director General Ambassador Stephen Beecroft, Kristin remarked, “At last my own medal!” In recognition of her involvement in the design and project management, the FC’s Residence in South Camp was named Kristin Claire Williams House.



US Army commanders visited the MFO during the Covid pandemic.



Kristin Williams receiving her DG’s Award for Excellence from Ambassador Stephen Beecroft Oct 21.



Welcoming the new DG, Ms Elizabeth Dibble at a Pōwhiri at South Camp Oct 22.

ANZAC DAY, AT HOME AND ABROAD



Army personnel marked Anzac Day this year both at home and abroad, paying tribute to those who have gone before and thanking those still making huge efforts for a better world.

More than 30,000 New Zealand military personnel have been killed in wars and conflicts since 1915, with the ongoing struggle for a more peaceful world still happening today.

Acting Chief of Defence Force Air Vice-Marshal Tony Davies, who took part in the Dawn Service and National Commemoration at Pukeahu National War Memorial in Wellington, said Anzac Day was a time to reflect on the past, while also thinking about those currently serving.

A number of soldiers were overseas for Anzac Day this year including a contingent in Gallipoli, with other agencies supporting those events in Türkiye.

Many personnel marked Anzac Day in different time zones too, with a wide variety of services attended.

The NZDF contingent deployed to the UK to train Armed Forces of Ukraine personnel congregated during a Field Training Exercise to conduct an Anzac Day Dawn Service, paying their respects to their forebears.

Personnel serving as United Nations Military Observers in Lebanon attended Anzac Day services with Australian colleagues at the Commonwealth war grave cemetery in Beirut, and personnel with Observer Group Golan attended Anzac Day commemorations in Jerusalem.

Services were attended by personnel deployed in the Middle East, and in Japan personnel attended a service near Yokosuka.

In South Sudan, NZDF personnel attended a Dawn Service with Australian and Turkish personnel deployed to the United Nations Mission. The NZDF and Australian Defence Force personnel hosted a combined breakfast to mark and commemorate this occasion with other mission members.

The New Zealand contingent in Korea attended dawn services in Seoul, at the War Memorial of Korea. Ten personnel observed Anzac Day alongside members of the Australian Defence Force posted to Korea and the United Nations Command, with select personnel involved in the service.

This year the service coincided with the 73rd commemorations of the Battle of Imjin River, and the Battle of Gapyeong, both pivotal engagements for many Commonwealth forces involved in the Korean War.

HIGHEST CROWD NUMBERS ATTEND GALLIPOLI SERVICES SINCE CENTENARY

The passage of time did not deter thousands from returning to Anzac Day services in Gallipoli, Türkiye, with the highest crowd numbers seen since the 2015 centenary of the doomed World War I landings.

As the haunting sounds of the digeridoo and karanga echoed across the commemorative site, the Dawn Service commenced to the backdrop of the sun rising across the solemn crowd.

More than 1,500 New Zealanders, Australians, Turkish and people of other nationalities gathered on Anzac Day, 108 years on from the horrific yet formative battle that saw the loss of more than 10,000 ANZAC lives.

As the Master of Ceremonies opened the service, members of both the New Zealand Defence Force (NZDF) and Australia's Federation Guard mounted the catafalque party.

Minister of Defence Andrew Little delivered the commemorative address and expressed condolences and sympathy to the people of Türkiye affected by the devastating earthquakes in February.

"Those of us who saw the footage of the aftermath of the earthquake were struck by the courage and determination of the first responders. As we gather here today, we are reminded of the bravery and self-sacrifice of the unarmed medical staff belonging to both sides on the battlefield that stands behind us. They helped friend and foe alike with great humanity and care."

Minister Little spoke of the doctors and stretcher bearers of the New Zealand Medical Corps who risked everything to reach the wounded in the firing line.

"More than a century after the end of the battle we remain quite properly in awe of how ordinary men put aside their fears and found such reserves of courage and endurance. Their example should inspire us all to try, in whatever way we can, to make the world a place in which no one has to endure the kind of suffering and torment that saturated this peaceful cove in 1915."

Hymns and prayers were then recited before officials laid wreaths in remembrance, including Chief of the New Zealand Defence Force Air Marshal Kevin Short, and NZDF contingent commander, Wing Commander Rachel James.

Warrant Officer of the New Zealand Defence Force, Warrant Officer Class 1 Mark Mortiboy, read the Ode of Remembrance in te reo Māori while his counterpart in the Australian Defence Force delivered the ode in English.

A rousing delivery of the Last Post and Reveille was played before the Turkish, New Zealand and Australian national anthems were performed.

NZDF Chaplain Class 2 James Molony delivered the final blessing for the service before the catafalque party dismounted.

Following the Dawn Service, around 500 people attended the New Zealand service held at Chunuk Bair to honour one of the bloodiest battles of the Gallipoli campaign.

Minister Little laid a wreath at the Atatürk Memorial which stands



MOVING CEREMONY COMMEMORATES MAORI PAH SITE AT GALLIPOLI



Emotions ran high during a solemn rededication and remembrance ceremony held on the Gallipoli Peninsula at the place where New Zealand Māori Contingent made its camp before the bloody assault on the heights of Chunuk Bair during the First World War, an iconic but costly and ultimately unsuccessful attack.

More than 100 people gathered on Sunday, 23 April at the site where the 477-strong Māori Contingent of the New Zealand Expeditionary Force arrived at Gallipoli, Türkiye, in July 1915.

New Zealand Minister of Defence Andrew Little joined official representatives from New Zealand, Türkiye and Australia, as well as the New Zealand Defence Force (NZDF) Gallipoli contingent, descendants of 28 (Maori Battalion) and other representatives at the historic site.

Last year during the Anzac Day commemorations, the New Zealand Minister for Veterans, Meka Whaitiri, asked Ismail Kaşdemir, the President of the Gallipoli Historic Parks Directorate, whether it would be possible to officially mark the site.

Since then, the NZDF and other agencies have worked closely with Turkish authorities in creating an information sign and improving access to the site, which is 300 metres off the main road.

During the service, a replica King's Colour of the Pioneer (Maori) Battalion was paraded and the Chief of Defence Force, Air Marshal Kevin Short, addressed those who had gathered for the emotional service.

"This place has great historical significance for Māori, and to everyone from every country with connections to this place," he said.

"We are grateful to the Gallipoli Historic Parks Directorate for making the installation of the information sign that marks the site possible."

The hymn *Au e Ihu* was sung during the ceremony, as it was in the same area on the evening of 6 August 1915, shortly before the soldiers went into action as they gathered for karakia (prayers), himene (hymns) and to farewell each other.

Soldiers from the time during the harrowing offensive recalled: "...they moved off, the platoons all cheered each other, crying 'Ka mate, ka mate, ka ora'... We all felt and thought of our great-grandfathers' times when they prepared to go into battle. The chaplain's last words to the men were: Kia māia! Kia toa! [Be brave! Be bold!]"

Following the service, a stirring haka was performed by the NZDF Māori Cultural Element, which echoed through the natural amphitheatre, mirroring scenes from 108 years earlier.

Historical background:

- The 477-strong Māori Contingent of the New Zealand Expeditionary Force arrived at Gallipoli on 3 July 1915. Its service at Gallipoli was the first occasion a Māori unit took part in combat outside New Zealand. By the time of the evacuation only 60 men remained; the remainder dead or evacuated as battle casualties or because of sickness.
- The contingent was based below No 1 Outpost, which was at that time occupied by the 10 Australian Light Horse. The contingent's campsite became known as the "New Zealand Maori Pah" (a fortified village).
- The entrance to the trench connecting the pah with the Big Sap trench was marked by traditional figures carved on its wall. There are famous photos of these carvings but they were likely destroyed by earthworks post-WWI.
- This location was chosen because it gave some protection from the shells and bullets which rained down from the heights. Yet even as they dug in on that first day, the Contingent began to suffer the daily casualties from snipers and shrapnel that were part of the life at Gallipoli.
- One of the men of the Wellington Mounted Rifles, who were about to join part of the Māori Contingent for the attack on Table Top that night, wrote: The hymn '*Jesus Lover of My Soul*' [*Au e Ihu*] was sung in Māori, to a tune of their own. The parts blended beautifully. The chaplain in a splendid voice sang the solo, the rest supplying the obligate... My squadron stood around silent listening intently. There was something about... the tune and the scene that brought tears to the eyes, and yet as we listened we felt that they and we could go through anything with that beautiful influence behind us.
- The Contingent distinguished itself during the attempt to capture Chunuk Bair. Together with the regiments of the New Zealand Mounted Rifles they were part of the stunning successes at Old No 3 Outpost, Table Top, Bauchop's Hill and Little Table Top, which paved the way for the infantry's attack, albeit unsuccessful, on Chunuk Bair.
- On 21 August, men from the Māori Contingent joined the New Zealand Mounted Rifles, Australian, Gurkha and British troops in the attack on Hill 60 (Kaiajik Aghala).
- In the last six weeks of the campaign, elements of the Māori Contingent served with the New Zealand infantry battalions.
- The 10th Australian Light Horse (ALH) were described as "agreeable" neighbours and some of the Māori Contingent were involved in a funeral service for one of the Australians killed by a sniper. The 10th ALH departed from the vicinity of No 1 Outpost on 31 July and would suffer grievous casualties a week later in the charge at the Nek.

beside the New Zealand Memorial, before Chaplain Class 2 Molony opened the event.

Her Excellency Zoe Coulson-Sinclair, the New Zealand ambassador to the Republic of Türkiye, welcomed guests before Minister Little provided a commemorative address.

"Each year we gather on Chunuk Bair by this simple, but poignant memorial to the New Zealanders who came 'from the uttermost ends of the earth' to fight and die here in the service of our country," Minister Little said.

NZDF Person of the Year, Petty Officer James Faleofa, spoke about the experiences of 20-year-old Trooper Clutha Mackenzie of the Wellington Mounted Rifles, the son of a former Prime Minister, who lost his sight during a battle at Gallipoli.

"The horror that was Chunuk Bair was the last thing he ever saw – to remain seared forever into his memory."

Clutha Mackenzie spent the rest of his life as an advocate for the blind, both nationally and internationally, and was one of the pivotal international figures in the development of a universal Braille system.

"What happened in that frightening and horrific moment on Chunuk Bair that day in August 1915 defined Clutha Mackenzie's life forever. From it, came a contribution to creating a better future for generations of blind people that created a lasting and positive legacy."

Air Marshal Short delivered a reading that focused on the brotherhood of those who fought and died on the battlefields of Gallipoli.

"There were 56 pairs of brothers among the dead, some dying within minutes or hours of each other. In many other instances one brother was killed while the other survived. Tragically, a number saw their brothers die," he said.

"We keep returning here, even after more than a hundred years, because Gallipoli is such a part of our collective national identity. We still maintain a connection to the generation that endured so much here and in the years that followed.

"Their stories are still very much alive in their families and in our communities and we feel compelled to remember them in this place."

Official speeches were supported by performances by the NZDF band and Māori Cultural Group, while Australian and Turkish military personnel also conducted ceremonial duties during the service.

The commemoration concluded with a poignant rendition of *Pō Atarau (Now Is The Hour)* performed by Lance Corporal Bryony Williams and the Māori Cultural Element before the entire contingent took part in the NZDF haka, He Taua.

ARMY MEDIC HONOURS THE SERVICE OF HIS TĪPUNA AT GALLIPOLI



Walking in the same footsteps as whānau who fought for New Zealand at Gallipoli is an experience New Zealand Army medic Corporal Cedar Vaimea (Ngāti Maniapoto) will never forget.

Corporal Vaimea represented the New Zealand Defence Force as a Catafalque Guard in the 2023 Anzac Commemorations in Türkiye.

"I was very humbled to stand on the ground my tīpuna once stood, experience the terrain and what they looked at. To be able to stand still and take that all in was overwhelming," he said.

Corporal Vaimea's great-great uncle Private Ned Turner served in the Auckland Infantry Battalion. He was killed at Gallipoli at the age of 23 in April 1915.

"Physically seeing Ned Turner's name engraved on the cenotaph at the Lone Pine Memorial was an extremely emotional experience," Corporal Vaimea said.

"There is no known grave for him due to the chaos of war, but it's likely he fell in the vicinity of the hill known as Baby 700.

"In the spiritual sense, being here lets him and the others who never returned home know that their names have not been forgotten."

Another of Corporal Vaimea's great-great uncles also fought in the costly Gallipoli campaign.

Lieutenant Thomas Matengaro Hetet was underage when he enlisted in the Maori Pioneer Battalion.

He went on to fight on the Western Front for three years and was wounded in action, with multiple gunshot wounds and shrapnel in his left thigh.

Lieutenant Hetet returned home and died in Te Kūiti in 1960, aged 64.

Corporal Vaimea's third great-great uncle to fight in Gallipoli was Second Lieutenant Te Rehe 'Brownie' Amohanga.

He too was in the Maori Pioneer Battalion and in 1916 travelled to the Western Front where he suffered a gunshot to the shoulder and was also gassed.

Upon his return to New Zealand, Second Lieutenant Amohanga was held in high regard by his hapu Ngāti Kaputuhi. He died in 1977.

For Corporal Vaimea, walking the same footsteps in Türkiye as members of his whānau many decades earlier was overwhelming.

"I believe in the connection with the spiritual world, so being able to do that on the Gallipoli Peninsula was an honour.

"To pay my respects to those who have gone on before us was a moment that will always stay with me."

New Zealand Liberation Museum a memorial to Kiwi soldiers in Europe

New Zealand's first memorial museum in Europe for Kiwi soldiers who died on the continent during the First World War will open in France this October with an innovative visitor experience created by Wētā Workshop.

The New Zealand Liberation Museum – Te Arawhata will commemorate the triumph of Kiwi soldiers who liberated the people of Le Quesnoy from four years of German occupation during the First World War.

"The museum will be Aotearoa's tūrangawaewae on the Western Front," says Sir Don McKinnon, Chairperson of the New Zealand Memorial Museum Trust – Le Quesnoy (NZMMT) which is behind the creation of the museum and raising funds to complete the \$15 million project.

"It will be a memorial that commemorates the approximately 12,500 New Zealanders who died in France and Belgium during the First World War," he says.

Te Arawhata – which means "the ladder" in Māori – opens officially on October 11. It takes its name from the ingenious way soldiers from the New Zealand Division used a ladder to scale the walls of the town on November 4, 1918. The New Zealanders did not fire over the town's ramparts, which meant no civilian lives were lost during the liberation of Le Quesnoy.

The name Te Arawhata also refers to a pathway to higher things, which enables learnings from the past to be used to reflect on the price and value of freedom and the importance of friendship to support a better future.

Sir Don says allied nations such as Australia, Canada, India, South Africa, and the USA built commemorative museums in Europe after the First World War, however New Zealand has never had one.

New Zealand has four battlefield memorials on the Western Front: a sculptured plaque on the rampart at Le Quesnoy, and memorials at Longueval, also in France, and Messines and Gravenstafel in Belgium.

"The New Zealand Liberation Museum is respectfully building

on that legacy. It will be a place that honours our past, highlights the importance the First World War continues to hold, and tells the extraordinary stories of Kiwi men and women who served in Europe."

The Wētā Workshop experience

Wētā Workshop Senior Creative Director, Andrew Thomas, says it aimed to create an immersive storytelling experience to highlight the human stories behind the liberation.

"Visitors will experience a mix of cinematic, sensory, and emotive environments. They will be able to immerse themselves in the dramatic storytelling, sculptural artworks, soundscapes, and projections to connect on an emotional level and remember the people involved in what is a hugely significant event."

Using its world-famous special effects, Wētā Workshop has created a giant soldier similar to the figures in its exhibition *Gallipoli: The Scale of Our War* at Te Papa.

"Playing with scale allows visitors to get up close to the hyper-realistic soldier, placing them in that significant moment which took place over 100 years ago," says Thomas.

Research for the project included having access to interviews with descendants of people who lived in Le Quesnoy at the time and of New Zealand soldiers who liberated the town.

Photos taken by war photographer Henry Armytage Sanders in the days around the liberation gave the Wētā team valuable insights into the French civilians, and New Zealand and German soldiers at the time.

"In a darkened room visitors will encounter the larger than life, hyper-realistic Kiwi soldier,

caught in a moment following the liberation. The soldier sits on the cobbles, his rifle placed alongside him. There are autumn flowers in full colour, placed in his uniform by the French civilians. It is as if you have stepped back in time.

"It's through this lens that visitors will have an insight to the humanity and context of the people that made this liberation story so memorable and impactful."

The highly immersive exhibition spaces are complemented by interactive and contemplative areas where visitors can learn more about the people involved in the liberation and New Zealand's wider involvement in the First World War and reflect on how these events are relevant in the world today.

The Kiwi Le Quesnoy connection

The courage of Kiwi soldiers during the liberation of the town more than 100 years ago created a special bond between the people of Le Quesnoy and New Zealand. A number of names in the town are inspired by New Zealand including Place des All Blacks, Avenue des Néo-Zélandais, and Rue du Doctor Averill (named after Second Lieutenant Leslie Averill who was the first soldier to ascend the ladder which led to the liberation).

Each year residents also commemorate the liberation by Kiwi soldiers on November 4 as well as Anzac Day.

The New Zealand Liberation Museum – Te Arawhata is located in a renovated mansion house which was the former mayoral residence and later the headquarters of the local Gendarmerie (French Police). The NZMMT purchased the building in 2017 and have been renovating it over the past two years.

Somalia veterans gather in Canberra

This year marks the 30th anniversary of the Australian and New Zealand Defence Forces' contribution to operations in Somalia with the US, the United Nations and various NGOs.

The Australian Somalia Veterans group held a reunion celebration in Canberra over 22 to 25 April. Eleven NZ Somalia veterans attended the reunion, with six travelling from NZ, five from within Australia, and with seven family members also in support.

Guided tours of the Australian War Memorial were coordinated over two days for the Kiwi group by Australian Somalia veteran Gary Wilson (ex-RAAF).

On Sunday 23 April, the Australian Governor General, His Excellency General David Hurley (a Somalia veteran himself), hosted a reunion reception on the grounds

of Government House for the over 1,000 guests. The reception was capped off with a C-130 flyover as the guests mixed and mingled.

On Monday 24 April, the NZ veterans attended a Mihi Whakataua at the NZ High Commission to Australia, hosted by Dame Annette King. Both parties performed waiatas and gave speeches capped off with morning tea and a tour.

After lunch, the veterans attended one of the key reunion events, a function at the Federal Golf Club for personnel who served under UNOSOM 1&2 in Somalia. Australian UNOSOM leads (John O'Grady and Greg Jackson) delivered speeches with WO1 Ray Kareko responding on behalf of NZ before the Kiwi's performed a waiata *Purea Nei*, which was well received. For NZ, service in Somalia also created an opportunity to foster the Anzac spirit with the Australian Air Traffic Controllers (ATC) who were offered accommodation at Taniwha Hill, the NZ tented camp. The camp was perched on the ocean side of a large sand dune within Mogadishu airport. The vacant ground for the Australians was at the highest point on the hill exposing them to militia gunfire, RPGs and mortars which occasionally whistled towards the



New Zealand camp. Once this was realized after the first week, a large sand bagged wall was constructed by both nations. This story was cause for friendly banter at the reunion function whereby the Kiwi response was, "the ATC were very brave... for Air Force".

On Tuesday 25 April, the reunion culminated with attendance at the Anzac Day Dawn Service, followed by the Aboriginal and Torres Strait Islanders Commemorative Ceremony. The public parade was lead by the

reunion group with His Excellency General David Hurley leading the Somalia Veterans group before he broke off to acknowledge the parade march pass.

The New Zealand Somalia veterans who travelled to Canberra would like to extend our gratitude to the Australian veterans and NZDF personnel in Canberra for hosting us and our families, particularly WO1s Tim and Lisa Kareko. Finally, we would also like to acknowledge and thank the generous financial support provided

by Veterans Affairs NZ through the Commemorative Travel Contribution given to the 11 veterans.

The NZ Somalia Veterans committee will now prepare to conduct its own reunion in 2024, and to reciprocate the hospitality provided by the Australian veterans. More to follow.



RISSINGTON STATUE TO MARK ITS FIRST ANZAC DAY AFTER SURVIVING GABRIELLE

Hawke's Bay's landmark ANZAC sculpture at Rissington has survived trial by flooding and made its Anzac Day debut in April.

The small community, about 20km northwest of Napier, hosted NZ Army troops just weeks after they were called in to help with the response to Cyclone Gabrielle.

With one half of the community cut off by the swollen Mangaone River, soldiers from 2nd Royal NZ Engineer Regiment established a pulley system capable of carrying 80kg loads across to those in need.

The flooding also threatened to undermine the six-metre-tall redwood statue which was completed last year by carvers Hugh Tareha (who died during the project) and Chris Elliott.

The New Zealand soldier faces towards Napier and the Australian towards Sydney.

One of the drivers behind the statue project, Bronwyn Farquharson, said that during the cyclone it wasn't clear if it would survive.

"There were a few tears shed when people saw it was still there," she said.

"I had heard it was gone but then someone said 'I think it's still there'. It was day three before I could venture down and have a look. I was delighted to see it still standing. It's very strong."

Some of the bollards surrounding the statue had been lifted out of the ground but were quickly fixed and a working bee cleaned away a lot of the silt.

Bronwyn, whose son Lance Corporal Bennet Farquharson is an electrician with the 2 ER, said Rissington started holding Anzac Day services about five years ago and they had become increasingly popular.

The services are held at the Rissington War Memorial, a memorial rock and plaque on the corner of Soldiers Settlement and Puketitiri Roads, opposite the statue.

This year's service was conducted by Royal New Zealand Air Force Chaplain Class 2 Di Woods, who also conducted the Commemoration Day held on Armistic Day in conjunction with the unveiling and blessing of the chainsaw carved Anzac Sculpture.

PLAN ANZAC

By Director Army Strategic Engagements – Army



Our cooperation with the Australian Army is linked to sustainable organisational outputs

In 2022 the Chief of Army directed that we realign to Australian Army Doctrine. In the same year he also published the Army Command Statement, an overarching concept for how we will sustain operational readiness as an Army in the future.

The first point relates directly to the second. We are a small Army, with a world class reputation for our operational performance, trained state and unique culture. To reinforce effort in these areas we are world class in, we must seek savings elsewhere. The Chief's direction, and subsequent signing of Plan ANZAC will lead to these savings.

Plan ANZAC helps the Army to remain integrated and independently capable

Plan ANZAC directly aligns to enduring Government direction within Closer Defence Relations. It is an outcome of both Armies following our Government's direction to cooperate so we "improve our ability to conduct combined operations".

Our Army will retain all sovereign functions expected of it. This includes our own sovereign command and control, our own sovereign initial training system, our own sovereign land support capabilities, and most importantly the culture unique to Ngāti Tūmataunga. Cooperation with Australia will improve the quality and depth of our capability, training and personnel systems. This will achieve Government direction to improve our ability to work together with the ADF on operations.

It also increases the impact and value of the sovereign outputs we provide Government. We will remain independently capable of deploying wherever the Government requires, whether that is alongside ABCANZ, Pacific, FPDA, NATO or United Nations forces.

Integration is key to a sustainably scoped Army, within the resources we have. The Chief of Defence Force himself has made integration the focal point in the NZDF Strategy. Army is continuously working hard to improve Joint Force integration. Plan ANZAC is the next step in Army's effort to meet CDF intent regarding integration.

Plan ANZAC has four Lines of Operation (LOO) Each of these will impact everyone in the Army

LOO 1: Strategic Engagement

This LOO will be initially focused on improved coordination across the Pacific. Both Armies are at the heart of our respective Defence Forces Pacific cooperation programs. Our cooperation will therefore reduce the complexity of training delivery across the Pacific and ensure we are not overwhelming our Pacific partners, or duplicating effort. In the future, for the good of our Army and other small Armies, the intent is to create a routine and predictable rhythm of key exercises that we, and all Pacific partners can plan off.

LOO 2: Capability Cooperation

This LOO will be initially focused on improving existing, and complementary, capability projects. This will include information sharing on the Bushmaster PVM, the SITAWARE Battle Space Management System, and on a range of conceptual documents that closely relate to both Armies' doctrinal cooperation and outputs. This LOO may identify other areas for capability cooperation, especially given the strength provided by proximate trans-Tasman supply chains and the benefits of Defence Industry cooperation when appropriate.

LOO 3: Training Integration

This LOO is our main effort in 2023/2024. This includes the realignment to Australian Army Doctrine. It will also include the adoption of the Australian Army Training Instruction, and Training Management Framework. This is critical to improving our operational interoperability, not just for our Australian ally, but also with ABCANZ partners and across the Pacific.

The key benefit expected from this LOO is staff work savings in development of our own doctrine, and ultimately combined ANZAC effort in training and doctrine development.

LOO 4: Personnel and Readiness Cooperation

This LOO is underpinned by shared challenges on both sides of the Tasman Sea. It will include sharing lessons from retention and recruiting initiatives, and sharing analysis on readiness models. It will also include alignment, where appropriate, of employment profiles to further improve the integration of capability, training and personnel systems.

Plan ANZAC will benefit our Pacific whānau too

This cooperation will also benefit our Pacific partners. Australia and New Zealand provide more than 75% of external land force training in the South West Pacific.

Eighty percent of forces in the Pacific are land forces. Eighty percent of the NZDF's Mutual Assistance Programme is conducted by the Army. The NZ Army delivered training to over 1000 of our Pacific peers, on 300 days, in 2022 alone. Our Australian Army ally also deliver the large portion of ADF MAP work. Our Pacific whānau were consulted on doctrinal alignment, and have encouraged us to pursue it. Our cooperation will reduce the complexity of training delivery and improve overall Pacific interoperability. This will allow us to collectively deliver, when called on by our Government, Pacific solutions to Pacific challenges.



What does Plan ANZAC mean for you?

Plan ANZAC will provide access to key areas for cooperation. We must do this in a controlled manner. We need you to use the chain of command to organise engagement with the Australian Army. We will firstly focus on training cooperation, led by the newly established G7 and Comd TRADOC. Then we will focus on capability cooperation, led by Assistant Chief of Army Strategy and Director Land Domain Capability.

The LCC, supported by the newly established G7, will take an important step with the doctrinal experiment on Talisman Sabre 2023.

Take the initiative in your doctrine alignment, but be careful not to get ahead of the process. Where you can, use available Australian doctrine and concepts. Avoid orphan doctrine and concepts. Confirm changes through the chain of command. Be patient. We must get this right, and not rush. If in doubt, look for a LWD/LWP as a reference.

This is a positive part of the Army's regeneration. We have heard you loud and clear, you want to achieve alignment as part of Army's sustainable future.

Continue to train safely and effectively. Look after your people. Reinforce to them that the Army has a sustainable, policy aligned, and pragmatic plan. To make it stick we have to develop it deliberately.

More direction on Capstone orders progress will come in each *Army News*. Next month the Strategic Concepts Team will provide a run down of the Army Command Statement and more.



AS/NZ BILATERAL SERVICE COOPERATION PLAN – "PLAN ANZAC"

Government Direction:

AS/NZ Defence Forces must be able to work together as efficiently and effectively as possible, this includes maximising interoperability through aligned planning across strategic engagements, capability, training, and personnel and readiness
(from Closer Defence Relations 2018 and Joint Ministerial Statement – 2022)

Australian and New Zealand Armies Cooperation Plan:

Plan ANZAC is the bilateral service cooperation plan to increase AS/NZ Armies' capacity to operate together, by cooperating and where appropriate integrating, across strategic engagement, capability development, training, and personnel and readiness efforts

PLAN ANZAC LOO

Strategic Engagement Cooperation

Improved coordination of regional engagements
 Improved ABCANZ common standardisation and engagements

Capability Cooperation

Improved coordination of existing, and complementary, capability projects
 Improved cooperation across common capability concepts and development

Training System Integration

Realignment of the NZ Army to AS Army Doctrine
 Realignment of the NZ Army to AS Army Training System
 Common AS/NZ doctrine and training employed across the region

People System Cooperation

Improved sharing of recruiting, retention, service conditions and career management lessons
 Realignment of employment profiles to support training integration

Major Outcome:

Interoperability is improved between a NZ Motorised Infantry Battle Group working in a AS Brigade Combat Team, and between Special Operations Forces

Major Outcome:

Respective Army Capability, Training and People Systems are understood and complementary

Plan ANZAC Objective:

Our Armies capacity to work together is increased in the Land Domain, as part of the Joint Force

Key Cooperation Facts

Steering committees for each LOO will report annually within Army Staff Talks

Sponsored by:

Deputy Chief of Army

Resourced with:

Engagements, Exercises Exchanges

Aligned to:

Joint Doctrine, ABCANZs goals

Informed by:

AS/NZ Defence Cooperation Principles

Reporting to:

AS/NZ Defence Dialogue through staff talks



AMPHIBIOUS CAPABILITY PROVEN IN FIJI

If you want amphibious warfare to be second nature, you have to practise it. Exercise Mahi Tahī in Fiji reinvigorated HMNZS Canterbury down this path, with NZ Army's new capability driving onto Pacific Island sands for the first time.

It's been a long time, Covid-speaking, since some of 5th Movements Company's amphibious support capability has 'crossed the stern' of HMNZS Canterbury

During March and April Canterbury supported Exercise Mahi Tahī, which involved working alongside Fijian military to train personnel in amphibious operations and humanitarian and disaster relief work.

The ship transported nearly three hundred NZDF personnel, two NH90 helicopters, eight trucks and one fuel tanker to Fiji.

Canterbury acted as a Pacific Island 'lily pad' for flying operations, while its landing craft conducted beach landing operations at Lomolomo Beach on the coast of Viti Levu.

Rolling off the landing craft for the first time on Pacific sand was a Beach Preparation Extraction Vehicle (BPEV) which can be used to help prepare the beach by clearing any debris such as logs or boulders, smoothing it out for other vehicles to land ashore.

The 18-tonne modified forestry skidder debuted at Exercise Joint Waka in 2020, a result of Capability Branch's Logistics Over The Shore (LOTS) project.

It can be fitted with a Push Plate that can be used to force the landing craft off the shoreline if it were to get stuck there, and it also has a rear winch for land vehicle recovery, said Lieutenant Callum Wilkie, Amphibious Beach Team

(ABT) Commander from NZ Army's 5th Movements Company.

There's a bit of a double-act involved in the next vehicle, a modified 20-tonne CAT938K loader with a FAUN trackway dispenser attached to the front, also inspired via LOTS.

The 20-tonne CAT 938K can roll out a modular aluminium trackway, 40 metres long, from the landing craft, and can deliver more lengths to roll out and connect to the first.

It means less robust trucks can drive onto a beach with less risk of getting bogged. But if they do, the BPEV is on hand to sort it out.

"Operation Mahi Tahī is about making sure that we are ready to assist in the Pacific if we need to respond to a humanitarian assistance and disaster relief situation," Lieutenant Wilkie said.

"Having this opportunity to deploy on Canterbury to Fiji, has been a great chance for us to build up experience within the team and test the capability.

"We haven't practised this type of amphibious landing for a while and this is the first time we've used both the BPEV and CAT938K overseas so it's really great to see it deployed here at Lomolomo Beach."

This was the first amphibious exercise for Canterbury since Exercise Tropic Major in Vanuatu in 2018, although the ship's amphibious capabilities came to the fore in November 2020 during a resupply mission to Tokelau during the Covid-19 pandemic.

Commander Bronwyn Heslop, Commanding Officer Canterbury, is keen for this kind of capability to become business as usual between the ship and the ABT.

"We also extracted 107 3rd Battalion Fiji Infantry Regiment soldiers from Kadavu Island, embarking them using the landing craft across the stern ramp and then disembarking them via the side ramp alongside in Suva the next day. The evolution mirrored what Canterbury could do if called on to evacuate large numbers of people.

"That was a high point for the ABT this trip – a real-time extraction of personnel and relocating them."



Photos: CPL Sean Spivey



MACHINE GUNS, MORTARS AND SHODDY BIKE PARTS

By Charlene Williamson

Armourers in the New Zealand Army are highly skilled in the maintenance and repair of a wide variety of weapon systems used by our soldiers.

Joining fresh out of high school in 2012, Corporal (CPL) Ash Peden thought the Army would be the perfect balance between getting a trade, keeping fit and doing something adventurous.

"I had a somewhat rural upbringing growing up in Kurow, North Otago, with a fair amount of hunting and shooting.

"I applied to be an Armourer as I could build on that passion I had handling firearms with the skills and knowledge to fix them."

As an Armourer Section Commander at 2nd/1st Battalion, Royal New Zealand Infantry Regiment in Burnham, a typical day for CPL Peden will include starting the day out with physical training, then into the workshop to assist in the management of the weapons section.

"The majority of the day-to-day work typically consists of repairing the vast array of weapons the infantry train with. This can range from pistols and rifles up to mortars and grenade machine guns.

"On top of that there's a fair amount of other support we provide too like delivering lessons on operator maintenance, giving technical advice to enhance training and supporting Infantry whenever they head out on field exercises," he said.

An armourer will work on a variety of equipment, starting with pistols and rifles and in time progressing to machine guns, mortars, and the weaponry on armoured fighting vehicles and artillery.

CPL Peden said he enjoys being presented with technical challenges in his role that really gets him using

the "top two inches" which will often lead to learning something new.

"Being an armourer in the Army is a great trade, it's a profession you won't learn anywhere else.

"It often provides opportunities to get away to wherever the weapons are. Whether it's supporting the combat trades on a field exercise, travelling overseas to the factory to learn about a new weapon system, or deploying on an operation.

"We usually have something interesting going on," he said.

He has been lucky to travel to the United States as part of the Factory Acceptance Testing team in 2018 and visited the Barrett Factory in Tennessee.

"We were there to learn about the two new sniper rifles the New Zealand Army had just purchased, and inspect them prior to being issued throughout the Army.

"That was a real highlight of my career so far."

Armourers will provide maintenance support in multiple environments including in the workshop on base or as part of a forward repair group working from a mobile workshop deployed in the field. They also are deployed in a variety of overseas exercises and missions primarily in support of other units.

CPL Peden deployed to Iraq in 2019 on Operations Manawa, as an armourer supporting the Kiwi contingent.

"On top of that I was assisting the Australian Army armourers with servicing and repairs for their weapons and vehicles.

"We provided limited range support to the Iraqi Army Brigade we were training, assisting with the distribution of equipment, and most importantly providing maintenance and repairs to the fleet of bicycles the contingents were using to get around Camp

Taji. Which was no small feat in an area full of dust, muck, debris, and shoddy bike parts."

He said his favourite weapon to fix would have to be the MAG 58 7.62mm machine gun.

"It is such a versatile weapon – it could be given to a section to patrol with, mounted to any vehicle or employed in sustained fire role to suppress a target.

"I have been on many different exercises where the MAG 58 has been used, and it is often the workhorse of that exercise."

Since joining the Army CPL Peden has gained National Certificates in Basic Engineering, Mechanical Engineering, Business (First Line Management), and Adult Education and Training. As well as multiple driver licence endorsements including the Bridge Engineering Self Supervision licence for bigger vehicles.

For more information on joining as an Electronics Technician in the NZ Army visit:
www.defencecareers.mil.nz



ARMY CAREER MANAGEMENT UPDATE

Your aspirations and how your career is managed is critical to building and developing Army's people capability.

The last couple of years have been incredibly challenging, but we are committed to making changes to develop a more resilient, sustainable system of career management across Army –

- one that enables you to have better access to relevant information so you can better manage your own career
- where you can have confidence that how your career is managed is transparent and fair
- that provides you with meaningful feedback and input into your career options and postings, and
- provides you with a level of certainty about your development and career options.

Improvements in career management

The Army Career Management Review has been busily working on designing, developing and implementing a range of recommendations to ensure your experience of career management is significantly improved – these changes are taking place within DACM and across the wider Army CM System.

Formation COMD, Regimental COMD and Commanding Officers have had extensive input into exploring how career management in the Army can be enhanced. The review team has also connected with Navy, Air Force, Directorate of Career & Talent Management and the Public Service Commission,

the UK MOD, ADF and 5-Eyes Talent Forum.

Career Board Changes

From 2023 the Army Career Boards are becoming more focused, transparent and fair. There are several reasons why this is important:

- Career Boards need to be clear on their purpose, provide 'value add' career management and need to be well designed to deliver on the required output. This includes how the information inputs and outputs flow between Boards.
- Career Boards need to be well supported with strategic data and tools in order to understand the context in which career management decisions are being made.
- All Career Boards need to be consistent in using relevant information, and members consistent in making evidence based decisions, in order to reduce bias.
- Career Board members need to be clear on what their role is and be well supported in those roles.

What do the changes mean for me?

Career boards are now 2-phased and each individual will be reviewed at two career boards across a 12-month period

- 1. Promotion & Extension Boards (PEBs)** will focus solely on promotion gradings and Extensions of Service and will occur in February/March of each year.
- At the Promotion & Extension Boards your promotion grading will be decided based on your PDR and, if relevant, an extension of service decided based on your

performance, potential and the Army's needs.

- An extension of service will be considered on a case-by-case basis for more senior ranks and may be tied to specific job or role requirements. For example, you may be extended for four years to complete a particular role in a specific location.
 - What this means is that the Promotion & Extension Boards are now more evidence based with a stronger focus on PDRs as the key board input.
 - To date, Officer Promotion & Extension Boards and the Senior Career Management Board have taken place over February, and the Warrant Officer/Soldier Promotion & Extension Boards took place over March 2023.
- 2. Development Boards are where your career path and subsequent development requirements will be discussed and planned.**
- This Board will look two to four years ahead and will draw on a wider range of career information to determine your potential and development needs, balanced with Army requirements and priorities.
 - The information used to support discussions will include the information you provide in the 'career management' tab of your PDR and discussions with your Career Manager.

- We are working to ensure PDR's will be more consistent. It is expected that those responsible for PDR's will ensure scores are linked to behavioural statements that are evidence based (eg observations and examples), and that comments will be provided on why a particular promotion grading has been given.
 - These Boards will meet in June/July/August and the outputs will feed into the following year's Promotion & Extension Boards.
- 3. The membership of each board has significantly changed with the inclusion of independent members and clear business rules. Designated board members will assess outcomes with all board members' recommendations being noted and recorded.**

Dashboards will not display your fitness or medical grading

If you are 'falling short' of requirements it should be captured in your PDR and reported on a Lead Self performance point. It remains the responsibility of unit commanders and leaders to manage poor performance. Even if your promotion grade is elevated you are to still meet trade, medical, fitness and coursing requirements for promotion.

Career Board letters will be replaced with an email notification

Whether you are an officer or soldier, you will receive notification of your Promotion Grade and Extension of Service much earlier in the year. Any unexpected or sensitive notifications will be preceded with a conversation by a Promotion & Extension Board member, with Career Managers informing your Commanding Officer of your Promotion & Extension Board outcome.

What does my promotion grade mean?

If you are considered at a Promotion and Extension Board, you will receive a promotion grade. A cleared promotion grade does not mean you are actually promoted, it means you are showing the potential to perform at the next rank. It will help to inform where best to invest in your development and coursing. Promotion may occur once you are posted to a role requiring the higher rank and you meet the requisites for promotion (eg fitness, medical coursing).

If you are a Reserve Force member

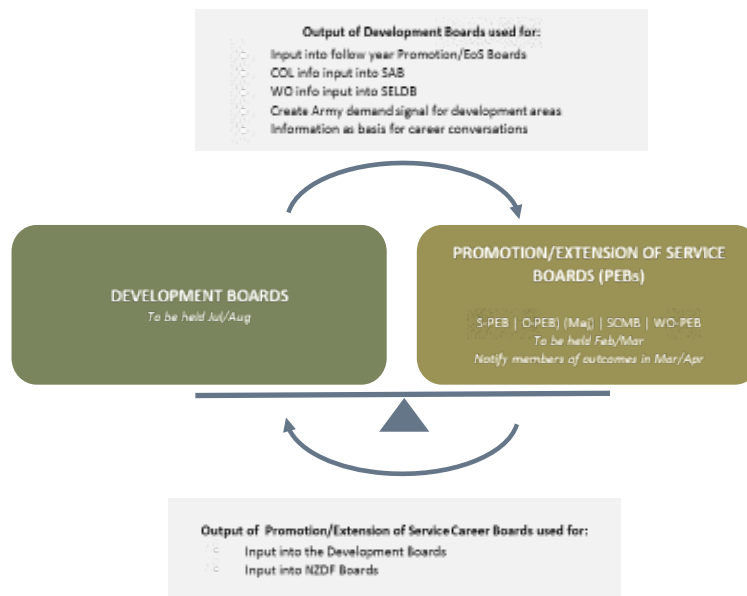
Only those with 20(+) training days are to be considered at the Promotion and Extension Board, which will be conducted in conjunction with the Regular Force members.

Career managers mobilised

With the changes in Career Boards, there has also been a significant revamp of career manager induction, a schedule of professional development for career managers, and better technology. What this means is your career manager will have an improved ability to undertake quality face-to-face engagement and deliver timely and meaningful feedback.

Questions?

If there are any questions on the process or upcoming changes, please engage with your respective career manager. If you are unaware of who your career manager is, look for them on the Army Command site on the Intranet Landing Page (ILP), under the Army Career Management tab.



Changes in DACM to Improve Engagement with Personnel and Command

Of the many objectives of the Army Career Management Review is that DACM Career Managers spend more time with Army personnel and Command talking about Army's organisational needs and the career management implications, people's career aspirations, development, posting options and progression.

DACM also wants to improve alignment between Regular Force (RF) and Territorial Force (TF)

career management. To enable increased engagement, and improve RF and TF alignment the Army Management Board has approved changes to how DACM is organised to support them to achieve the Review's objectives.

Recognising that DACM's current structure and resourcing levels would not enable the improvements required, the following changes will be implemented over the coming months:

Establishing an Assistant Mil Secretary (AMS) position. This position will become the career manager for LTCOLs and enable the Military Secretary (MS) more time to focus on strategic career management and leading DACM to implement improvements across the Army career management systems and within DACM. This role will likely be filled in Dec 23,

until then the MS will remain the career manager for LTCOLs.

Establishing two Mil Support Officer Positions. The intention of these positions is to free up the career managers from back office tasks that can dominate their time so that they can get out and about more talking with personnel and command. DACM is taking a 12-14 month pilot approach with these roles as they want to assess the impact of other Review initiatives before committing longer term to additional resourcing. The soldier support officer position has been appointed, with the intention to appoint the officer support role ideally over the coming months.

TF career management resourcing transfer from ACA(R) to DACM Military Secretary Command. The Military Secretary position is ultimately responsible

for all of Army Career Management so it makes sense that the full career management workforce directly responsible for this output sits under the MS' command. Integration into DACM should also promote a one Army approach. The Territorial Force Military Secretary position has been renamed Territorial Force Principal Advisor, and now reports to the Military Secretary which will ensure a strong TF career management voice at the DACM Exec Command. The AMS position will also pick up LTCOL+ TF career management, with continued involvement from the TF Principal Advisor. The other TF career management roles transferred, effective 1 May, include: TF Officer Career Manager, GS02 Army Reserves, and the Standby Reserve Manager.

Establishing two additional

administration positions. These positions are being established to free up DACM Command to focus more on leadership, stakeholder engagement and strategic career management, and to address significant increases of administration activity over the past several years.

What does this mean for you?

The intention is that, through changes to how DACM is organised, you should find it easier to catch up with you, or your direct reports', career manager to discuss career aspirations, development, postings needs or options. Alignment between RF and TF career management should also be realised, starting with improved communications to TF personnel. To contact your career manager – visit DACM's ILP site under Our People.

HUMAN PERFORMANCE CELL

Welcome to the inaugural Army News human performance article. The aim is to have a monthly article informing and educating our military personnel (uniformed and civilian) on different aspects of human performance. A Q&A section will be included with each article where personnel can engage with us and send questions regarding human performance.

What is the Human Performance Cell (HPC)?

The Human Performance Cell (HPC) is made up of a small group of uniformed human performance science practitioners specialising in the optimization of human performance. The cell is part of the Joint Support Group (JSG) and provide a wide range of services relating to human performance including: research and development, resource creation, education, advice to units, staff training, physical fitness assessments and monitoring, and more.

What is human performance?

The physical fitness and health (i.e. human performance) of our service men and women (sailors, soldiers, aviators) are essential and critical components of operational readiness. Military personnel must have a higher degree of fitness and health than the general New Zealand population to function in complex and demanding environments, where strength and endurance could be the difference between success and failure of an operation. Basically, our personnel must be physically fit, healthy, employable and deployable.

Human Performance is defined as;

The ability of all service men and women to physically perform their military duty from entry into service to exit without suffering any undue physiological stress, musculoskeletal injury or psychological harm.

To achieve this, a higher than average standard of physical fitness is required.

Human performance focuses on optimising the role-specific capabilities of our service men

and women, by focusing on the performance triad of: physical activity, nutrition and recovery. There is a well-established link between a soldier's physical health and their human performance capabilities – soldiers perform best when they are in good health. A big focus in human performance is to prevent and reduce the risks of illness and injury before they happen, being proactive towards health rather than reactive.

Questions from soldiers

We encourage all personnel to send any questions they have regarding human performance to: HumanPerformance@nzdf.mil.nz.



OP AWHINA: Our Cyclone Gabrielle response



By SGT Caroline Williams

Affectionately known as 'Aunty' by those who serve at East Coast Company, 5th/7th Battalion, RNZIR, Karyn Hocquard is a long standing member of the unit, beginning her army career in logistics in 1992.

"I'm older than you think," she says with a grin.

Training as a registered nurse, the now Stores/Transport Co-Ordinator for East Coast Company, she served with 104 Transport until 1999. Joining with a car licence, Karyn is proud to say she has added the 2228 Fleet, UNIMOG, NMV, Skytrack, bus and motorcycle to the list of vehicles she can drive

"I remember a convoy of us arriving in a small town, all the 2228 drivers got out of their vehicles and the locals gasped. They said, they're all girls driving those big trucks," she laughs.

After serving in East Timor in 2000, Karyn joined the Regular Force, also serving in Antarctica, until 2012 where she transferred to 5th/7th Battalion in a civilian capacity.

She knows the ropes, the pitfalls and highlights of military life. Cyclone Gabrielle was a tough one though. East Coast Company were the first responders to the Civil Defence National Emergency and Karyn was there every step of the way. She's been their pillar, their Aunty, and their friend through some pretty heart-wrenching days. There's been plenty of highs and lows for the company but she's got their back. And she'll still be there for them when life swings back to normal routine again.

"I decided to stay here (East Coast Headquarters) with everyone else. That way, I can

hear when the trucks start up, race down the stairs and see who's going out, and make sure they've got everything.

"I make sure they have everything they need like food and water, check on their welfare, the little things. They are all checking on everyone else's welfare needs, and I'm checking on theirs."

After being hit by the 2018 Hawke's Bay floods, Karyn also knows what it's like to lose material things too. "But they are just things," she says. Karyn gets it and she's here for her people.

"I've been looking at their map, look where they've been," she says pointing out the marked routes around the Hawke's Bay area. The map indicates all the areas that have been checked for roading access, casualties, isolated communities, and resupplies.

Reflecting on the company as a whole, she says, "Really, we're one big family here, I watch them arrive, get married, have a family. In fact, the current recruiter, I used to change his nappy, his Mum and I were friends since school." Karyn loves it when the families turn up too, and she's given all the babies a cuddle.

Karyn is found everywhere, she's the bar manager, the store person, the seamstress, but most of all, the friend and cheer leader to all, and is cherished by East Coast Company.

Company Sergeant Major, East Coast Company WO2 Te Hiko says, "Karyn's job is to order the stores and ammo for all our Company and Battalion exercises. Whenever we're training she's there making sure we have everything we need before we go out the gate, and she's there waiting for us when we return to make sure we haven't lost anything that we signed out from her."

"Karyn is an integral part of the 5/7 RNZIR East Coast Company 'whanau', Nanny to some but Aunty to all," he says.

"I'm so proud of all my people, they did good out there," she says.



The people of the region of Tairāwhiti have learnt that preparation is key, they are isolated and recognise that during a natural disaster, help from outside the region may not be immediate.

The Gisborne District Council, Civil Defence Emergency Management and East Coast Company, 5th/7th Battalion, Royal New Zealand Infantry Regiment worked in unison to best assist the region when Cyclone Gabrielle struck.

East Coast Company deployed personnel with a Unimog, assisting with Civil Defence support, to Ruatoria to provide help. Another remained in Gisborne with the remaining Reserve Force soldiers.

SSGT Tim Brown, Cadre for East Coast Company, Tairāwhiti region, said, "At 2245, those in low lying areas were told to evacuate as a precautionary measure, and

in the early hours, Te Karaka township was evacuated.

"By morning, comms was out except through Fire Emergency New Zealand (FENZ) and the only way into the region was by air."

In conjunction with Civil Defence Emergency Management, SSGT Brown and his team began evacuating people from Te Karaka to Gisborne evacuation centre.

"I knew a lot of the people out there, I have whanau there so it was really personal," he said. The local community also acknowledged his position as the Kamātua at Mangatu Marae so having SSGT Brown arrive within the communities to assist with search and rescues, deliver supplies, and aid with evacuations, helped provide some comfort and stability within the local area.

"When we dropped supplies off at an evacuation point my nephew came out with a plate of food asking me if I wanted some kai to eat. They were all sleeping in cars, no power, and cooking in a shed. My sister and her kids came and asked me if I wanted kai too. I thought, you guys are offering me kai? It was really humbling and heart-breaking," he reflects.

"My nephew works for FENZ and had an idea how badly hit the area might be so came out to help manage the situation. He

could have stayed at home. I think it really shows the measure of care he and his wife have for their community."

It wasn't until Wednesday evening, due to limited comms, SSGT Brown found the country was now under a National State of Emergency which meant the arrival of more support including NZ Army signallers, engineers, and a liaison officer.

SSGT Brown's duties changed to an Operational Support Officer role, utilising his local knowledge to ensure supplies and assistance were provided where needed.

"I take my hat off to my soldiers, they responded professionally and related well to the Regular Force soldiers. Many of them had an emotional value, they live in the region and have family and friends that were affected, but at work they got on with the job with minimal fuss and with a can-do attitude.

"Later in the week, we had to prepare for a possible Search and Rescue evacuation, they immediately prepared a plan and how to execute the operation. They were thinking hard and fast on their feet, I'd throw in things they had to think about while they problem solved about how it could work. They really made me proud."



Northern Awhina

Reservists from 3/6 RNZIR turned out to assist after two extreme and abnormal weather events brought devastation and destruction as they bore down on the North Island in late January and February.

The Auckland floods and Cyclone Garielle, brought extensive flooding, slips, property and infrastructure damage and a loss of life across the upper North Island. 3/6 RNZIR received requests and activation under OP Awhina to support Northland, Auckland, Waikato (Coromandel) and the Bay of Plenty.

Once the karanga was received, 94 members across 3/6 RNZIR Reserve Infantry Battalion answered with 70 being deployed operationally; employer/whanau notifications began and two LERGs were hastily formed for an initial 72hr deployment. Here are their stories.

PTE Emily Clearwater – Northland Company (Manager KPMG)

We were deployed to the Ōpōtiki District, a small community of ~9300 who were expected to be hit hard by Cyclone Gabrielle. The convoy was welcomed into Terere Marae by the hapū, Ngāti Ngāhere of Whakatōhea. This marae became our home for the night.

A series of early route reconnaissance missions were conducted to ensure main arterial routes were safe for civilian vehicles. This allowed LERG 36.4 to update local response teams on the minimal damage to nearby motorways; information that was fed through to the local DHB who relies on these thoroughfares to transport patients between hospitals.

While the response was brief, it tested our ability to prepare, mobilise and respond at short notice; a useful experience for future operations.

Lieutenant Joshua Bishop (Adjutant, Auckland)

“Nine Unimog 1700 were deployed during the Op Awhina response led locally by 3/6 RNZIR and supplemented with vehicles from CSS Nth and WMR. These vehicles were invaluable for their fording ability, capacity to deliver and transport emergency supplies, traversability of reduced terrain, and were critical to clearing and keeping open MSRs by clearing downed trees and fording flooded streams. They were not only functional, but a visible symbol to communities that we were here to help – a force for NZ.”

SGT Mike Brown – Auckland Company (Acting Chief Customs Officer)

Our main effort was to support the transport of Fire Emergency’s Urban Search and Rescue teams equipment cache in our U1700. We retained a contingency Unimog in order to transport supplies and or for possible evacuations.

We made our way to Whitianga with the FENZ USAR team in order for them to conduct surveys of the roads and slips with the use of their drone and to uplift food packages in Paeroa.

We were a welcomed sight alongside Fire & Emergency and the food parcels were well received.

LCPL Benjamin Johnstone (Vertical Horizonz)

“On Sunday 12th February, I was deployed to Whitianga with 19 other soldiers to provide support during Cyclone Gabriel.

En route we encountered four large pine blocking access to the community. We cleared these utilising Unimog towing strops and some well-placed pruning saw cuts.

Over the three days, the group provided assistance to the local civil defence effort. They primarily assisted with sandbagging to protect homes and businesses from flooding, as well as transporting council inspectors to assess the damage caused by the cyclone. The flooding was particularly severe during high tide, which occurred around 1pm and 1am.

One of the highlights of our deployment was being welcomed

to the Returned Services Association (RSA). This gesture demonstrated the gratitude of the local community for the assistance during the natural disaster.

Overall, the NZDFs’ presence in Whitianga helped alleviate some of the impact of Cyclone Gabriel on the town’s residents and businesses. The response demonstrated the importance of having a well-trained and prepared military Reserve Force to enhance our communities’ resilience.”

The response to OP AWHINA by 3/6 RNZIR for the extreme weather events in January and February 2023 was the unit’s largest and longest domestic civil defence response in the living memory.

The 3/6 RNZIR response was enabled by the provision of additional personnel (15 pers in total) from 1FDSQN (2 Engr Regt), 38 CSS Coy (2 CSSB), WMR (QAMR) and Defence Force Recruiting and additional U1700 from CSS NTH and WMR (QAMR). The cooperation and support from these units and the willingness of the individuals to volunteer is highly commendable and demonstrated the importance of 3/6 RNZIRs networked relationships within 1(NZ) Brigade.



GROWING INSPIRING LEADERS

NZDF's internationally recognised Leadership Framework

Recently Chief of Defence Force, Air Marshal Kevin Short announced the launch of the refreshed NZDF Leadership Framework.

He said, "Good leadership is vital to NZDF. It has an impact on morale, behaviour and the NZDF's ability to deliver successful outcomes. Our internationally recognised framework supports leader development and can help all our people grow to be inspiring leaders."

What is our refreshed Leadership Framework?

Our NZDF Leadership Framework provides an overarching guide on how to lead effectively.

Wing Commander Delwyn Neill from the Institute for Leader Development team says, "Whether you're military or civilian, at the start of your leadership journey or you're some way through – the Leadership Framework can help you grow your leadership skills – it's there for all of us."

The framework draws on a combination of accepted leadership theories and research of our own people about what good leadership looks like. It provides practical advice through a series of guides for all levels of leadership across Defence.

What's changed?

- Leadership development has been made easier to access, with simple tools added to help leaders develop themselves and other leaders.

- A newly designed website holds the NZDF Leadership Toolkit. Everything you need is in the toolkit. It provides leaders with a one-stop-shop for practical advice, useful resources and leadership course information.
- The totara tree has been adopted as the tohu or symbol of the framework, reflecting the unique nature of the NZDF and our bicultural heritage as a nation and Defence Force. Supported by bicultural themes, key elements of the framework are represented in different parts of the tree.
- The Essential Tasks and Behaviour Statements have been simplified to make them easier to understand and apply.
- There are short videos – to build your awareness of the framework and aid your leadership development.

If you are already moving through the Leadership Framework, you don't need to repeat any levels; core parts of the framework like the Key Elements and many of the Essential Tasks have not changed.

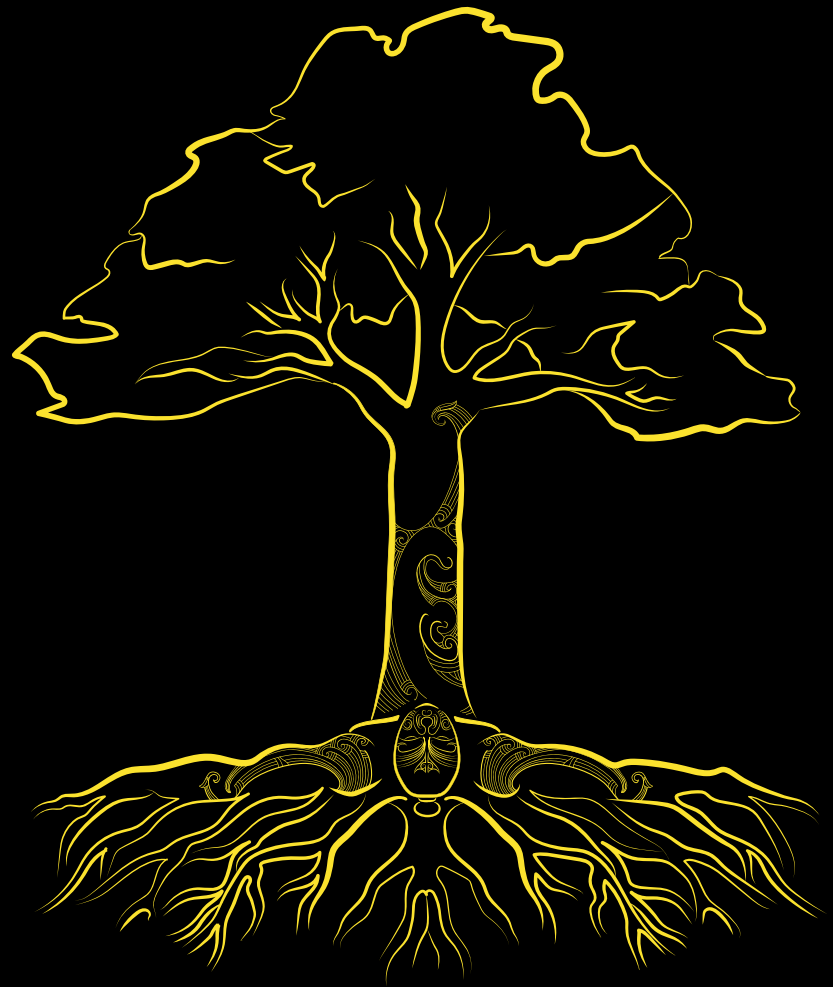
How to access the refreshed Framework

You'll find the refreshed Framework, additional resources and leadership course information in the **NZDF Leadership Toolkit under Training and Education** on the top menu of the NZDF ILP.

NZDF Leadership Framework – helping you grow to be the leader you need to be



NZDF LEADERSHIP FRAMEWORK



GROWING INSPIRING LEADERS

Explore the Leadership Toolkit under **Training & Education** on the NZDF ILP

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 timothy.sincock@nzdf.mil.nz

Why do we serve as Reserves?

The role of the Reserve is to augment the RF and provide a force generation capacity for NZDF operations. It provides a first response capability in regional civil emergencies, and forms an important permanent connection between the NZDF and New Zealand society. – *Stand-alone DFO 24/2007*

For the potential (or purpose) of the ResF to be fully realised they must be able to integrate into an environment of mutual confidence and respect. ResF must be enabled through training opportunities with the RF and provided with the resources

What's happening?

We have the following operational postings available for ResF. Discuss with your unit to register your interest.

Ukraine Training Team to the UK: potential for ex-RF & ResF RNZIR JNCOs and SNCOs for a 3–4 month STRFE; part of ROTO 4 late-Jul returning late-Oct 23.

in order to ready personnel to contribute in the sustainment of Army Outputs.

ResF Integration Project Lines of Effort:

LOE 1 –
Future Workforce and Organisational Development

LOE 2 –
Training Enhancement

LOE 3 –
Policy and Enterprise Enhancements

Seamless Transfer Regular Force Engagement (STRFE)

If a Manager/Unit is looking for an individual to help with projects or to fill essential vacant positions, you can email AGS.SBR.Cell@nzdf.mil.nz for an Expression of Interest (EOI) form. Once completed, the ResF Workforce Advisor (ResF WA), who manages the AGS Standby Reserve (SBR), will distribute the EOI form to those personnel in the SBR that meet the criteria.

If a suitable candidate is identified, the unit/manager will work with the ResF WA to offer the member a STRFE.

Did you know...

Equivalent Surface Fares

ESF may be paid on a case by case basis to members of the Reserves Forces attending courses of instruction, training activities or tours of duty where:

1. Service transport is justified but unavailable, or
2. Paid travel is justified and the member uses their own transport.

The cost of transporting vehicle by ferry between Wellington and Picton will be met for a TOD or course that exceeds 10 working days.

Meal Claims

Members of the Reserve Forces who are required to purchase a meal while on duty may be reimbursed at public expense. Claims are to be refunded on an actual and reasonable basis subject to the production of a GST receipt.

For more information on the above policies, speak to your manager, Cadre NCO or HQ.



COMING BACK WITH A VENGEANCE

By Major Haedyn Jenkinson,
Officer Commanding,
Victor Company, 1 RNZIR

The Vengeance 1 Series

The Victor Company Vengeance 1 series was designed to provide the buildup training necessary prior to the 1 (NZ) Bde led exercise Valkyrie Rising. To achieve economy of effort, Victor Company teamed up with Combat School to concurrently support the Regular Force (RF) Platoon Commanders Course 01/23. The Vengeance 1 series was broken into an in camp training period followed by two separate exercises being Exercise Malaya (close country) and Exercise Baghlan (urban). The overarching aims of the series were to support the RF Platoon Commanders Course and develop and practice tactical techniques and procedures (TTPs) within a close country and urban environment in a security and stability operational (SASO) setting. Lastly, to set the conditions for and practise integrating with a number of our Lead Light Infantry Company Group (LLICG) enablers.

Exercise Malaya

This was a close country exercise within Waiouru which saw Victor Company acting as a Rear Area Security Force protecting Combat Service Support installations and clearing remaining isolated enemy forces out of the Area of Operations). These enemy forces had been left behind post a fictional battle fought in Waiouru and 1 (NZ) Bde's subsequent rapid advance north. The scenario saw these isolated enemy elements laying up in pockets of close country around Waiouru and attempting to either withdrawal north by night and attempt to marry up with their own conventional forces, and or move south and marry up with RAM (irregular force enemy elements) via the Ho Chi Minh Trail.

The exercise took on a crawl, walk, and run approach with each platoon being given the opportunity to allow their sections to demonstrate their abilities. This was followed by a day of platoon practice prior to a platoon demonstration activity run by Company Headquarters. Post this cycle platoons rotated through the RF Platoon Commanders Course who were exercising under the same scenario under the Combat School, Dismounted Operations Wing staff. The exercise culminated in a deliberate attack on an enemy camp in Ghost Bush support by a reconnaissance detachment from 1 RNZIR who had been reconnoitering the area for three days prior. Exercise participants included Victor Company, a reconnaissance detachment and a Forward Information Systems Team (FIST) and a Company Operational Intelligence Support Team (COIST) from 1 CSR.

Exercise Baghlan

This was an urban exercise in Whanganui which saw Combat Team Victor deploy from Linton and establish a Forward Operating Base (FOB) at Langurds Bluff. The Combat Team was tasked to establish control within Whanganui, disrupt enemy influence and recruitment efforts, reassure the local population and restore local government and Host Nation Security Forces (HNSF) legitimacy. This saw the conduct of section and platoon reconnaissance patrols, key leadership engagement and key point protection of the local power station. It saw partnered patrolling and training of HNSF, and movement control through the establishment of vehicle and personnel control points.

The exercise graduated from a low to a moderate enemy threat over time, and information collected and analysed through patrol reporting eventually led to the discovery of the enemy base of operations within the city. This then saw the Combat Team complete conduct a cordon and search operation on the Brunswick Mill and repel a subsequent retaliatory attack on the base at Langurds. Exercise participants included engineers, signalers, intelligence specialists, working dogs, infantry, logistics specialists, medics, a Female Engagement Team and a Joint Fires Team. Overall the exercise was a success and it was great seeing soldiers from many Corps come together to share their knowledge and experience. Victor Company would like to thank all our enablers for their attendance on both exercises and the efforts that they put in to make these activities a success.



Key Lessons

Always have an overarching exercise scenario. A scenario provides the depth required for proper analysis and planning to occur at all levels across a number of warfighting functions. The result will be a better understanding of 'why' certain tactical techniques are employed and a greater learning environment for all involved.

Always use the Tactical Engagement Simulation System (TESS). If you can, never conduct a blank scenario without the TESS system. The value it provides to both learning, scenario realism and general exercise enjoyment by soldiers cannot be understated. Students and soldiers will quickly discover the importance of fire and manoeuvre, suppression and battle drills. It also makes the exercise much more enjoyable for soldiers who are acutely aware that they could be 'eliminated' at any time.

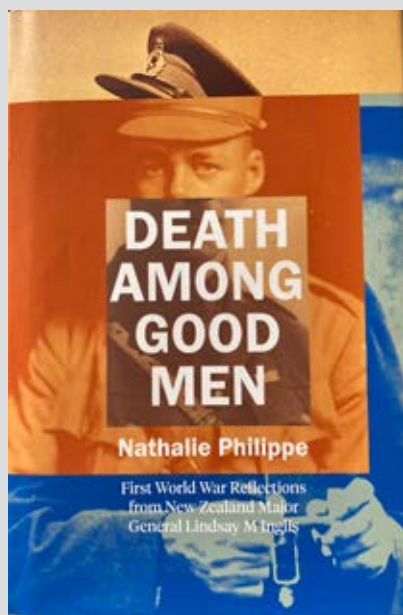
Use the Army Training Tiers (ATT). Follow the Develop, Practise and Demonstrate format. Allow the exercise and training to build in complexity within the scenario. This will allow time for commanders at all levels to develop and practise

their drills and techniques. It will also build their confidence and generate greater learning within more complex scenarios later on.

Provide good feedback. 'Better communication', 'more aggression in the assault', 'hurry up gunner', 'keep that gun going', 'up the rate' are all common feedback points we are familiar with (be it with a few more profanities inserted). However, without actual marking criteria grounded in doctrine these points rapidly become white noise as they are repeated over time. Ensure Observer Trainers (OTs) are available to provide feedback and ensure that feedback is of value and not limited in its scope to overused catch phrases.

Doctrine Works. Doctrine works if applied properly. Remember, the doctrinal principles are what commanders should know and aim to achieve within their capability constraints. If you only have enough in your platoon for two full sections then task organize, apply the principles and take risk somewhere. Advise your commander of this through the back brief process.

BOOK REVIEWS



Death Among Good Men

First World War reflections from New Zealand Major General Lindsay M Inglis

**By Nathalie Philippe
Published by Bateman Books**

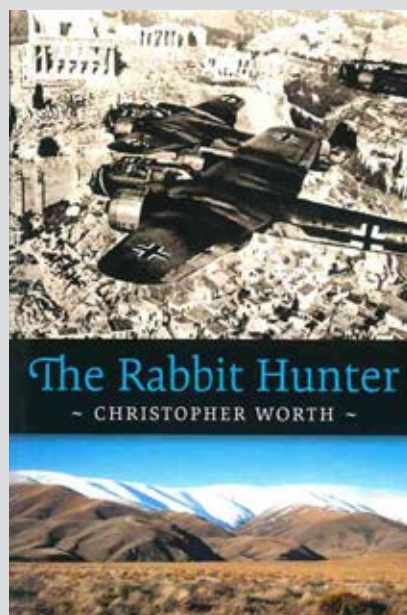
Major-General Lindsay Inglis CB, CBE, DSO, MC, ED was clearly a distinguished soldier and leader commanding soldiers at all levels in both the First and subsequently Second World Wars. Nathalie Philippe has taken the World War One diaries and papers of Lindsay Inglis and very skilfully edited them into this volume which tells the story of Inglis' development and growth as a soldier and leader in World War One.

I don't know whether Inglis was a brilliant writer or if Philippe is a brilliant editor...or a bit of both, either way the book is a superb and riveting read. It is quite clear, from incidents recounted that Inglis was a good commander who knew how to get the best from his men. He expected high standards but he knew what soldiers were like, what they responded to and what they pushed back against and as a result he looked after his men. Inglis' diary entries are offset by the letters to his fiancé in New Zealand, which give us a great insight into the both the professional soldier and the young man in love.

Inglis was a pioneering machine gun platoon commander and his diaries contain plenty about time spent in the rear in training and on leave, but there is an equally large amount about war fighting and combat leadership. It is very interesting to read about the use of machine guns as a specialist weapon and witness the evolution of machine gunning practice and doctrine when guns were a battalion asset, long before the weapon was considered appropriate for use at section level.

Lindsay Inglis was a leading lawyer and jurist in New Zealand after the war, he remained in the TF and served in the Second World War in various senior command appointments. Inglis finished the Second World War as the Chief Judge of the Supreme Court of the Allied Occupation Commission in Germany, with the rank of Major General. Another volume of these diaries and letters covering his Second World War service and experiences would be fascinating and most welcome.

The book is a high quality production with a cover graphic in colours and style reminiscent of a 1970s production, it is in fact a clever mash-up of portraits of both the First and Second World War versions of Inglis. This is a great read, thoroughly recommended which certainly deserves to become a classic of WWI biography. It runs to more than 300 pages with two detailed and extensive sets of photos and good maps throughout.



The Rabbit Hunter

**By Christopher Worth
Published by Renaissance Publishing**

***The Rabbit Hunter* is a novel based on the actions of a fictional platoon of 23 Battalion, 2 NZEF in the disastrous campaign in Greece, 1940. As part of a larger British Empire force, NZ units tried to stop the Nazi war machine sweeping down the Greek peninsula and seizing control of the country.**

The fictional platoon is led by young 2nd Lieutenant Neil Rankin, a crack shot and the "Rabbit Hunter" of the title. 23 Battalion was drawn from the South Island and the characters all seem credible. The vast majority are men of the land, good keen, physically fit, practical blokes, and while they may seem clichéd, that's probably because like all clichés, the cliché of the Kiwi soldiers of WW2 being exactly that is born from truth.

I'm no expert on how rural men in 1940s New Zealand spoke, but the dialogue seems credible. I've read a number of WW2 Kiwi soldier's diaries and have clear memories of the expressions and phraseology used by my Great Uncle who was a high country shepherd before he sailed on his OE to become a Kiwi veteran of fighting in the Western Desert and Italy.

The story, like the campaign itself, clips along at a lively pace. Some of the action sequences where the Kiwis almost always get the better of the Germans do read a bit like a "Boys Own" yarn of fabulous daring do and bravado. At certain points you can't help but wonder why that if we were so very good at soldiering and giving Jerry a bloody nose every time we encountered him, then how come we lost?

Despite not having served himself, Worth has got a good feel for small group dynamics, as experienced in an infantry platoon and this is conveyed credibly throughout. I can't help wondering if this was written with half an eye toward seeing if it could be turned into a movie, and it probably wouldn't be a half bad film. I also can't help wondering if it is not intended that our hero has been introduced to us as a platoon commander in Greece and over a series of yet to be written books will climb the rank ladder and keep fighting throughout Crete, The Western Desert and Italy, I will be interested to see if Rankin makes future appearances.



Violet's Scarf (The true A.N.Z.A.C story of)

**By Colleen Brown, illustrated by Emma Lay
Published by Colleen Brown Books
(with support from Manurewa and Golden Bay RSA)**

There is an old truism that "Truth is stranger than fiction" and this story certainly seems to validate that. If it was presented as fiction, it would probably be dismissed as being too far fetched, but it's all true and it really happened.

New Zealand author Colleen Brown came across the fascinating story of Violet's scarf when visiting a small town museum in the South Island. She thought it would make a great children's book and that's what she has created.

Violet Cloughley was a school girl in Riverton, Southland in 1915 when a representative of the Red Cross visited her school. The Red Cross asked the children to make gifts for soldiers fighting at Gallipoli. Violet's older brother, George was serving overseas so she was keen to contribute. Over the course of the next few months she knitted a scarf, wrapped it and attached a tag reading "Gift for Soldier" with her details.

When the parcels from Riverton made their way to Wellington, they were combined with thousands of parcels from all over New Zealand before being put on a troopship. By the time the ship sailed, New Zealanders had left Gallipoli so all the parcels went to Kiwis serving on the Western Front...like George.

The parcels were distributed randomly to soldiers by Red Cross personnel. George was given a parcel with a tag which read "Gift for Soldier" and had his sister's name and address on it. Understandably, George was pretty surprised, but he unwrapped the scarf and was able to immediately embrace the smell of home. The scarf became a treasured possession which he brought home after the war.

Colleen Brown has done a cracking job turning this incredible Anzac yarn into a children's book which can be appreciated by kids of any age. The story is perfectly complemented by Emma Lay's illustrations. Brown has related the facts in a straight forward and highly readable manner and the story is accompanied by brief historical notes which provide interesting context and historical background.

Violet's Scarf tells a great story and through it, provides a simple introduction to a pivotal time in New Zealand's history. Appropriately it was launched on Anzac Day and deserves to become a widely known classic Kiwi Anzac story.

Book reviews by Jeremy Seed



ANZAC HOCKEY SERIES 2023

The 2023 Anzac Hockey series, played in Christchurch, was all about mateship despite fierce on-field rivalry.

The NZDF woman came out on top in the tournament, while the Kiwi men had to accede to their Australian counterparts. The Anzac Hockey Series took place over the Anzac weekend, with the respective teams facing off for three test matches to determine who would claim the NZDF vs ADF Hockey Challenge Cup, which had previously been played for and won by the ADF in 2008 and 2019. At the invitation of Hockey New Zealand the matches were played alongside the Federation of International Hockey Pro League series which saw the New Zealand, Australian and Great Britain men's and women's teams play each other in a series of matches at the Nga Puna Wai Sports Hub.

All of the NZDF/ADF matches were very competitive hard fought affairs as you would expect when New Zealand and Australia play against each other in sport. Rivals on the field, mates off the field and plenty of banter. All of the matches played on day one and two resulted in draws and could have gone either way epitomised by the results in

both of the men's games coming down to goals being scored in the dying stages of the matches.

Results from the first two women's matches were 1-1 with PTE Rosemary Reed scoring for NZDF, and 0-0 draw. In the deciding match played on Anzac Day the NZDF women applied the pressure to the ADF women coming away with a much deserved 3-0 win in a competitive and hard fought match. Scorers for the NZDF were A Nadia Mwila, PTE Rosemary Reed and CPL Bailey McNair.

Results for the first two men's matches were both 3-3 draws with LAC Byron Buys (2) and AC Andrew Stretton scoring the goals in the first game while CPL Craig Hilbourne, PTE Dylan Mugglestone and LTCDR Jan Peterson scored for NZDF in the second match. In the deciding match also played on Anzac Day the ADF secured a 3-1 win in another competitive and hard fought match which saw the NZDF pull their keeper and substitute him for an additional field player in the hopes of securing a 2-2 draw. It wasn't to be with the ADF scoring a third and decisive goal in the last seconds of the match, to square the series. This resulted in the NZDF vs ADF Hockey Challenge Cup being shared.

Anzac Day saw both contingents attend the Dawn Service at Burnham with NZDF and ADF representatives laying wreathes on behalf of the contingents. Ahead of the Blacksticks Women's match against Australia at Nga



Puna Wai, representatives from the NZDF and ADF conducted an Anzac Day commemoration which included the reading of the ode in Te Reo (delivered by PTE Ariana Blackwood) followed by the Last Post, a minute's silence and Reveille with the Last Post played by CPL Marc Ellis. Additionally flag bearers from the NZDF (ENS Charlotte Thomas and AC Andrew Stretton) and their ADF counterparts were positioned in front of the New Zealand and Australia women's and men's teams for their respective national anthems.

NZDFDF players of the matches during the series went to CPL Jade Forman, POCSS Samantha Scothern and LCPL Petra Dye-Hutchinson for the women while PTE Dylan Mugglestone, LTCDR Jan Peterson and LCPL Kent Horsley were NZDF men's players of the matches.

At the conclusion of the tournament Corporal Jade Forman was named NZDF Women's Player of the Series and Private Dylan Mugglestone was named the NZDF Male Player of the Series. Additionally a men's and women's

Anzac Squad was named. Captain Sandy Mitchell, AC Kristen Smith, CPL Jade Forman, PTE Rosemary Reed, LCPL Petra Dye-Hutchinson and 2LT Elese Russell were named in the women's squad with PTE Dylan Mugglestone, LAC Byron Buys, LCPL Kent Horsley, A Myles Vos and LTCDR Jan Peterson being named in the men's squad.





PTE Kabir Singh and PTE Michaela Andrews of 3/6 RNZIR on Anzac Day in Auckland.

Photo: CPL Rachel Pugh