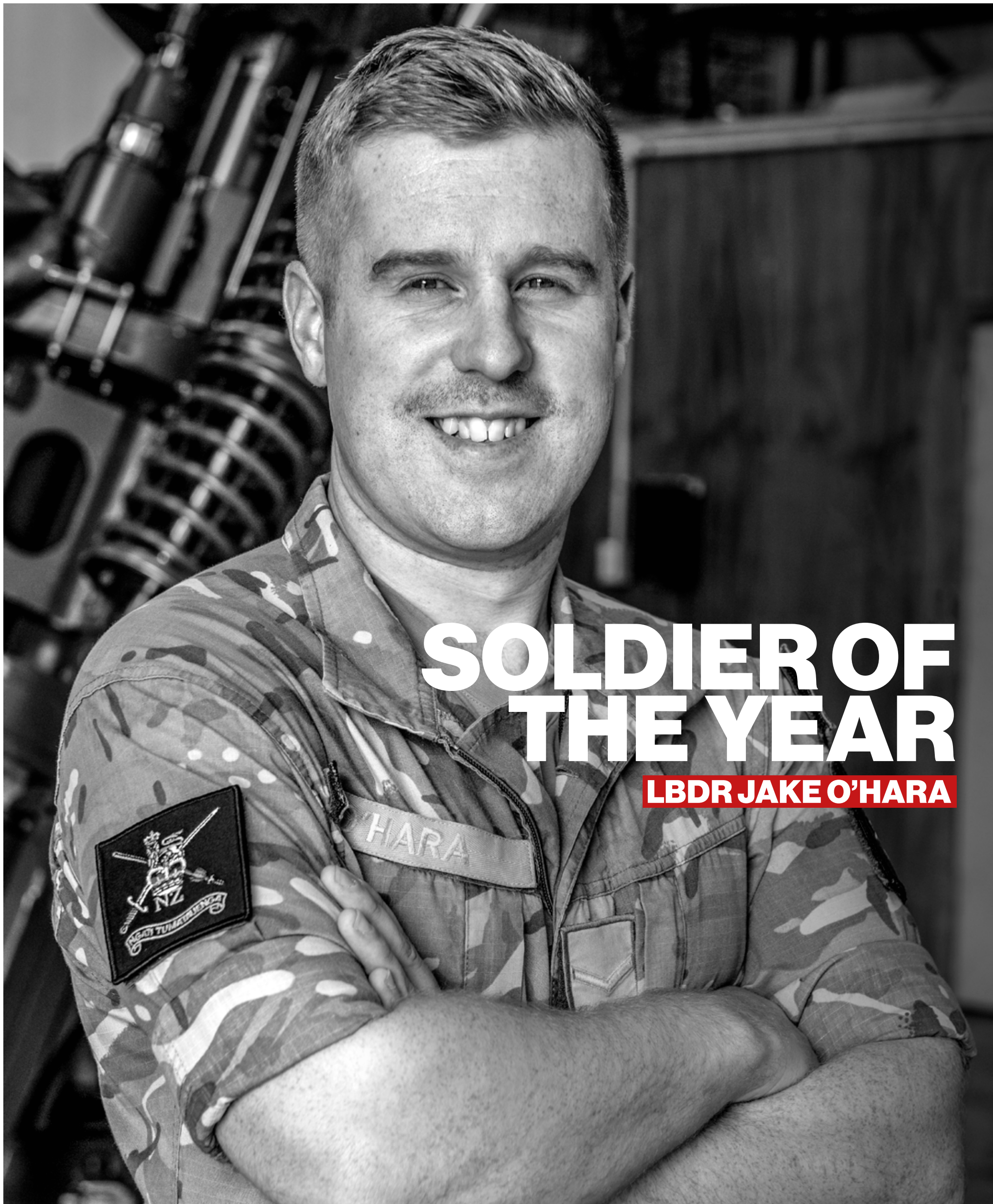


ARMY NEWS

ISSUE 548
DECEMBER 2023



SOLDIER OF THE YEAR

LBDR JAKE O'HARA

TŪ KAHA COURAGE

| TŪ TIKA COMMITMENT

| TŪ TIRA COMRADESHIP

| TŪ MĀIA INTEGRITY

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WO1 Wiremu Moffitt
16th Sergeant Major of the Army

TASKS AND STANDARDS – AN ARMY TIKANGA

This is the last message before the Christmas break and I wanted to acknowledge you all for a great force-generating year. My last column really talks about a way of thinking and the actions that set apart an Army of professionals from amateurs. That concept is not about size, scale, or capability, but the way we set our minds to professional excellence.

Being at a 28 Maori Battalion pōwhiri a week ago reminds me how protocols and principals (kawa), tasks, and standard procedures (tikanga) can operate in harmony. They have a similar symmetry for the way an Army has tasks, standards and tactical execution.

On a marae tasks are directed and often performed with very little guidance from elders. Kaiwero – a warrior's challenge, the first call of the day by the haukāinga kaikaranga, the responsibility of oratory or whaikorero by adept speakers, right through to the cooks, servers, singers and cleaners. Everyone has a job!

Every task has a standard – and you soon hear about it if you don't measure up. The great thing about this accepted culture is that people know what the standards are and how to achieve them flexibly, and dynamically.

I take that example into life and employment in the profession of arms. As a force we have strategy, and strategies link to plans that have orders and tasks to be done. Whether they are orders of dress standard or tasks that build and maintain readiness – each will have a standard that must be met. It is the high standards and how we measure those achievements that drive and continually improve a purposeful Land Army.

Last month, my U.S. counterpart CSM Weimer reinstated the 'Blue Book' Soldiers Guide (and a digital application) "...to help reinforce standards and discipline across the service". The sense is you can't build standards and discipline in times of crisis, but rather you must seed them in our everyday work life. If I think back to a first objective as NZ SMA, the outcome was to 'advance the standards of soldiering'. My questions to you are – Have we achieved that? Did Covid-19 get in the way? And, where do we need new focus?

I'll be honest – I like the formality of a book or digital SOP's that reminds me of what's right to do, but I also subscribe to a flexibility of knowing what is right in certain situations. In a way of thinking this is the cross-over of Army kawa and tikanga. There will never be enough books or pages of orders to tell us the things we know to be right in the context we find ourselves. Today, soldiers must quickly adapt to the values, traditions and standards we know in our hearts builds a better fighting-force. I want you to think about this topic – maybe not now, but later in your well-earned Christmas break. Doing the basics brilliantly sets apart the professional and the mere practitioner and it's always worth considering that part of our profession.

Team – you have done extremely well this year. This message is about how we continue that path. Have a good break, rest up and look forward to 2024. – Get after it.



NZ Army personnel taking part in Exercise JPMRC in Hawaii.

NZ ARMY SHARPENS COMBAT READINESS IN HAWAII WITH US ARMY PACIFIC

Around 100 New Zealand soldiers have tested their mettle alongside United States counterparts, during Exercise JPMRC in Hawaii recently.

Hosted by the U.S. Army Pacific, the exercise took place at the Joint Pacific Multinational Readiness Centre (JPMRC) regional combat training centre.

The facility tests large-scale combat capabilities in live, virtual and constructed environments found throughout Asia and the Pacific.

The aim of the exercise was to ensure the New Zealand Army is a combat capable force that is well equipped and fully prepared to be employed across the spectrum of military operations.

The New Zealand deployment was predominantly made up of personnel from 163 Battery of 16 Field Regiment, with logistics, communications and health also taking part.

They used their skills on multiple L119 Light Guns, took part in an integrated live fire shoot with the U.S. Army Pacific operating both 106mm and 155mm artillery guns, and conducted an air mobile gun raid where U.S. Army Pacific Chinook helicopters carried and dropped guns for personnel on the ground to use.

Battery Commander Major Damian Jaques says personnel excelled in the training.

"We specialise in the provision of offensive support in the battle space. This exercise enabled us to test our procedures and benchmark them against our partners and allies.

"We were able to validate our ability to deploy, fight and win in large-scale conflict operations," Major Jaques said.

Chief of Army, Major General John Boswell said New Zealand's participation was critical in testing the ability to operate alongside like-minded armies in the region.

"We value the strong relationship we have with U.S. Army Pacific, and in particular the 25th Infantry Division," he said.

"High quality training exercises like this ensure we can easily integrate with our military partners at short notice and in response to a range of contingencies, ranging from humanitarian assistance through to armed conflict.

"It also ensures our personnel are combat ready and improves our ability to work within a coalition environment as a valued and trusted partner, and contribute to a secure, stable and resilient Pacific region," Major General Boswell said.

Cover: NZDF Person of the Year LBDR Jake O'Hara, 16th Field Regiment
Photo: CPL Rachel Pugh

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A MESSAGE FROM CHIEF OF ARMY

As you reflect on the last year what I hope, more than anything, is that you look back with real pride on all that you've achieved. On how far you have come, on how better positioned we are as an Army than we were 12 months ago, of all the great operational outcomes our men and women have delivered through sheer hard work and determination, the individual successes we've celebrated, and the collective strength we've gained. We are in a very different space to where we were this time last year and we have both a great foundation and real momentum from which to launch 2024.

At the heart of this great foundation lies our core purpose, vision, ethos, values, and culture. A recognition that we are New Zealand's Army, that we are unique, and that we are trusted professionals charged with the defence of our nation. At different times, and in different ways, our understanding and subsequent adherence to each of these has recently been challenged and, if we're honest, not as either strongly adhered to or understood as they should have been. That's not the case now and we've very clearly reset our purpose, sense of self-worth and our understanding of the collective value we provide New Zealand.

At the same time as we reset these foundational elements we established real momentum with the preparedness of force elements to meet not just current operations, but provide response forces for future contingencies. Momentum of this type is often missed as it isn't created by a single event. Rather, it is the accumulation of many – the majority of which, when viewed in isolation, may be seen as being of little value or consequence. When they occur at all levels across the Army from the individual to the collective; alongside other arms and services; and then at speed you can't help but feel the energy, feed off the success, and take pride in who you are and what you're achieving.

That this has occurred isn't by accident but rather the effort, energy, focus, and persistence of soldiers and commanders at all levels who, in some pretty tough times, have displayed an absolute passion for both our profession and the people with whom they serve. And it has occurred because we've got great people supporting us 24/7, our families in particular, and I thank you all for both tolerating the pressures we place on you and for being there when it matters.

So, the dial has clearly shifted and where we are now feels way different, so much better, than where we were this time last year. It's a great place to be, a satisfying space to be in, and, whilst it's time to enjoy a break over Christmas,

very quickly the opportunity that is 2024, to build on the foundation we've created and continue to drive the Army forward, will be ours.

And be left in no doubt, it's an opportunity we're going to get after. You are good at what you do, no question – but we've got to keep getting better. We will look to every opportunity we can over the next 12 months; individually and collectively; to be fitter, faster, smarter, more accurate, and, when required, more lethal. We will lift our force generation activities, in a measured, deliberate manner, to ensure that the full range of Army's capabilities remain prepared to deliver today wherever, whenever, and for whatever is required. And we will lift our level and type of training to ensure that our task groups, from across both the Land Army and the Special Forces, can fight if required, that they are appropriately sustained and, importantly, are fully interoperable with our partners and allies.

Equally, as we give even greater momentum to our drive to become a combat ready force, we must continue to lift our individual and collective behaviours to better reflect the ethos, values, character and culture that is Ngati Tumatauenga. Better people make better soldiers. But to be better people, we have to continue to create an environment free from harmful behaviours. An environment where all our people are respected, included, supported, and able to be the best they can be. Getting it right in the people space, at all levels of Army, instils a greater sense of pride and purpose, it enhances our self-worth and connection, and it makes our teams both stronger and better able to focus on the mission – outcomes that are at the absolute core of what we do and we must never lose sight of.

We've done some great work in 2023, made some real gains and we're now well positioned to lift our sights even higher and, with even more energy, get after the capabilities and environment which are so important to us as an Army.

Thank you for your impressive efforts team, they're appreciated – Merry Christmas.

SOLDIER OF THE YEAR

LBDR JAKE O'HARA



Lance Bombardier Jake O'Hara is in his element when he has a problem to solve.

His exemplary attitude to his career, and the way he treats his fellow soldiers has earned him the title of New Zealand Army's Soldier of the Year. Last week he also earned the title NZDF Person of the Year.

LBDR O'Hara received news of being a finalist for the award whilst deployed on exercise overseas. News of the award came as a shock to the 23-year-old gunner, as he was quickly flown back to NZ for the finalist awards ceremony.

"I was surprised but pretty stoked," he said.

LBDR O'Hara is a member of 161 Battery, 16th Field Regiment and based in Linton. His managers say his deep commitment, incomparable comradeship and

steadfast integrity sets a standard worth celebrating. Jake says he just likes solving problems and troubleshooting, especially the technical aspects of his work in the battery. And the comradeship? "I think it's just the way mum and dad brought me up. I really care for my mates and the people around me."

Jake is a Command Systems LBDR. His role is to be a master of all things within the Command Post. When a new and advanced Fire Prediction System was introduced into service, LBDR O'Hara took it upon himself to become a Subject Matter Expert (SME). As an SME, Jake represented 16FD Regt as the Command Systems expert on exercise Bold Quest 23, the largest international display of new and upcoming military equipment in the world. After this international activity, he spent many hours teaching and sharing his knowledge with his Royal New Zealand Artillery colleagues, to make sure they were well-versed in the Fire Prediction systems' intricacies.

He excelled during his non-commissioned officer course, supporting and mentoring fellow course members outside of regular course hours. This saw him receive the Peers Award.

His managers have noted he has been a constant source of support to soldiers in stressful times, providing essential companionship and reassurance.

"It's good to be able to help people through hardships – it's challenging but rewarding at the same time, he says.

He spends his spare time in the gym, and learning to play the guitar. When he goes home to Thames he enjoys going hunting with his dad.

He plans on staying in the Army and progressing through his trade, and hopes to eventually have a role in the Army's School of Artillery where he can teach and coach other soldiers.

"To be there to guide the younger generation would be pretty cool."

Sergeant Major of the Army, Warrant Officer Class One Wiremu Moffit say LBDR O'Hara is an outstanding young NCO who brings a combination of innovation and action. "Despite his relatively short service he truly exemplifies the Army's values. His recognition as Soldier of the Year 2023 showcases exceptional leadership and mate ship. He stands as a source of inspiration in the NZ Army's junior ranks."

The runners up to Soldier of the Year were CPL Arend van der Velde and SGT Jono Bidos.



“THE SACRIFICE IS WORTH IT” NZDF VOLUNTEER OF THE YEAR

Juggling family, work and extensive voluntary commitments can take a bit of effort, but reservist Captain Todd Skilton seems to have nailed it. He has been named NZDF Volunteer of the Year.

CAPT Skilton is a long-time Army Reservist, and also has a lengthy volunteer service record. He is a volunteer Operational Support firefighter – they're the people who work on the periphery of major fires, helping with crowd and traffic control and doing anything else required of them by emergency services.

He has been involved in the Order of St John for many years, and three years ago became only the second New Zealander to hold an international volunteer position, that of Order Librarian. In New Zealand he holds the role of Priory Librarian which sits as an advisor to the national board and is responsible for domestic heritage activities. CAPT Skilton collects medals and leads the New Zealand branch of the Orders and Medals Research Society (UK) which encourages people to research the background

to military medals. He is a Justice of the Peace, and a committee member of the Karori RSA.

He says he feels honoured to receive the Volunteer of the Year award. "It's nice to be recognised in an organisation where so many people do so much for society and their communities. The fact NZDF recognizes volunteering shows the value and support the organisation places on its volunteers."

Fitting everything in means constant balancing, he says. "Sometimes there's sacrifice. It can be hard sometimes when you have deadlines with a day job, family and NZDF commitments and different volunteer commitments, but the rewards, opportunities and experience you get from volunteering is significant, therefore the sacrifice is worth it."

RESERVISTS OF THE YEAR



SGT Williams and LCPL Dillon

Wellington-based Sergeant Caroline Williams and Lance Corporal Rhys Dillon, from Burnham, have been named Reservists of the Year 2023

Photographer Sergeant Williams says one of her main motivations is wanting reservists to feel proud of what they do. "I want their families and others to see what amazing work they do. I really love their dedication and I find their enthusiasm inspiring and want to do well by them."

Her military career began as an RNZAF photographer. She deployed to East Timor twice, serving just short of ten years in the RNZAF. Fast forward to living in Central Hawkes Bay with her husband, Kevin, and two sons, she established her own photography business, capturing images ranging from family and farm portraits, to wedding and animal photography.

The opportunity to join the ResF came in 2020 after the family moved to Wellington.

"Kevin had been part of the ResF so I had an inkling of what it was like. When we moved to Wellington, I was asked to do some archival photography relating to the Major General Sir Andrew Russell papers. That was quite a big job, and after it was completed my manager asked if I wanted to photograph reservists on operations and exercises."

Deploying to the East Coast following the devastation of Cyclone Gabrielle earlier this year is, she says, where she grasped the reality of being a reservist.

"Every single person involved with Cyclone Gabrielle worked tirelessly whether they were on the ground or behind the scenes. For someone serving in the ResF though, they have a special part to play, it's their community, family and friends who are affected. Often I witnessed the hugs and saw the empathy which they gave to friends and strangers, and at times it was heart wrenching to watch. The public was extremely glad to see our people turn up, and they were often met with tears of relief and happiness at their arrival."

SGT Williams also photographs personnel from all three services, and helps out with weapon training. She is a Sunday school teacher and until early this year was an active member of the Trentham Community Garden.

"I love to profile people and make them feel good about themselves. I think all reservists should be very proud of their contribution. I owe a big thankyou to Kevin and our two boys – they support me in everything I do."

Combat medical technician Dillon has a history of analysing processes and structures, identifying gaps and suggesting solutions. He has made significant contributions to the regeneration of the Reservist health capability within the Deployable Health Organisation.

"We've managed to increase productivity in the ResF medical space by implementing multiple platforms and systems to reduce the front end workload of our team, making things more transparent and easy for them to work. They can then focus their energy on their core work and being a positive influence within the wider Defence community."

While he has only been a reservist since 2021 he comes from a family with extensive military connections. He says joining the Army was always about facing a combination of things that he was not naturally good at and continuing down that path of self-improvement. "The older I get, the less accepting I am of my shortcomings. I'd rather move towards things that scare me than away."

He joined the Medical Corps because of its strong history of looking after the well-being of everyone within the NZDF.

"Whether its point-of-injury care after a traumatic incident or sitting in a classroom teaching other members how to help each other, we are an important part of maintaining a healthy Defence Force. I've previously been employed with St John with the intention of serving my community and adding value to people's lives. I've continued this work in a military setting with the same objective.

"I get a real buzz out of being meticulously organised and adapting our local infrastructure to the ever changing landscape and regular situation changes. My day job has taught me to work well under pressure, adjust to tight timeframes and remodel the way I do business to suit what's in front of me."

A pilot in his civilian life, he says being a ResF soldier is about as far from his day job as he can get.

"I enjoy the variety of what we do, I thrive off the people I work with and I absolutely love the opportunities that seem to pop out from time to time. It's very different to working at the airport. We are lucky enough to step into this uniform on a part-time basis. And with a bit of luck, I'll never have to buy my own socks again."



PORIRUA-KAPITI CADET TAKES TOP SPOT

Warrant Officer Class 2 Pyper-Alex Adams, 17, has been named Cadet of the Year. She has just finished year-13 at Kapiti College.

"My older sister had joined Cadet Forces and she had been really keen on it. I was a really quiet person at school and I liked that it gave me an opportunity to build my confidence. It meant I could make friends and get opportunities for leadership."

At age 13 she initially joined No. 49 District of Kapiti Squadron, then transferred to the City of Porirua Cadet Unit. "I enjoyed the cadets part but I'm afraid of heights," she says. "My dad was in the British Army as a Royal Engineer. He had joined the unit as an officer because he wanted to try and build up the unit. He was driving down to Porirua and I thought I would come along." Her father is the Unit Commander and her mother is the Executive Officer.

She attributes her leadership roles at Kapiti College to her time in Cadet Forces. "Absolutely, I wouldn't have been a Head Student and House Captain without cadets."

Next year she plans to start psychology studies at Victoria University. She'll stay in cadets and plans to join the Army after her degree, to become an Army Psychologist.

"If I was talking to others about Cadets, I would tell them about all the friends I made. I met my best friends through Cadets, and I've made so many friends all over the country. These will be people I will know for the rest of my life."

WO2 Adams has been a member of the New Zealand cadet Forces since February 2019, as a member of the City of Porirua Cadet Unit. Through this time she has worked her way up through the ranks to her current position as the unit Company Sergeant Major.

WO2 Adams' citation said she had displayed courage by recognising the needs concerning diversity within the organisation. She conducted an online survey of the Greater Wellington units to provide a platform for analysis. "Upon review she had the courage to confront the issues through the chain of command and was subsequently invited to present those findings to the NZCF Command at the National Cadet Unit Commanders' Conference." Outside of cadets WO2 Adams has further demonstrated courage at her school by founding the transgender support group to implement change and recognition to queer students.



New 2 ER CO, LTCOL Joe Totoro (left) and LTCOL Mike Nochete.



2 ER CHANGE OF COMMAND

Lieutenant Colonel Mike Nochete, Commanding Officer of 2 Engineer Regiment, handed over command to Lieutenant Colonel Joe Totoro at a ceremony at Linton Camp in October.

WO1 Carl Fairbairn is the Regiment's new RSM, replacing WO1 Tom Kerekere.

LTCOL Nochete said he was immensely proud of what had been accomplished together as a Regiment and as a broader Corps "as we forge ahead along our path of regeneration."

"As I reflect on the last two years, I am reminded of the Māori whakatauki, "Whāia te iti kahurangi ki te tuohu koe me he maunga teitei" – Pursue the small things in life until you have grasped the great things.

"My journey as a CO has taught me that success is not just about achieving great accomplishments, but also about recognizing the importance of the small things in life that can make a significant difference.

"I am immensely proud of what we have accomplished together as a Regiment and as a broader Corps. As I pause to reflect on the recent past, I simultaneously look towards the future with unwavering optimism and boundless enthusiasm. The world is evolving rapidly, presenting us with challenges that necessitate agility of thought and adaptability in execution. The Regiment and Corps

is well placed to lead the way in the years to come. To LTCOL Totoro and WO1 Fairbairn, welcome home. I wish you all the best for your tenure as you lead the unit from strength to strength," said LTCOL Nochete.

He said he also wanted to express his sincere appreciation to his RSM for his wisdom, guidance, and support. "RSM, your dedication and commitment to the success of this organization have been instrumental in our achievements and have inspired me to become a better leader.

"And as a leader, I have learned that success is not a solo journey, but a collaborative effort that involves the commitment and contributions of every member of the team, as well as the support and sacrifices of their loved ones.

"The philosopher Seneca once wrote 'No man is more unhappy than he who never faces adversity. For he is not permitted to prove himself.'

"In the last two to three years, those of you serving today, have faced the adversity of Covid, Operation Protect, increased attrition, and the pressures of operating with a reduced workforce. You have, and in particular our leaders at all levels, proven yourselves of true character. Be proud of what you have done, proud of where we are at as a Unit and as a Corps, but do not be satisfied. Relentlessly pursue continual improvement towards personal and professional excellence.

"When I assumed command I said I was humbled to be serving you as the 16th CO of 2 Engineer Regiment. Two years later, I stand even more humbled, by not only what you do, but how you do it. You represent the best of what it is to be a soldier.

"In closing, I want to thank each and every one of you for your hard work, dedication, service and for making 2 Engineer Regiment a great place to come to work. Pursue the small things in life, and continue to strive for greatness." Whaia te Kaipukaha, I Nga Wahi Katoa.



RE- INLISTMENT

WHY IT'S ON THE RISE

When officers and soldiers choose to leave the Army re-enlistment can be an option once they have achieved what they wanted in the civilian world and decide they want to return to the uniform.

In the first of a series on career management, Army News looks at why people choose to leave, and why they re-enlist.

With a fifth child on the way, Lieutenant Colonel Brent Morris wanted a job with a bit more flexibility for family. He had recently completed an 11 month stint as the Senior National Officer in Op Farad in the Sinai, and a subsequent unaccompanied posting to Army General Staff in Wellington. The Army was his life – he had joined as a 17 year old – but he felt he needed a break.

“I think it’s important to say that I didn’t leave because of push factors from the NZ Army, I left because of pull factors being family and the offer of a well-paying job in the public service. I wanted to try being a ‘civi’ but also make sure I left on good terms and didn’t ‘hold on too long’ to the Army when I knew deep down I wanted to try something different.”

LTCOL Morris, who is Commandant of the Mission Command Training Centre came back in in July this year after 12 months out.

“I learned a lot about myself when I wasn’t serving. I think there’s a basic Venn diagram when it comes to work. In one circle is remuneration – pay and conditions are obviously important. In another circle is family flexibility – being able to be there for the kids and be actively involved in their lives. In the last circle is having a sense of purpose in work – getting that satisfaction from what you do. Where the three circles overlap is the ‘sweet spot’ for work life balance. I learned while not serving that I value having a sense of purpose in work far more than I thought I did. I also learned that I don’t value remuneration as much as I thought. As long as I cover the mortgage and can support my family, I’m ok. So for me, coming back was all about a value proposition – I love the fact that the Army isn’t all about me, and I enjoy being part of the profession of Arms. I still get a kick out of telling people that I’m in the Army, whereas I was slightly embarrassed telling people I was a public service bureaucrat!” LTCOL Morris says he gained valuable experience working as a civilian.

“I learned how a corporate governance process works, similar to ours in Army! I also established a really good network within the Manawatu region, which I’m using to good effect at the moment with the Manawatu Jets and Linton Army Basketball Club.”

It’s the people he is enjoying most now that he is back.

“We are a full of brilliant people. I love the fact that we are all paddling the waka in the same direction too. What I mean by this is that generally everyone is working towards the same thing, they want the Army to continue to be world class and will work as hard as they can to get after that. Army people trust each other and communicate well. You don’t get that outside which really shocked me to be honest. Don’t get me wrong, I haven’t come back and become blind to frustrations that everyone is feeling with regards to conditions of service and increases in workload, but I do think as an organisation we do a pretty bloody good job and at times we should be a little more positive and celebratory about all the things we manage to achieve.”

NEW ZEALANDER PLAYS KEY ROLE IN WORLD'S LARGEST PEACEKEEPING MISSION

By Alex Mason



Lieutenant Colonel Emily Hume is the NZDF's senior national officer with the United Nations Mission in South Sudan.

Working towards a milestone general election while trying to avoid a humanitarian crisis in the north of the country, is the current focus for Lieutenant Colonel Emily Hume and other personnel in South Sudan.

The African nation faces many challenges including political instability, civil war, a humanitarian crisis, ethnic and tribal tensions, and economic hurdles.

Around 18,000 personnel are deployed to the United Nations Mission in South Sudan (UNMISS), making it the largest peacekeeping mission in the world.

Dunedin-born Lieutenant Colonel Hume, who now calls Wellington home, is the New Zealand Defence Force's (NZDF) senior national officer on the ground.

She's responsible for the welfare of the Kiwi contingent which works alongside military partners from a range of nations, UN Police, UN civilians and humanitarian agencies, to help monitor peace agreements, protect civilian sites and support the delivery of aid.

"It has always been the case in South Sudan, people see the UN, they see the blue flag, they see the locations in which we have troops and they do come to that. They see that as a safe haven, somewhere they will be protected and can get help," Lieutenant Colonel Hume said.

This is her third overseas deployment, after stints in the Solomon Islands and Lebanon.

She spent her teenage years at Christchurch's Villa Maria College, where she caught the military bug during three days of student work experience at Burnham Military Camp. By the time her mum came to pick her up, Lieutenant Colonel Hume knew she wanted to join the Army.

Now the 36 year old is the deputy chief in charge of long-term planning for 14,000 UNMISS military personnel, liaising with teams across South Sudan, the mission headquarters, and UN headquarters in New York.

Within weeks of arriving, Lieutenant Colonel Hume was asked to lead a military capability study, analysing whether the mission had enough military resources – and the right type – to achieve its mandated tasks.

She's thankful for that early opportunity, which saw her visit UNMISS section headquarters in Juba, Tomping, Wau, Bentiu, Malakal and Bor, and gain an insight the difficulties of operating in some environments.

"It really gives you an appreciation of the challenges on the ground faced by the contingents that are there, including accessing areas of increased tensions in a country with limited roading infrastructure and a lack of any early warning systems.

"It was great to see all those places and appreciate the diversity of South Sudan. It's not all dry and barren, there are large areas of fertile land, supporting huge herds of cattle. Cattle raiding is a big issue here, further exacerbating existing ethnic tensions."

Witnessing the poverty and hardship which many South Sudanese live in, had been the most challenging aspect of her deployment.

"That's probably the hardest thing, realising there's no difference between you and these people that you're trying to support here, it's just the circumstances that most of them are born into.

"It provides motivation to want to support them and do what you can through the UN and partner agencies to improve their lives."

She said in a population of around 11 million people, around 8.3 million are reliant on humanitarian aid, and the aid system had come under further pressure since the conflict in neighbouring Sudan erupted in April.

Lieutenant Colonel Hume said the UN was focused on trying to avoid a humanitarian crisis in areas that border Sudan, which have experienced an influx of returnees to South Sudan, refugees and internally displaced people fleeing the escalating violence.

"That is obviously creating a challenging environment," she said.

At the same time, the mission was focused on next year's planned general elections – the first since South Sudan gained independence in 2011.

"There hasn't been a lot of clarity yet around the elections for December 2024, but that is the overall role which we're all working towards, making sure that we have the right settings in place to support a successful election for the people of South Sudan."

While the mission was a long way from home, Lieutenant Colonel Hume said it's important for New Zealand to support the South Sudanese because life is very tough for many of them.

"New Zealand's participation in UNMISS demonstrates its commitment to global peace and stability, contributing to the international effort to prevent violence and protect vulnerable populations."

For Lieutenant Colonel Hume, the most rewarding element of being in South Sudan was seeing where the UN had been able to support communities.

"Whether it's the Quick Impact Project which provides clean water, whether it's supporting a local community with schooling, whether it's the rebuilding of a prison or cells so at least they can have a functioning jail system, whether it's a report of a violation and UN patrols going out, investigating, and then people being held accountable for their actions."

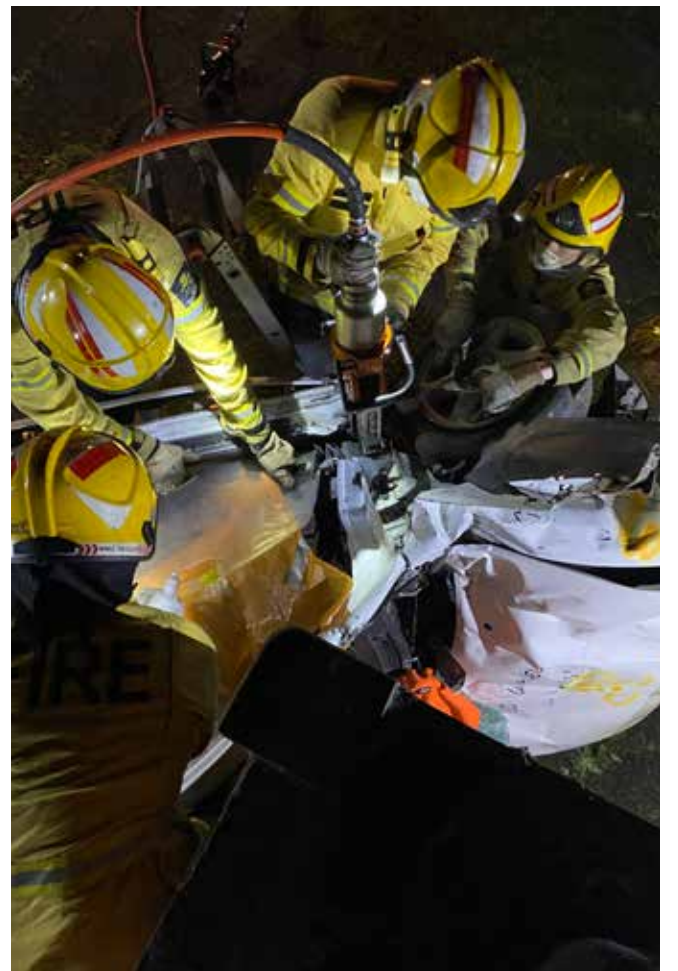
She said the days and weeks on deployment were going by quickly, and she's enjoying her job.

"Working with the people you do, on the problems and challenges that are posed to you as a team that you have to work through, it's just fantastic.

"I'm looking forward to the remainder of the mission and what UNMISS can achieve for the people of South Sudan."

New Zealand has supported peace efforts in South Sudan through this current mission since 2011, and prior to South Sudan's independence New Zealand contributed personnel to the UN Mission in Sudan from 2005 to 2011.

NEW EMERGENCY RESPONDER FLEET



The Emergency Responder (ER) trade has recently replaced their Unimog Rural Fire Fighting appliances (RFAs), as well as their long serving Scania Domestic Fire Fighting appliances (DFAs), with a brand new fleet.

This has been a project led by Garrison and Training Support (GATS), with support from Master Driver TRADOC and senior personnel from the ER trade.

The Unimog has been replaced with the Volvo FL280. The vehicle is a massive step up from the also long serving Unimog, providing a double cab that can seat an additional two personnel.

The Volvo RFA has an advanced suite of electronic controls and settings, which give the driver a wider range of options and capabilities than what the ER trade was used to with the Unimog. This includes the automatic gear box, which is another step away from the Unimog manual gears.

As part of the introduction into service, Master Driver TRADOC (WO1 Jason Edgecombe) has led the way in developing a Volvo familiarisation course. This has been used to bring all current Unimog qualified operators within the ER trade up to a confident and competent standard in operating the RFA, both on sealed roads, unsealed roads, off road and on different types of slopes and gradients. WO1 Edgecombe was assisted by driving instructors from within 2 Engineer Regiment, QAMR and HQ 1(NZ) Brigade in developing the fam course, with the majority

of courses being run in the WMTA training area. Some courses have also been run out of Burnham Camp.

The Volvo RFA has been put to work supporting live field firing within WMTA, as well as at West Melton and Tekapo in the South Island. It is also able to respond to incidents outside Defence Areas, in support of Fire and Emergency New Zealand (FENZ). This was seen during this year's cold snaps in the Central Plateau, where 4 Emergency Response Troop (Waiouru) was able to utilise the Volvo to reach medical emergencies when the main highways in the area were closed due to snow and ice.

The Scania DFAs have been replaced with the MAN DFA. This provides ER personnel with a brand new, contemporary and reliable platform for domestic fire fighting tasks and emergency response to any other type of incident that the ER trade will deal with (motor vehicle crash, medical emergencies). The intro into service for the MAN DFA has been supported again by our local driving instructors, an intro package put together by the vehicle manufacturers (Frasers Engineering), and with support from FENZ instructors. This has

covered off getting ER operators orientated around the new pump on the appliance, as well as getting familiar with handling a brand new vehicle within respective turn out areas. The new appliance has especially been appreciated in improving response time to calls, in particular outside of respective Defence Areas (e.g. the Desert Road, Tokomaru area).

Currently, there are 11 Volvo RFAs in service, with four at Waiouru, two at Linton, four at Burnham and one at Whenuapai. There will be six more vehicles released across the ER and RNZAF fire fighter trades, with a vehicle going to Linton and Burnham, and the remaining vehicles replacing Unimogs at RNZAF base locations across the country. All ER troop locations have also received two MAN DFAs respectively, and retired their Scania DFAs.

The new vehicles are providing the ER trade an updated, reliable state of the art platform to achieve their outputs in enabling training through fire mitigation and suppression in the field, providing protection from fire in the garrison, providing a medical response within Defence Areas, as well as providing support to FENZ in the wider community.

NEW LINTON MEMORIAL HONOURS FALLEN PERSONNEL



Serving and former New Zealand Army personnel have come together at Linton Military Camp in Palmerston North to remember fallen comrades.

The 1st Battalion, Royal New Zealand Infantry Regiment (1RNZIR) memorial wall, which was five years in the making, was unveiled on Saturday in recognition of the 97 personnel that have passed away while posted to the unit since 1957.

The project planning was started in 2018 by then Commanding Officer Colonel Aidan Shattock.

Commanding Officer 1RNZIR Lieutenant Colonel Logan Vaughan said there had been a huge amount of input and invaluable support from the Army and local community over the years.

"Te Ao Turoa Environmental Centre and Rangitāne o Manawātū provided more than 300 plants to be planted around the wall by 1st Battalion personnel, and Downer NZ provided specialised guidance around placement so the garden can be maintained in the future," he said.

"First year apprentices from the School of Military Engineering, 25 Engineer Support Squadron and 2nd Engineer Regiment have been a continued support to 1st Battalion during the construction of the wall.

Establishing the pathway, shifting massive amounts of aggregate, doing construction and placing the steel has really been a team effort. "This will be a place where family and friends, and past, present and future soldiers can honour those who've passed, in a living memorial to our fallen. It will ensure that future generations never forget their service and sacrifice."

Inscribed on the wall are the names of those who served and died, whether at home, on exercise or operation, in Malaya, Malaysia, Vietnam, Singapore, Thailand, Brunei, Australia, East Timor (before it became Timor Leste), Afghanistan.

Kate McGregor's husband Staff Sergeant Neilroy McGregor from Alpha Company, 1 RNZIR, died in November 2018 after being diagnosed with cancer while he was serving with the Multinational Force and Observers mission in the Sinai Peninsula.

At the time Mrs McGregor, a logistician, was serving as a Captain in the New Zealand Army. The couple have two children, Kaea and Ihaia who are now young adults.

Mrs McGregor said she had been looking forward to attending the opening of the Linton Memorial for Fallen Personnel.

"Having a memorial wall is great. It's somewhere people can go to just quietly remember. And it means the name of your loved one gets to live on. You know you always have them and their stories but this is where you can go to reflect.

"Neilroy was very outgoing, and he was a member of the Patriots Motorcycle Club, as well as Brothers In Arms. He loved the idea of going on motorcycle runs and that sort of things to remember military personnel who have passed. He would think this was a wonderful way to remember the fallen."

The New Zealand Defence Force's Liaison Officer for Families of the Fallen, Staff Sergeant Tina Grant, also helped bring the wall to fruition. She made many visits to the NZDF archives to source the necessary background information on the 97 fallen personnel remembered through this memorial.



KIWI TEAM WINS SILVER IN CAMBRIAN COMPETITION

The 1st (NZ) Brigade team won silver for their performance in Exercise Cambrian Patrol 2023, one of the most arduous military competitions in the world.

The New Zealand Army team came together from multiple units and took part in the Cambrian Patrol in Wales early in October. The team of eight was made up of personnel from the infantry, logistics, signals, intelligence and engineer corps who were nominated and then chosen from a pool of 25 during a three day selection process.

After being selected, the team trained for three weeks in Linton and Waiouru Military Camp under 1st Battalion, with assistance from other units, in order to prepare them for the patrol prior to heading to the United Kingdom.

Exercise Cambrian Patrol is the top patrolling event of the British Army and is held in Wales each year. The patrol is a challenging, unparalleled exercise designed to enhance operational capability. It is mission focused and scenario-based, involving role players in order to augment the training benefit. The patrol is conducted as a team of eight and each individual is expected to carry 35kg whilst they cover approximately 60km by foot, completing various tasks along the way.

After arriving in the United Kingdom in late September, the team was based out of Combermere Barracks in Windsor and took part in training and lessons held by the 1st Welsh Guards. This involved physical training sessions, including a run along the Royal long walk, and the familiarization of the British weapon systems and their techniques, tactics and procedures that would be used throughout the patrol.

The competition began with the team moving to a rendezvous point before being guided to the assembly area where they received additional equipment, ammunition and orders for the patrol. The team was tasked with a scenario that reflected real life situations that a section may find themselves in and their orders were to conduct a reconnaissance patrol and gain information on an enemy camp.

After several hours in the assembly area, the team stepped off and began the grueling patrol in what was fortunately some pleasant weather for Wales.

Over the course of the patrol, the team completed six stands that covered a variety of scenarios and skills.

The first stand was a chemical attack on friendly forces in which the team had to respond to the situation and identify the type of agent that had been used.

The second stand was a water crossing through a reservoir where the team had to tactically get every individual and their kit across.

The next stand was the observation of an enemy position which required the patrol to gain as much information as they could to pass on through a patrol debrief.

After this, the team was moved to a new location and received an update to their initial orders and began the next half of the patrol.

The first stand in the second half was a mine field casualty extraction which saw the team retrieving friendly force personnel from a vehicle that had driven into a minefield.

Upon completing this, the next stand was in two parts and saw the team split between tasks. This saw the concurrent activity of the calling of artillery onto an enemy position and armoured vehicle recognition.

The final stand of the patrol was a section assault of a position containing a high value target that the team was required to detain.

Overall, the team patrolled for approximately 40 hours and covered 80 kilometres by foot.

Despite the challenges of the patrol, the physical and mental fatigue and the limited time the team had together prior to leaving New Zealand, all members performed to a high standard that reflected the effort and commitment that they put into their training. Each individual should be proud of their conduct and the way they represented themselves and the New Zealand Army.

The awards for Exercise Cambrian Patrol are based on a standard and a team may either receive a certificate of merit or a bronze, silver, or gold medal depending on how well they performed and completed each stand as part of the overall scenario.

Somalia Veterans 30 year Reunion

23–25 April 2024

Queens Wharf, Wellington CBD

Somaliareunion2024@nzdf.mil.nz



Dee O'Connor (centre, in black) with soldiers who helped transport the donations.

CALL FOR DONATIONS AFTER CYCLONE GABRIELLE COME ROLLING IN

When Dee O'Connor, the Defence Community Facilitator for Trentham Regional Support Centre, put out the call for donations of clothing, foot wear and household goods for those left devastated by Cyclone Gabrielle's earlier this year, boxes and boxes came rolling in.

Dee, an NZDF civilian staff member and also a Reservist Company Sergeant Major of 38 Combat Service Support Company, said just after Cyclone Gabrielle struck that she was thinking of ways individuals in the Wellington community could help those affected by the flooding.

"I asked my boss if I could organise a collection of clothing and household goods because I knew some people, including our own Reserve Force soldiers had lost everything. To be honest I thought it would be just a small venture with the Trentham Camp community donating what they could. But then it was published onto a community Facebook page in Upper Hutt and we were inundated."

Dee says the very large volume of donations was heart-warming and she felt privileged to manage the task. "This is by far the best part of my role as the Defence Community Facilitator, knowing my time and perseverance is making a positive impact on people's lives."

"We had an amazing bunch of volunteers who sorted, washed and sized the clothing, and packed and labelled it to make it easy for distribution at the other end."

The volunteers and the team from TRSC worked tirelessly for seven weeks, sorting and packing. Their devotion to supporting this cause cannot be underestimated, says Dee.

"The clothing included work wear, children's wear, baby clothes, shoes, bedding, nappies, baby formula, food, hand sanitizer and masks. A lot of kitchen appliances were donated which were checked by PAE to ensure they worked and were safe before being packed ready for distribution. The volunteers pre-labelled all the clothing, and sorted smaller items into plastic bags to make it easier for those at the other end."

A collection for donations was held at RNZAF Base Ohakea, and these were transported to Trentham to be taken over to Napier. With the assistance of the seven HX58's MHOV trucks were arranged and packed with the donations by 10th Transport Company soldiers and drivers, who delivered them to the Napier Army Hall for distribution.

In all 59 pallets of clothing and household goods were transported from Trentham to Napier for those in need.

CPL Stormy Harrison, 5/7 Bn says he felt humbled the donations were for his area.

"Thank you to all the whanau that have put in to help the people of Hawkes Bay."

Dee says the organisers left the distribution of the donations up to the soldiers of 5th/7th Battalion as they know their communities best. "They had already identified individuals, families or groups who would benefit from the donations".

The combined effort of volunteers and various Army Units has resulted in a great team effort to provide very good quality donations for the Napier community to support them in their ongoing recovery from Cyclone Gabrielle.



SILVER DAGGER

By Mitchell Alexander and Rebecca Quilliam
Photos: Sam Shepherd

Under cloak of darkness two NH90 helicopters recently flew in formation along the peaks of the Southern Alps in support of a New Zealand Special Forces exercise, Silver Dagger. The exercise tested skills the pilots will need in future challenging environments. And with wild weather, mountainous terrain and in the dead of night, it didn't get much more challenging.

The Special Forces exercise took place around various South Island locations. While specific details of the activity remain classified, the exercise tested the force projection of a New Zealand Special Forces Task Unit to conduct crisis response operations within a semi-permissive environment.

The exercise was supported by No. 230, No.3 and No. 40 Squadrons, along with support from the NZ Army's Catering Platoon, 3 Combat Service Support Battalion, 2/4 and 3/6 Battalion. Partners on the exercise included members of the Singaporean Armed Forces and the Australian Defence Force.

Based out of West Melton Camp, near Burnham Military Camp, the exercise simulated projection to a fictional location. The exercise comprised of a series of short battle handling exercises focussing on: consular support prior to and during crisis events, intelligence surveillance and reconnaissance, fixed and rotary wing infiltration to conduct operations and special operations.

Silver Dagger was a successful training exercise with many moving parts; including the fixed-wing deployment and recovery of task unit personnel, helicopter integration in support to Special Forces mission sets and the use of C-130 Hercules for tactical air land operations.

NH90 pilot Flight Lieutenant (FLTLT) George Bellamy said undertaking these types of exercises involves a lot of tactical thinking.

"We try hard to give them the best platform to do their job. It's certainly some of the most enjoyable flying – particularly by night. Night makes it so much harder, but so much more enjoyable, especially when it all goes according to plan."

The mission that FLTLT Bellamy flew involved a scenario of flying into complex areas that were simulated to be high threat, in formation with another NH90. The flying was performed with aircrew needing to wear night vision goggles, with no moonlight to help.

"We based out of West Melton and the missions ranged from Dip Flat down to Tekapo. So it was across most of the South Island. We flew around mountains, hills and into airfields. We also landed on a coastline just south of Cape Campbell at the top of the South Island.

"It was a real variety of flying and there were long nights to achieve some pretty cool missions."

The aircrew could fly as long as seven hours between 8pm and 3am, FLTLT Bellamy said.

"It was all done under the cover of darkness. It was a reverse cycle to normal – so no daytime flying, which meant we needed to think about fatigue more than normal."

With challenging weather and mountainous terrain it was important the pilots avoided flying into areas difficult to fly out of, he said.

"You always looking at what the weather is doing and what escape routes there are to get back to safe areas. There's added complexity when you through in another helicopter, particularly when you are flying to separate areas and rendezvousing at a specific place and time."

There was constant communication between the pilots and detailed planning that went into each flight, FLTLT Bellamy said.

Training like this ensures New Zealand Special Forces provides a trusted, nationally integrated and globally connected full-spectrum special operations force that is orientated and prepared to support New Zealand's national interests.



“It was all done under the cover of darkness. It was a reverse cycle to normal – so no daytime flying, which meant we needed to think about fatigue more than normal.”

EXBLACK



BAYONET

By LT Tony Calder-Steele, RNZIR



Two hundred and fifty soldiers and officers from 2nd/1st Battalion, Royal New Zealand Infantry recently deployed to Reefton to conduct Exercise Black Bayonet. As part of the battalion's final activity for the 2023 collective training calendar, Task Group Red deployed to the fictional country of Motumatihi to conduct a week long Stability and Support Operations (SASO) exercise.

Exercise Black Bayonet provided an opportunity to test force elements from section to task group level, in a low to medium threat environment. In addition to 2nd/1st personnel, Task Group Red included personnel from Queen Alexandra's Mounted Rifles, 3rd Combat Service Support Battalion, Joint Military Police Unit, Southern Health Support Squadron, 5th Signals Squadron and 3rd Field Squadron. Of note, this was the first time since 2021 that New Zealand Light Armoured Vehicles (NZLAV) have supported 2/1 RNZIR on exercise.

Commanding Officer 2/1 RNZIR, Lieutenant Colonel (LTCOL) Sam Smith said the primary focus was on infantry platoons as a key milestone in the unit's regeneration. "This was the largest tactical exercise the unit has done, as a collective, since 2017 and also saw the utilisation of the Army Training Management Framework to support the training and evaluation across the unit to confirm that our platoons are capable of progressing to more complex combined arms training," said LTCOL Smith. "2/1 RNZIR placed a lot of effort and unit focus to ensure the success of this exercise and its scale. It takes considerable time and detailed planning to achieve this type of exercise, and it gave an opportunity for our trainers to design battle handling exercises away from our primary training area."

At the sharp tip of the spear, Combat Team Alpha had three platoons conducting security tasks in the area. These would include forward operating base security, convoy escorts, local dismounted patrols, key point protection tasks and other deliberate actions as part of a combat team.

Having the chance to command a platoon as part of a larger force element was of immense value to Lieutenant Zane Blackman; a platoon commander in Combat Team Alpha. "The exercise was a good opportunity for the platoons to train in combined arms operations at a combat team level. We managed to cover the full battle procedure and identify areas at the platoon and section level that require further training.

"The exercise also provided a good opportunity to work alongside assets like sniper teams and a NZLAV troop, which are rare opportunities for a platoon. This exposure provided me with a good learning opportunity in platoon and company combined arms operations, particularly with having to orchestrate multiple assets effectively," he said.

The complexities of SASO added additional friction to commanders at all levels, as additional flexibility is required. Section commander, Corporal Charles Trail said this challenge was rewarding. "Ex Black Bayonet was the first time I had trained in a SASO environment since Southern Katipo in 2017 and my first time as a section commander. I enjoyed the opportunity to test my command knowledge in an unconventional environment and work with a new section. Interacting with civilian role players is definitely a highlight as it adds so much realism to the training."

The exercise would also come with some unexpected challenges for him and his peers. "The other section commanders and I were able to identify that a conventional set of quick battle orders doesn't necessarily apply in a SASO environment and we adapted accordingly. Working closely with other combat team assets has reminded me of some other planning considerations I can potentially use in future tasks," he said.

At the private soldier level, new roles were being undertaken and existing skills were developed. Private Tainui Aoake, of Combat Team Alpha, enjoyed the challenge of undertaking a less familiar job. "This was my first exercise as a section signaller. This presented me with the opportunity to scrub up on my radio communications skills and contribute to the section in a different role. I became a key link between chains of command and soldiers on the ground. I learnt a lot in the role and provided both ends of the radio with better situational awareness of the battle space," PTE Aoake said.

For 3rd Field Squadron's Second in Command, Captain Laura Bayfield, Exercise Black Bayonet was the first time she had operated as part of a larger headquarters. "This was my first exposure to a battle group headquarters operating in a field environment. I gained insight into the standard operating procedures of a command post and the best practices to ensure battle tracking and decision making is as accurate as possible. The exercise was a great learning opportunity for everyone involved at all levels of the battle group," she said.

When all was said and done, it was time to thank the locals for their hospitality. On 22 October, the task group held an open day for the Reefton community to come down and see some of the NZ Army's finest soldiers, equipment, vehicles and weapons on display. On a sunny West Coast day, the turnout was excellent, with the community jumping at the chance to interact with our people.

With Exercise Black Bayonet being the final collective training activity for 2023, 2/1 RNZIR has its sights firmly on Exercise Suman Warrior in Darwin and the conduct of the 2/1 RNZIR top soldier competition.

"On the road to rebuilding our ability to fight as a battalion, we now have more of the building blocks in place. Exercise Black Bayonet for many of our junior soldiers, was their first exposure to operating as part of a combat team and seeing how all members of the battalion have a role to play on the battlefield," said LTCOL Smith. "From here, we can grow. The coming period will not be without its challenges, but if there is one thing we know, it's that we are ready." Kura Takahi Puni. Onward.

ALL WE WANT FOR CHRISTMAS IS TO BE HERE WHEN YOU NEED US

As we head into the festive season, we know that a lot of families will be worried about making ends meet. That on top of the everyday stresses, the additional expectations of the holiday season can seem overwhelming and push some to breaking point.



When you're thinking of where to turn for help, we know that the RSA might not be near the top of your list... but we should be.

Forget what you know about us, and take another look at the support the RSA can offer you and your whānau.

We've worked hard over recent years to move our organisation back to its roots. To return our focus to what is truly important, supporting New Zealand's veterans of military service and their whānau.

We've made it easier for you to access that support: We have over 250 support advisors right across the country, trained and ready to help. We've also been rolling out RSA support hubs in NZDF camps and bases around the country including Papakura, Linton, Trentham and Burnham. If you can't get to one of the hubs, you can still contact one of our District Support Managers for support.

The kinds of support we provide to serving NZDF personnel could be anything from providing immediate hardship alleviation to families in need right through to making repairs to houses, or funding after-school care to provide respite to a military parent undergoing medical treatment.

Alongside our traditional support function, our new Veterans' Employment Service is helping a number of serving personnel transition out of the military. Our Employment Advisors can help by providing expert advice and connecting those looking for work with employers who understand the value of their military service.

We also provide support to whānau. We know that the families of our military personnel experience many different hardships; from long absences, frequent relocations, even disruption to family routines caused by short notice deployments. The support they provide to our serving personnel is incomparable and we want to make sure they are looked after too.

If you're travelling this summer, we encourage you to call in to one of our hospitality-based RSA's. There are venues around the country that can provide food and fellowship as you travel – and as a member of the NZDF, you are welcome into any RSA, just show your NZDF ID card at the door.

Wherever you find yourself this holiday period, if you or your whānau need support – please get in touch.

RSA SUPPORT HUBS

Papakura: Bob Derwin – 021 147 3265
Linton: Dereck Turvey – 021 0278 2766
Trentham: Michelle Tebbutt – 021 193 6261
Burnham: Jo Frew – 021 208 4622

DISTRICT SUPPORT MANAGERS

Northland: Charlie Lamb – 027 421 0990
Auckland: Tony Miller – 027 425 1574
Waikato/King Country/Bay of Plenty: Tricia Hague – 027 388 6243
Wairarapa/Hawke's Bay/East Coast: Janet Castell – 027 239 1008
Central/Wellington: Danny Nelson – 027 202 3931
Nelson/Marlborough/Westland: Rob Todman – 021 256 2180
Canterbury: Jo Frew – 021 208 4622
Otago/Southland: Niall Shepherd – 027 600 3104
Australia: Valerie Church – +61 416 755 125

VETERAN EMPLOYMENT ADVISORS

Northland, Auckland, Bay of Plenty and Waikato:
Tony Wright – 021 0274 6777
Taranaki, Gisborne, Manawatu, Hawke's Bay:
Dave Benfell – 021 725 481
Wairarapa, Wellington: Michelle Tebbutt – 021 193 6261
South Island: Sam Platt – 021 0910 8669



ROY SMITH COMPETITION

A 2nd Combat Service Support Battalion team made up of chefs, a steward and a reserve who doubled as a kitchenhand won the Roy Smith Catering Competition recently.

The team comprised chefs LCPL Jasmine Waters and LCPL Storm Van Zyl, steward LCPL Lusie Tyrell-Rutledge, and reserve LCPL Keiran Jenkins.

COMPETITION BACKGROUND

Roy Kenneth Smith joined the Army in 1971 as a Regular Force Cadet in Upham Class. During his first year he was apprenticed as a chef. Upon his graduation he was posted to 1 Transport Company (GS), as a loan back cook with 1 Ranger Squadron. His next posting was to the Tourist Hotel Corporation at Waitomo in October 1973. In April 1974 he was posted to Central Company, Wellington Platoon. He was promoted to Lance Corporal on the 11th of September 1974. Lance Corporal Smith was tragically killed in a train accident in April 1976.

Upon his death the contributions for a wreath were such that, after the floral tribute was purchased, a substantial sum remained. It was unanimously agreed that a Rose bowl and miniatures be purchased and presented to the Corps for an Inter-District Catering competition amongst apprentice chefs, as a memorial to Lance Corporal Smith. Approval to hold the competition was granted on the 8th of October 1976.

The first competition was held in June 1977 and was fittingly won by Central Company, Roy's last unit. Since its conception, the competition has undergone several minor changes, although the concept remains the same. The Roy Smith Memorial Trophy is keenly contested amongst Units and has proved to be a highly sought after and prized trophy.

NZ LIBERATION MUSEUM

Te Arawhata opens in France

The New Zealand Liberation Museum – Te Arawhata has opened in Le Quesnoy, France, commemorating the liberation of the town from German occupation by Kiwi soldiers in World War One.

Hundreds of Kiwis travelled to the small town in north-east France for the opening of the museum on October 10 and 11. While many were already in France for the Rugby World Cup, others travelled specifically for the opening and to be among the first to visit the NZ Liberation Museum – Te Arawhata.

Officially opened by the Rt Hon. Sir Jerry Mateparae and Marie-Sophie Lesne, the Mayor of Le Quesnoy, attendees included dignitaries, descendants of Kiwi soldiers, donors who have supported the \$15 million project, and members of the public.

“The museum acknowledges a friendship that began over 100 years ago, highlights the importance of learning from the past to support a better future, and commemorates the 12,500 Kiwis who died in France and Belgium during World War One,” says Sir Don McKinnon, Chairperson of the New Zealand Memorial Museum Trust – Le Quesnoy (NZMMT-LQ).

“The opening ceremony was extremely moving, but it was also a celebration of the many passionate people who have supported the project to get the beautifully hand-crafted front doors of the museum open,” says Sir Don.

Wētā Workshop, best known for its screen work on *Lord of the Rings*, *Avatar*, and *Dune*, created the immersive visitor experience including a large-scale, hyper-realistic soldier, which is one of the first figures visitors see when they enter the museum.

Another centrepiece of the experience is Te Arawhata (The Ladder), a 7.4m structure that extends up through the museum stairwell.

“The museum is beautiful,” says Sir Don. “Wētā Workshop has created an experience that is poignant and emotional yet

educational and entertaining. When people walk inside the building they are moved to silence. They become quiet and reflective as they walk through the many different rooms. It is very special.”

Twenty-three-year-old Felicity Wilson, whose great-great uncle died at Le Quesnoy, spoke at the opening about how the museum acknowledges the Kiwi soldiers who fought in WW1 and their legacy which still resonates and shapes how we live today.

She also paid a touching tribute to her great-great uncle: “You will be remembered in Le Quesnoy as a soldier who gave everything, you will be remembered in New Zealand as a soldier who fought and died for his country, and you will forever be remembered by me because you are my great-great uncle, and we share the same last name.”

The museum takes its name from the way Kiwi soldiers used a ladder to scale the walls of the town on 4 November 1918, during the liberation. While this approach helped to ensure no civilian lives were lost, many New Zealand soldiers died and are buried in the cemetery in Le Quesnoy.

The liberation created a special bond between the people of Le Quesnoy and New Zealand that endures to this day. Several names in the town are inspired by New Zealand including Place des All Blacks and Rue du Dr Averill (after Second Lieutenant Leslie Averill who was the first to ascend the ladder).

The museum was blessed on October 10 by Te Rūnanga o Ngāti Waewae before the official opening yesterday (NZ time). The blessing in Le Quesnoy also revealed the pounamu cleansing stone at the entrance of the museum which was donated by Te Rūnanga o Ngāti Waewae.

The official opening was attended by dignitaries including:

- Vice Admiral Sir Tim Laurence (husband to Anne, The Princess Royal)
- The Rt Hon. Dame Patsy Reddy (Chair of New Zealand Rugby)
- Sir Don McKinnon and Clare de Lore, Lady McKinnon
- Sir Lockwood Smith and Lady Alexandra Smith
- George Hickton (Chair of Wētā Workshop)
- Andrew Thomas (Senior creative director Wētā Workshop)
- Tracey Collis (Mayor of Tararua District Council)
- Susan O'Regan (Mayor of Waipa District Council)
- Grant Smith (Mayor of Palmerston North City Council)
- Founding partners Brendan and Jo Lindsay, of the Lindsay Foundation
- Sir Wayne “Buck” Shelford (National President NZ RSA)



The project has been privately funded through generous donations and fundraising continues with the aim of reaching beyond the \$15 million target.

Founding partner Richard Izard, who has contributed \$3.5 million spoke at the event via video message and was represented in Le Quesnoy by his great niece, Felicity Wilson.

Rugby exhibition, *From the Field to the Front*, which is located in a separate gallery inside the museum, also opened on October 11 and tells the story of All Blacks who served in World War One and highlights the place the game holds in New Zealand's cultural fabric.

For more information, including ticketing details, go to nzliberationmuseum.com

NEW ZEALAND MEMORIAL MUSEUM TRUST – LE QUESNOY

The New Zealand Liberation Museum – Te Arawhata was developed by the New Zealand Memorial Museum Trust – Le Quesnoy (NZMMT-LQ). Inspired by the themes of freedom, friendship and future, the Trust has created a place to honour the remarkable actions of New Zealand soldiers who liberated the town of Le Quesnoy and fought in World War One. It is also a place that acknowledges the enduring friendship between the people of Le Quesnoy and Kiwis.

The museum is located in a renovated mansion house which was the former World War One mayoral home and later the headquarters of the local Gendarmerie (French Police). The NZMMT-LQ purchased the building in 2017 and it has been renovated over the past two years.

Wētā Workshop

Wētā Workshop brings imaginary worlds to life by delivering concept design, physical effects, collectables, immersive visitor experiences and games to the world's entertainment and creative industries.

Established by Richard Taylor and Tania Rodger in 1987, they are best known for their screen work on *The Lord of the Rings* trilogy, *Avatar*, and *Dune*, their immersive visitor experiences, *Gallipoli: The Scale of our War*, Expo 2020 Dubai's Mobility Pavilion and *Wētā Workshop Unleashed*. Based in Wellington, New Zealand, Wētā Workshop's ground-breaking work has earned them multiple international awards.

wetaworkshop.com



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GRADUATION

PTE Cameron Andrews, RNZIR received the top prize when a large group of newly minted soldiers graduated in front of friends and family recently.

OTHER PRIZE WINNERS

Top Recruit from each Platoon

Victoria Cross Platoon PTE Eli Dalton-Harvey, RNZIR
Forsyth Victoria Cross Platoon SPR Max Cullen, RNZE
Crichton Victoria Cross Platoon PTE Andrews, RNZIR
Brown Victoria Cross Platoon PTE Zion Hotai, RNZIR

Top Shot

SIG Aidan Jeeves, RNZSigs

Top Warrior

PTE Cameron Andrews, RNZIR

Sergeant Major of the Army Award

PTE Zion Hotai, RNZIR

Top Instructor RRF412

CPL Ari Busby, RNZIR





Land Component Commander Brigadier Matt Weston presents PTE Cameron Andrews with one of his awards.



LIGHTING THE LAMP OF REMEMBRANCE

The Lamp of Remembrance was lit at newly restored St David's Memorial Church in Auckland in October to mark Sappers' Day 2023.

The event was attended by the Deputy Chief of Army Brigadier Rose King, Colonel Commandant of the Corps of the Royal New Zealand Engineers, Colonel (Rtd) Paul Curry, a contingent of sappers and other invited guests.

Also present were current and past presidents of the Sappers Association, Association Patron, Col (Rtd) Selwyn Heaton, many former sappers and veterans from other corps.

Originally built as a soldiers' memorial church, St David's is also the Sappers' Memorial Chapel, which recognises the contribution by the Royal New Zealand Engineers in service to their country. On the walls there are plaques commemorating the loss of sappers from the Auckland region in both the first and second world wars.

One of the event organisers, Peter Mellalieu from the New Zealand Sappers Association told those gathered for the event that the ceremony marked the reopening of St David's, which had been revitalised as a centre for music and a sanctuary for soldiers and veterans. "We further celebrate the newly restored Sappers' Chapel, and the unveiling of the tukutuku panels crafted by the weavers of Ngati Whatua Orakei."

BRIG King lit the Lamp of Remembrance, above which is an RNZE stained glass window.

Mr Mellalieu said sappers were not just engineers. "They are the trail blazers who pave the path for others. In emergency or battle the sappers are first in, last out, and everywhere as needed. As we light the lamp of remembrance we are reminded not just of the sacrifices made, but also the necessity to carry forth the spirit of those sacrifices into our future endeavours."

On 5 December 1920, both a war memorial tablet and a roll of honour were unveiled in St David's Presbyterian Church, Khyber Pass Road, Auckland. The ornately carved wooden roll of honour listed the names of 107 men from the congregation who had seen active service during the war, as well as the names of six nurses.

Planning for a new church building also began in 1920. It was soon decided that this should be a soldiers' memorial church. The foundation stone dedicating the church to the glory of God and the men of St David's who gave their lives during the Great War was laid on 25 April 1927. The new church was formally opened on 13 October 1927.

After the Second World War an additional segment with a further 19 names was added to the memorial tablet. This was unveiled on 9 November 1947.

A number of other plaques and tablets with wartime associations are displayed in the church. These include a memorial tablet unveiled on 3 June 1928 in memory of the 37 members of No. 3 Field Company NZ Engineers who gave their lives in the First World War. This was unveiled on 3 June 1928. A tablet listing the names of the 31 members of 1st Field Company NZ Engineers who gave their lives in the Second World War was later added. The Sappers' Memorial Chapel was dedicated alongside on 13 October 2006.

Three plaques relate to the war in the Pacific. A three-light stained glass window in the eastern wall of the church commemorates victory and peace in both the world wars. This was unveiled on 6 November 1949.

In September 2014 it was revealed that St David's fell short of meeting new earthquake building standards and could be in line for demolition. The Friends of St David's charitable trust proposed to rescue the building by repurposing it as an acoustic music centre. In 2015 it organized 'The Art of Remembrance', a memorial art installation by artist Max Gimblett, which highlighted the building's qualities. In 2017 the church was listed as a heritage building. In May 2021 the Presbyterian Church Property Trustees put the church and two adjoining properties on the market. Just two months later, philanthropist Ted Manson, the founding patron of the trust, bought all three properties, saving the church from demolition.



The Lamp of Remembrance, Brigadier Rose King, Deputy Chief of Army.

WEAPONS DEVELOPEMENT TRAINING



Officers and soldiers from 5/7 Battalion, Royal New Zealand Infantry Regiment, spent three days focusing on live firing weapons training and development recently.

The focus was on building confidence and advancing skillsets with the Modular Assault Rifle System – Light (MARS-L), and conducting weapons qualifications for the MARS-L, Pistol (Glock 17) and the Light Support Weapon (LSW) machine gun.

The weekend began with the Weapon Qualification Shoots, then moved on to the Small Arms Retaliatory Target (SART) range where the more intensive training began. Starting with close range reaction shooting with the MARS-L, personnel worked in pairs to consolidate what they had learned by providing feedback to one another, with weapons instructors giving hands on coaching.

Advancing to live firing section drills including reaction shooting and moving targets, with each firer having an instructor on hand providing feedback during and after each rotation.

“With the intensity of the weekend training, firers were rapidly improving in both skill and confidence,” said Staff Sergeant Dave Foothead, Training Warrant Officer.

Preparation for the night shoot began with a Low Level Light shoot using the PEQ-15 Visible Laser and firing at steel targets to provide instant feedback both visually and audibly. Immediately following into the night shoot, firers fitted their Night Vision Equipment and were firing at both steel and reactive targets.

“It’s good to get back to the basics of training, good soldiering is built on the basics. Once these are mastered, more advanced levels are much easier to achieve. It was good to see the levels of confidence improve, and the Battalion reconnecting and enjoying the camaraderie that comes with us all working together,” said Staff Sergeant Foothead.

Training also included personnel from other ResF units.

“Not all units have the live firing opportunities an infantry Battalion has but we welcome and encourage those from different corps and services to join us to learn and upskill. This live firing training we had a ResF medic and a ResF photographer, neither had taken part in live firing training of this extent before and by all accounts they gained confidence and really enjoyed the weekend.”

2CCSB EXERCISE

An integrated exercise involving members from the Regular and Reserve Force saw 21 Supply Company, 10 Transport Company, and Reserve Force (ResF) 38 Combat Service Support Company (38 CSS Coy) converging at Waiouru Military Training Area recently.

Guidance from the 2nd Combat Service Support Battalion (2CCSB) weapons coaches enabled the company to focus on upskilling and provided their first step into the integration exercise. After sharpening their skills with the Modular Assault Rifle System – Light (MARS-L) and MAG58 General Machine Gun mounted to the Medium-Heavy Operational Vehicle (MHOV), 38 CCS Coy completed live field firing with the RF.

“We’re at a similar training state as the RF at the moment so it’s an ideal opportunity to have integrated training and utilise the experience of our counterparts. Working alongside each other means our ResF people pick up knowledge and can increase their skill set while RF personnel can get an insight of who our ResF are on a more personal level,” said Warrant Officer Class 2 Sandy Paterson, Operations Warrant Officer, 38CSS Coy.

“We’re looking forward to future integration exercises, this one has gone very well.”



RECON AND SURVEILLANCE PUT TO THE TEST



Reconnaissance and surveillance in support of an operation was the focus of Combat School Command course held recently.

The course prepared selected Infantry Officers and Junior Non-Commissioned Officers in the tactical duties, responsibilities and command considerations of Reconnaissance and Surveillance elements within an Infantry Battalion environment.”

“In summary we teach the students to command and employ reconnaissance and surveillance assets in support of an operation. This looks like the observation of targets and the terrain to answer questions about the battlespace, likely from concealed locations,” said Land Operating Training Centre Combat School Senior Instructor Mitch Lennane.

“The final phase of the course was Exercise Iron Screen, where students practised the conduct of reconnaissance and surveillance within a close country and urban fringe environment. This period was the culminating activity where all High Value Targets were present at a single facility.”

The reconnaissance and surveillance assets were initially tasked with observation, however this transitioned into them conducting a limited direct action due to other call signs being unable to respond.

Both of the sniper call signs were observing either side of the objective, postured to neutralise HVTs on command. One of the reconnaissance call signs cut a form up point (FUP) for friend forces to occupy. The remaining reconnaissance and surveillance HQ and remaining call signs then deployed forward, occupied the FUP and conducted the direct action on the objective.

FROM LIEUTENANT ZANE BLACKMAN:

What appeals about Reconnaissance and Surveillance Operations?

When people talk about reconnaissance operations, everyone’s initial thoughts go to sneaking around in the bush. This may be a part of conducting reconnaissance operations, however as an ISTAR manager, your job is to answer information requirements on behalf of the Commanding Officer to enable future operations to occur. This is achieved through the deployment of reconnaissance and surveillance patrols to gather information. This is appealing as you now become the commander that is responsible for gathering information to provide to the battalion. This will then enable task elements to plan and execute kinetic tasks.

What was challenging about the course?

A key change to the standard employment of Rifle Company Platoon is that as a Platoon commander, you are removed from ‘on the ground command’ providing your detachments with isolated command. At first, this is an interesting concept to balance. However, allowing freedom to your commanders enables greater mission success. Dislocated command also brings the challenge of, how do I convey situation changes and information relays over encrypted means. On many occasions a reconnaissance patrol will look to reduce emissions by minimal transmissions, which means initiating contact with a patrol is often difficult. Emphasis is then placed on briefing detailed contingency plans and understanding the rendezvous procedure which see the platoon commander leading the planning in a command post environment.

What were your highlights from the course?

As the ISTAR commander, you are responsible for providing accurate and up to date information to the commanding officer. This means you often get a close look into the intelligence picture and are up to date with current and future operations. Seeing the information picture develop, from the work conducted by the patrols is also very rewarding. It showcases how important reconnaissance and surveillance operations are to enable effective execution of future operations.

FROM CORPORAL BENJAMIN DOVASTON:

What appeals to you about Reconnaissance and Surveillance Operations?

Teamwork and cohesion is critical to conducting these operations, as we operate in small teams with a high standard of individual skills which contribute to a higher standard of conduct overall. We are collectively driven to achieve the best possible standard and take every opportunity to review and learn from what doesn’t work when conducting our operations. As team members we gel really well and are comfortable giving feedback to each other to help us improve the way we operate. The R and S environment encompasses those values seen with high performance teams constantly seeking the best results.

The operations we conduct are critical to future plans developed by higher commanders. We are deployed forward to answer questions that the battalion commander might have to shape their plan. The importance of this is not lost on myself or any of the patrol members and it relies on a high level of skills at the individual and team level. This often encompasses skills not practised elsewhere in the battalion, including setting up concealed positions in buildings in the middle of a populated area, and recording key information and sending that back to HQ as fast as possible. This requires constant practice and care when we do this, but is super rewarding when we’ve pulled it off.

What was challenging about the course?

The planning considerations and complexity is far higher than the standard expected from the rifle section commander. This generally requires methodical planning around what happens if it goes wrong, what is our plan to stay under the detection threshold and what is our procedure if we are compromised. Coming up with these plans quickly and in a timely fashion in an ever changing environment was challenging, and it required constant re-evaluation in both planning and execution of our tasks. This greatly helped me develop as a commander and my planning process.

What were your highlights from the course?

The course provided a great experience to work with our colleagues from 1 RNZIR which hasn’t occurred for the last few years due to our commitment to Operation Protect. Working with our mates from 1 RNZIR has allowed us to exchange knowledge and identify differences between the way each battalion operates and conducts reconnaissance and surveillance. Together we’ve been able to share ideas in a collaborative environment which has greatly benefitted both units.

WHAT'S AHEAD FOR RESF

The Reserve Force wānanga held in Trentham Army Camp recently was opened by the Deputy Chief of Army, Brigadier Rose King.

BRIG King began by re-iterating her strong advocacy around the diversity of thought that the ResF can bring to NZ Army, and the opportunities that Plan ANZAC will bring.

"I am a strong advocate for diversity of thought, and this is a real opportunity for you to influence us to change the organisation. I really appreciate the knowledge, contribution and expertise the ResF brings and how we can utilise this experience.

"Plan ANZAC has really re-invigorated our relationship with the Australian Army and has had a wider NZDF impact of interest too. Leveraging off them will provide some really great opportunities." Land Component Commander, Brigadier Matt Weston, re-iterated the DCA's words and reminded the audience that the New Zealand Army is frequently the Army of choice when it comes to assisting with international requests of assistance.

"Army Capstone will give us the best direction since WWII, and our biggest challenge will be workforce." He also discussed issues around current security, the impacts of climate change and how the ResF can contribute towards local and national resilience.

Following on from the addresses by DCA and the LCC, there were a number of presentations to bring attendees up to date with major work going on in the Army. The topics covered were:

- Plan ANZAC and the Army Capstone Orders (to be issued in the near future);
- a recap of the Force Design Project (which determined the ORBAT of the Army's deployable battalion group, the RF establishments needed to provide the RF personnel required, and the ResF trades and numbers required to sustain the battalion group over a 36 month deployment);
- an update on land capability projects, particularly protected mobility (there was a Bushmaster PMV available for wānanga attendees to clamber over);
- information from the Director ResF from DRYS (Defence Reserves, Youth and Sport – a HQ NZDF unit) on ResF HR policy and communications initiatives that are in the pipeline.
- an update of what has been achieved over the last 12 months in terms of the emphasis on RF/ResF and civilian integration in CA's Directive 23/24, implementation of the ResF Pay Progression Model, better communications with the ResF, better management of the SBR, and on-going work in the area of ResF career management.

Following the presentations, attendees broke into planning groups where they discussed targeted questions and presented their considerations the following day. Many of the questions focused on the capabilities required by, and tasks given to, the ResF in the future. The work done by the planning groups will be a welcome input into planning for the ResF now and into the future as an integral part of the NZ Army.

The Assistant Chief of Army (Reserves), Colonel Amanda Jane Brosnan, concluded the wānanga, thanking attendees for their contributions, especially the ResF SM-Army, WO1 Johnny Sincock, who did all the hard practical work to pull the wānanga together. COL Brosnan remarked that the Army ResF was continuing along a positive path for growth in numbers and capability, and that the upcoming work DRYS would be doing around ResF HR policy and communications was a very encouraging development.



Assistant Chief of Army (Reserves), Colonel Brosnan addresses attendees at the Reserve Force Wānanga 2023.

KAWAU MĀRŌ EMPOWERS WOMEN IN THE NEW ZEALAND ARMY: A STEP TOWARDS GENDER EQUITY

Four female Warrant Officers Class One convened to address a pressing concern within the New Zealand Army (NZ Army) recently. The discussion centred around the need for a female working group dedicated to advance, recruit, promote and support female interest in the NZ Army. This initiative aimed to bridge the gender gap that currently sets the Army behind its counterparts. While the Navy boasts a nearly 30 percent female representation, the Airforce stands at 25 percent, highlighting the Army's 15 percent which indicates a need for our service to do more to increase its female representation.

During this gathering, a charter was crafted, emphasizing the steadfast dedication of this group to the progression of women

The following day, 19 senior wāhine (SSGT/WO Cohort) from diverse backgrounds across New Zealand Army came together to connect, learn and participate in a series of professional development opportunities.

The highlight of the morning session was a powerful address by Warrant Officer Class One (Rtd) Dawn Boxer, who prompted the attendees to reflect on their personal motivations. Through a visualisation exercise, she encouraged them to envisage their aspirations for the year 2033, a perspective that many had not previously considered. Several attendees bravely shared their experiences, fostering a sense of solidarity within the group.

Warrant Officer Class Two (Rtd) Doreen Drylie shared her insightful journey of transitioning out of the NZ Army. She discussed the highs and lows of this transition, resonating deeply with her audience. Both speakers brought an authentic and relatable dimension to the event.

In the morning's final presentation, Warrant Officer Class One Andrew Boykett addressed the issue of career management. He posed a critical question to Kawau Mārō: "Is there equal access to career advancement, mentorship, and professional development opportunities for military women?" This question sparked animated discussions among the attendees. Warrant Officer Class One Boykett explained the new DACM (Director Army Career Management) process, shedding light on Promotion and Extension Boards and the Development Board. He concluded with insights into various overseas opportunities available for different rank brackets, enlightening many attendees about previously undiscovered prospects.

The afternoon session delved into women's health, specifically addressing the topic of menopause. Expert presentations offered both western and Te Ao Māori perspectives. Mo Corshall, a nurse from Burnham Military Camp, and Maraea Aupouri and Jackie Ruru from the Department of Corrections shared invaluable insights. Dr Kelsi Nichols from Ohaakea Military Camp provided a medical perspective on menopause, enriching the discussion.

As the day drew to a close, WO1 Lisa Verlander provided updates on the changes within the clothing committee, ensuring that the group was informed about ongoing developments.

In closing, heartfelt gratitude was extended to all the attendees of the Kawau Mārō workshop. Inspired by the guest speakers and the ensuing korero, the collective aspiration is clear: to not only empower but to pave the way for more women in the NZ Army. Through this group's commitment to professional development and staying connected, we are determined to be the change our wāhine wish to see, working towards a stronger and more inclusive future within our organisation. As we forge ahead, unity, mentorship, and resilience are key ingredients for progress, which we hope will inspire the next generation of wāhine leaders. The event facilitated meaningful connections and provided a glimpse into the diverse pursuits of everyone present.



NZDF CONCLUDES MALAYSIAN EXERCISE WITH FIVE POWERS PARTNERS

The New Zealand Defence Force (NZDF) has wound up its participation in a Malaysia-based exercise alongside the hosts, Singapore, Australia and the United Kingdom.

More than 400 NZDF personnel, including crew from frigate HMNZS Te Mana and maritime sustainment vessel HMNZS Aotearoa, were involved in this year's Bersama Lima exercise.

Around 2,300 personnel from the Five Power Defence Arrangements (FPDA) countries took part.

Over the 19 days Royal New Zealand Navy sailors carried out maritime operations, conducted boarding training and replenishment at sea operations, while New Zealand Army soldiers trained in jungle warfare.

Twenty-eight NZDF staff were based at the headquarters based in the Joint Warfighting Centre in Kuantan.

Bersama Lima means "together five" in Malaysian and the exercise has been running since 1971.

Its aim is to train the five militaries together in the scenario of defending Malaysia and Singapore. Part of this year's exercise also included planning for a humanitarian assistance and disaster relief scenario for Exercise Bersama Lima 2025.



Te Hāpua Kuranga O Te Ope Kātua
New Zealand Defence College

VOLUNTARY EDUCATION STUDY ASSISTANCE (VESA)

Start thinking about your study options now

Semester One, 2024 applications are being accepted

You may submit your request for funding within 90 days of your study start date. Apply online (ILP) at Training & Education, New Zealand Defence College (NZDC), Learning Toolkit VESA Application (e-form).

Applicants should be aware of their responsibilities prior to making an application, IAW Defence Manual of Learning (DMoL), Part C, Chapter 2: Voluntary Education Study Assistance. Our recent amendments to VESA have:

- Increased postgraduate and undergraduate funding limits.
- Introduced the option to study micro-credentials at Level 4 or higher, which sit on the New Zealand Qualifications and Credentials Framework (NZQCF).

Prior to starting the application process, applicants are to:

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

Contact your local Adult Learning Tutor, Defence Learning, who can assist you with your application. If you have any queries, please email our Tertiary Services & Support Advisor at

nzdclearnvesa@nzdf.mil.nz

FUELLING FOR HUMAN PERFORMANCE

By MAJ (Dr) Jacques Rousseau
OIC JSG Human Performance Cell

Nutrition plays a vital role in human performance enhancement, whether you are a military professional, an elite athlete, or simply someone seeking to lead a healthier, more active lifestyle.

A previous Human Performance column discussed intermittent fasting as an eating plan, and this generated a considerable amount of interest and led to enquiries regarding more eating plans and dietary choices. The majority of these enquiries are about ketogenic diets, meat and plant-based diets and differences between these.

Let's start with a look at the Ketogenic Diet – the ketogenic diet, often referred to simply as "keto", is a high-fat, low-carbohydrate diet designed to induce a state of ketosis in the body. Ketosis is a metabolic state in which the body primarily relies on fats, both dietary and stored body fat, for energy instead of carbohydrates. This dietary approach has gained popularity for its potential benefits in weight management, blood sugar control, and some neurological conditions. Key features of a ketogenic diet include:

- 1. High Fat:** The majority of calories in a ketogenic diet come from fats, typically accounting for about 70-80% of total daily calorie intake. Sources of dietary fat often include avocados, nuts, seeds, oils (such as olive oil and coconut oil), butter, and fatty cuts of meat.
- 2. Low Carbohydrates:** Carbohydrate intake is severely restricted in a ketogenic diet, typically comprising only 5-10% of daily calories. This restriction forces the body to shift from using glucose (derived from carbohydrates) as its primary energy source to using ketone bodies (produced from fat breakdown).
- 3. Moderate Protein:** Protein intake is usually moderate, making up around 15-20% of total daily calories. High-protein intake can potentially interfere with ketosis, so it's important to strike a balance.

- 4. Ketosis:** Achieving and maintaining ketosis is the primary goal of a ketogenic diet. Ketosis occurs when the liver breaks down fats into ketone bodies, which are then used as a source of energy by the brain and body.

Benefits of a Ketogenic Diet:

- 1. Weight Loss:** Ketogenic diets are often effective for weight loss because they can suppress appetite and promote fat breakdown for energy.
- 2. Improved Blood Sugar Control:** Some people with type 2 diabetes or insulin resistance may find that a ketogenic diet helps regulate blood sugar levels.
- 3. Enhanced Mental Focus:** The brain can function well on ketones, which some people report as increased mental clarity and focus.
- 4. Epilepsy Management:** Ketogenic diets have been used as a therapeutic tool for managing drug-resistant epilepsy, especially in children.
- 5. Potential for Certain Neurological Conditions:** There is ongoing research into the potential benefits of ketogenic diets for conditions like Alzheimer's disease, Parkinson's disease, and migraine headaches.
- 6. Potential for Metabolic Syndrome:** Some studies suggest that ketogenic diets may help improve markers of metabolic syndrome, including elevated blood pressure and triglycerides.

Challenges and Considerations:

- 1. Nutrient Imbalance:** Strict adherence to a ketogenic diet can sometimes lead to nutrient deficiencies, as it restricts certain food groups. Careful meal planning and supplementation may be necessary.
- 2. Keto Flu:** In the early stages of transitioning to a ketogenic diet, some people experience "keto flu" symptoms, including fatigue, headaches, and nausea.
- 3. Limited Food Choices:** The diet can be restrictive, and some individuals may find it challenging to maintain a wide variety of food options.
- 4. Long-Term Safety:** The long-term effects of ketogenic diets are still being studied, and some potential risks, such as kidney stones and liver health concerns, have been raised.
- 5. Individual Variation:** Not everyone responds the same way to a ketogenic diet, and it may not be suitable for everyone.

Part of the benefit of the ketogenic diet is that it forces the body into a type of adaptive stress by restricting nutrients. Switching from carbs to fat for energy is why keto works so well for some people, but it can also be too restrictive for others, especially women.

Adaptive stress means a type of stress that your body has to overcome. But if your reserves are already depleted and you don't respond favourably, it can do damage.

The ketogenic diet can be helpful or harmful to women's hormones as the hormone balance in women is closely tied to the body's stress response. For some women, restricting carbohydrates places the body into a protective state that can shut off hormones that control the menstrual cycle. Since the ketogenic diet can increase the body's stress response, it can increase cortisol, the primary stress hormone. According to research carbohydrates are necessary to support a healthy stress response.

An increase in cortisol makes it harder to lose weight, which is why some women wonder why their male partner or friend had no trouble losing weight on a ketogenic diet, but they in turn gained weight. Sometimes this happens from eating too many calories, but it can also indicate elevated stress hormones, especially if that fat is in the belly.

Will this happen to every woman who follows a ketogenic diet? Not necessarily. Some women notice benefits to their menstrual cycle from a ketogenic diet, including improved PMS symptoms. So it really depends on your individual response. Any time irregular cycle changes are noticed, it's a warning sign that your body is stressed out.

Since women are different from men, adjusting keto to support women's hormones could be a way to optimize the benefits.

Some women feel better cycling a ketogenic diet, where they follow a traditional ketogenic diet pattern most of the week but choose one or two days to increase carbohydrates. This pattern could reduce the chance of overly stressing the body and help with feelings of deprivation.

Maintaining a ketogenic diet can be challenging for many people due to its strict dietary requirements and the need for discipline and planning. If you're considering starting a ketogenic diet, it's advised to consult with a healthcare provider or registered dietitian, especially if you have underlying health conditions or take medications. They can provide guidance on whether a ketogenic diet is appropriate for your specific situation and help you create a balanced and sustainable eating plan if needed.

WHAT ABOUT PLANT-BASED VS. MEAT-BASED DIETS?

The debate between plant-based and meat-based diets has gained significant attention in recent years, with proponents on both sides advocating for their respective benefits. Let's explore the merits of both plant-based and meat-based diets concerning human performance and consider how individuals can make informed dietary choices to optimise their physical and mental capabilities.

The Plant-Based Diet

A plant-based diet centres on whole, plant-derived foods, including fruits, vegetables, grains, legumes, nuts, and seeds. It eliminates or minimises the consumption of animal products, such as meat, dairy, and eggs. Advocates of plant-based diets often cite several potential performance-enhancing benefits:

Improved Recovery: Plant-based diets are rich in antioxidants, which help reduce inflammation and promote quicker recovery after physical activity. This can be especially beneficial for athletes and individuals engaged in strenuous training.

Enhanced Cardiovascular Health: Lower saturated fat intake and higher fibre content in plant-based diets can contribute to better heart health, increasing overall endurance and stamina.

Sustainable Energy: Carbohydrates from whole plant foods provide a steady source of energy, enhancing endurance and preventing energy crashes during prolonged activities.

Weight Management: Plant-based diets are often associated with maintaining a healthy weight, which can reduce the strain on joints and improve overall mobility.

Digestive Health: A diet rich in fibre supports healthy digestion and may reduce gastrointestinal discomfort during physical activities.

The Meat-Based Diet

Meat-based diets, on the other hand, include a significant portion of animal-derived foods, such as meat, poultry, fish, dairy, and eggs. These diets have their own set of advantages for human performance:

High-Quality Protein: Animal products are rich in complete proteins, which are essential for muscle repair, growth, and overall strength. This can be particularly beneficial for individuals engaged in resistance training and muscle-building activities.

Iron and B12: Red meat, in particular, is an excellent source of heme iron and vitamin B12, which are crucial for maintaining healthy blood and preventing anaemia. Low iron levels can lead to fatigue and reduced physical performance.

Creatine: Meat, especially red meat, contains creatine, which can enhance high-intensity, short-duration activities by providing quick energy to muscles.

Omega-3 Fatty Acids: Certain types of fish, like salmon and mackerel, are rich in omega-3 fatty acids, which have anti-inflammatory properties and support cardiovascular health.

Satiety (fullness) and Muscle Maintenance: The satiating (satisfying – feeling full) effect of protein in meat can help individuals manage their weight and preserve lean muscle mass.

Finding a Balance

While both plant-based and meat-based diets offer unique performance-enhancing benefits, it's important to emphasize balance and individualization. Many athletes and active individuals choose to adopt a flexitarian approach, combining elements of both diets to meet their specific needs. Here are some strategies for finding the right balance:

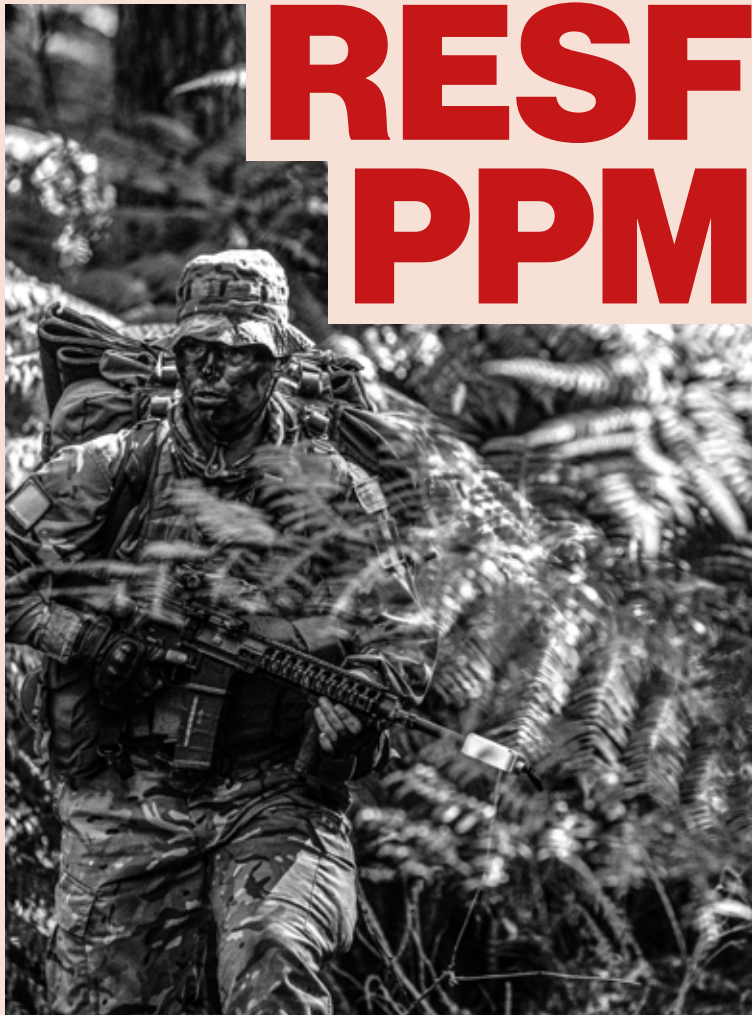
Protein Intake: Ensure an adequate intake of high-quality protein from plant sources like legumes, tofu, and tempeh, as well as lean meats or fish, depending on dietary preferences.

Micronutrient Awareness: Pay attention to essential nutrients like iron, B12, and omega-3 fatty acids, and consider supplementation if necessary.

Carbohydrate Timing: Focus on consuming complex carbohydrates from plant foods before and after workouts to support energy needs.

Hydration: Stay well-hydrated, as dehydration can significantly impact physical performance.

The debate between plant-based and meat-based diets for human performance enhancement will likely continue, but it's important to remember that there is no one-size-fits-all solution. Both approaches offer unique benefits, and the key lies in finding a balanced and individualised diet that meets your performance goals and overall health needs. Regardless of your dietary choices, focusing on nutrient-rich, whole foods and maintaining a healthy lifestyle will undoubtedly contribute to your pursuit of enhanced human performance.



New Pay Progression Models (PPM) have been implemented for ResF members with effect from 1 Jul 2023, with back pay to 1 Jul 2023 to be complete by mid Nov 2023. The purpose of the new PPM is to ensure ResF members are appropriately remunerated for the acquisition and application of relevant skills, qualifications and experience that contribute to NZDF outputs.

How Pay Progression Models work

Each PPM prescribes the criteria that must be met in order to progress vertically or horizontally across the Total Remuneration (TR) Tables.

- Horizontal Pay Progression:
 - Step 1-2. Reserved for members under training
 - Step 3-5. Rewards learning and development in rank
 - Step 6-7. Recognises competency in rank
 - Step 8. Rewards members cleared and course qualified for promotion
- Vertical Pay Progression: Members move vertically on the TR table when they are promoted.

What is new for ResF members

- ResF members can now progress to step 8 on the TR table

- Efficiency requirements for horizontal progression along the table are replaced with seniority, aligning the ResF PPM with the RF PPM, and allowing all members to remain on automatic pay progression as they transfer between the ResF and RF.
- Pay Progression is now based on Trade Bands for JNCOs.
- Pay progression will occur every year for all ResF members who are RFL qualified (G1 or G2), or waived if applicable (G3 or G4), until the member reaches step 7 (the exception is WOs).

The ResF TR tables and PPMs are contained in the HR Toolkit under "Remuneration (Military TR)".

Information on moving from the RF to the ResF

An information pamphlet has been published that explains the ResF to RF members who may be considering taking release from the RF. The pamphlet has been sent out to TRADOC, 1 (NZ) Bde and JSG, for dissemination around their units. The pamphlet is also contained in the HR Toolkit under "Release (Regular Force to Reserve Force Transfers – Army)".

Army Leave Centres

Army has leave centres dotted around the country. The leave centres are accommodation Army

personnel and their families can use when they want to take a break. There are leave centres in Mt Maunganui, Rotorua, Taupo, Napier, Waikanae, central Wellington, Hanmer Springs and Wanaka. Most of the units sleep up to 6 people. The flat rate cost per night for ResF personnel is \$75.

When it comes to booking a leave centre, Category 1 Members have the highest priority. Category 1 Members are Army Regular Force, Army Reserves and permanent NZ Army Civilian staff. These personnel can book up to 6 months in advance. However, bookings are via a ballot process only for Easter, Queens Birthday weekend, Labour weekend and the Christmas holiday period. Only Regular Force Army Personnel are entitled to enter the ballot periods. Bookings can be made through the Army Intranet page.

Did you know...

Sharing with family, friends and employers your unique experiences in the ResF, will provide them with context of life serving in the NZ Army and the benefits it brings: camaraderie, a challenge, overseas deployments, leadership development, weapon training, but most of all to serve their community and country. Selling your story may even interest them in joining.

RESERVISTS WORK ON WHOLE OF LIFE LEADERSHIP SKILLS

The recently established Keystone Reserves Leader Development Course has been designed to meet the needs of the Reserves, and follows a 'whole of life' approach to leadership.

The two and a half day weekend programme gives participants an opportunity to gain an improved understanding of their strategic self-awareness and explore a lifelong learning approach that will add personal value to their daily lives, their unit, and their civilian employment. The course is based around the philosophy 'leading others effectively is the ability to lead yourself first'.

Participants are guided through scenarios to achieve successful interactions within large and small groups.

"The course aims to deliver the concept of 'an improved self' resulting in an organisation that is motivated, encourages leadership throughout all rank levels, and where personnel can also operate effectively in a team environment," says MAJ John Barclay, lead developer of the course content by the NZDF Institute for Leader Development (ILD) based at the Defence Academy in Trentham Army Camp.

"The course was derived from the Keystone NZDF Civilian Leader Development Course. When the civilian course was developed, the purpose behind it was to create content that could be adapted to cater for a diverse audience. This was a pilot course for the Reserve Force and as such, it will evolve.

"The course has the ability to not only improve outcomes for our military community, but also our whanau, friends and civilian employment," he says.

It was delivered by ILD instructors, two civilian and two military, including CO 3/6 Battalion, LTCOL Nick Jones, and XO 3/6 Battalion, MAJ Mike Beale. With administrative support provided from 3/6 Battalion, the course of 26 ResF participants was run at Te Rae o Kawharu – Defence Centre Auckland (Arch Hill).

"The course has four aspects to it, Lead Self, Lead Teams, Lead Systems and Lead Capability. We had to be mindful that in civilian life, the participants may sit at the Lead

Capability stage whereas within the military realm they'll sit within Lead Teams. Instead of separating them we, for the most part, had them working together. Sharing their civilian employment experiences and ideas enriched the learning process and gave food for thought for the development process," said MAJ Barclay.

ILD Instructor, MAJ Beale, said, "We received good feedback from the participants and look forward to developing the course further."

A keystone is the stone in the middle of an arch holding the other stones in place, locking the whole together. Self-leadership is the keystone of effective leadership, and the journey of true leadership begins internally, "you lead through who you are".

BURNHAM BUSES

The brand-new Burnham Camp buses have hit the road as a two-year project with extensive Army involvement comes to an end.

Two of the 45-seater hi-tech coaches have been allocated to 3 Transport Company, and a third will go to Navy transport next year.

The Army was actively involved in building the buses with maintenance fitters from 3 Workshop Company, LCPLs Connor Drysdale and Charles Dooley, and PTE Ryan Barrett involved in their construction.

The buses, which replace 25 year old Freightliners, were blessed by an Army chaplain after their completion.

The buses were designed to transport soldiers and their kit, and Three Transport Company was consulted regularly throughout the build.

Commercial Vehicle equipment manager Charlene Smith said the tender – procurement process was long and drawn out. "A huge amount of work went into scoping what the coaches needed to be and what was needed to meet user requirements. The end result was a very happy 3TPT company because they were engaged the whole time and their questions, comments and concerns were taken into account. They felt included throughout the entire project and helped shaped this capability."

KIWIS CHALK UP HILLSIDE FACE LIFT FOR HISTORIC MEMORIAL IN UK



A gigantic chalk kiwi set in the hills of Wiltshire has received its annual restoration, thanks to joint efforts from New Zealand Defence Force (NZDF) and British Armed Forces personnel.

The 130-metre-long Bulford Kiwi near Stonehenge in England, was created by New Zealand soldiers in 1919, while they were stationed nearby and waiting to return home after the First World War.

Last week, a Chinook helicopter belonging to 18(B) Squadron Royal Air Force Oldham delivered around 100 tonnes of chalk in underslung loads to the hillside.

As well as local volunteers, the day-long re-chalking on 27 September involved 25 New Zealand Army personnel, who are based in the United Kingdom training Armed Forces of Ukraine recruits. Also lending a hand were five NZDF staff from London and around 12 New Zealand High Commission personnel and whānau, including New Zealand High Commissioner Phil Goff.

Defence Attaché Brigadier Jim Bliss said members of 249 Ghurka Signal Squadron, 3rd (UK) Signal Division Regiment, carried out weeding the day before the spreading of the new chalk and tidy up.

"There was waiata from the New Zealand team, Ghurka musical performance and traditional Khukri dance and speeches," Brigadier Bliss said.

Royal New Zealand Air Force pilot Flight Lieutenant James 'JP' Patrick, from Hawke's Bay, was one of two pilots operating the Chinook that delivered the chalk.

Flight Lieutenant Patrick is on exchange to the United Kingdom and has been with 18(B) Squadron for 18 months. He said he felt very privileged to do the task and represent New Zealand on an international stage.

"I had only heard about the kiwi since my arrival in the UK and therefore managed to fly past it a few times," he said.

"When the request came through for a Chinook, as soon as I heard of it I jumped at the opportunity. It's a great sight to see on the side of a hill, the scale is rather impressive.

"The Chinook can deliver 55 troops or 10 tonnes of freight, flying up to 160 Knots. So the chalk that was underslung for this task was given to the right aircraft.

"It felt good that we continue to remember those New Zealanders from back in World War I and clearly all the kiwis that have worked alongside UK Armed Forces since then."

Speaking in a UK Ministry of Defence social media reel, Mr Goff said it was fantastic to take part in the restoration.

"For us, this is something that shows respect [and] pays tribute to the thousands of men who came 18,000 kilometres from the uttermost ends of the earth to Europe to fight in the First World War. 12,000 of those men never returned. It's us paying respect to those who were here in the past and continuing that link between ourselves and Bulford," Mr Goff said.

The 28 (Maori) Battalion unclaimed medals kaupapa has come to a close with the final ceremony taking place in Hastings, at Pakipaki's Houngarea Marae, on Saturday.

UNCLAIMED 28 (MAORI) BATTALION MEDALS KAUPAPA COMES TO AN END

Chief of Army, Major General John Boswell, took part in presenting 46 sets of medals to whānau, to recognise the service and sacrifice of soldiers and officers of the 28 (Maori) Battalion.

"This process has seen just over 400 families awarded the medals earned by their whānau for service with 28 (Maori) Battalion during World War Two," Major General Boswell said.

"We should look back with pride at the service of all of our units in the Second World War.

"The 28 (Maori) Battalion holds a special place in that history for what they achieved on the battlefield,

but also for what they represented, and the mana they brought to themselves, to their families, to our Army, and to our nation."

Sir Robert (Bom) Gillies, the last surviving member of the 28 (Maori) Battalion, attended Saturday's proceedings as he has attended medal ceremonies held throughout the three-year journey.

Colonel Trevor Walker has led the coordination of all ceremonies on behalf of the New Zealand Army in Waitangi, Hawke's Bay, Gisborne, Christchurch, Trentham, Horowhenua and Rotorua.

"Having the final ceremony held at Houngarea Marae was incredibly significant," Colonel Walker said.

"Not only was this where the first medals ceremony was conducted in 2021, but members of the 28 (Maori) Battalion were bid farewell here and welcomed back to Pakipaki during and immediately following World War Two."

New Zealand government policy after the Second World War was that former service personnel needed to apply for their medals, which would then be mailed to them.

This was to avoid the problems experienced after the First World War, when about 10 percent of medals posted to ex-service personnel or their families were returned because of out-of-date address information.

For a number of reasons, thousands of Second World War medals were never claimed by veterans. The New Zealand Defence Force's (NZDF) Personnel Archives and Medals unit worked with David Stone, from Te Mata Law, regarding the unclaimed medals of 28 (Maori) Battalion.

They identified approximately 500 sets of medals which had not been claimed by former battalion personnel.

"NZDF Archives in Trentham have worked long hours in their own time to ensure we have been able to go through all the records and identify those people, those soldiers, who deserved the medallic recognition and didn't receive it," Colonel Walker said.

While the Pakipaki ceremony was the culmination of this kaupapa, the families of men and women who never claimed their medals from military service are entitled to apply for them through NZDF Personnel Archives and Medals.

Applications can be submitted online. More information can be found here:

nzdf.mil.nz/nzdf/medal-and-service-records/medal-applications/

Their contact details are:

**NZDF Personnel Archives & Medals
Trentham Military Camp
Private Bag 905
Upper Hutt 5140**

REBALANCING THE NZ ARMY PROJECT

By Major Amy Brosnan

In 2020 the NZ Army embarked on a collaborative academic research project with Massey University, to examine how gender operates within the NZ Army. Reporting to the Army Leadership Board, the research team is made up of Professor Beth Greener (Massey University), Dr. Nina Harding (Massey University), Professor Megan MacKenzie (Simon Fraser University, Canada), Professor Kate Lewis (Newcastle University) and myself.

The purpose of the 'Rebalancing Army' project was to investigate how gender influences performance and participation within the NZ Army, in order to identify changes that might assist the institution to become more inclusive and effective.

The term 'gender' is commonly misunderstood to refer to a person's biological sex. However, gender is a social construct, rather than a biologically pre-determined fact. This means that society and social interactions shape perceptions of the ways in which men, women and other genders 'should' (and, as a result, often do) act. Using this understanding of gender, the research team investigated how specific expectations and performances of gender (e.g. acting 'feminine' or acting 'masculine') may either inhibit or enable participation within the NZ Army. The research team developed three research questions, which were:

- What forms of gendered expectations do service members face when it comes to performance, identity, and ideas of success?
- What performances of gender – including with reference to identity, professional success, and camaraderie – are privileged within the NZ Army?
- How might all be enabled to succeed in the NZ Army regardless of gender?

In other words, the team was seeking to identify specific performances of gender that may be punished or rewarded. This would provide an understanding of how gendered ideal types and expectations might impact upon participation.

Investigating these research questions involved an Army-wide survey and a number of qualitative data collection methods (including interviews and observations). These methods enabled engagement with nearly 2000 NZ Army participants over 2021-2022. Needless to say, this generated a significant amount of data that was subsequently collated and analysed. The research team has now disseminated an initial research report which outlines the results of the data analysis. Although theorising continues, some of the findings to date include the following:

FITTING IN

There was an overwhelming amount of evidence that both men and women are impacted by gender norms within the NZ Army. One of the findings which demonstrated this was that a significant number of the participants spoke of needing to 'fit' a specific mould or type in order to be successful. Generally, this mould was described as masculine, tall, fit, assertive, competitive and social. To not be able to fit this mould was deemed to impact upon one's ability to be accepted, or to be successful, within the Army institution. The ability to fit in was found to have greater gendered implications for women than men. However it was important to note that a significant number of men also found it difficult to fit the 'mould' and consequently attain institutional markers of success, such as promotion.

UNDERSTANDINGS OF GENDER

However, although the majority of women participants were able to quickly explain how their experience had been shaped by their gender, more than a third of the men during the interviews found questions that asked them to do the same difficult or confusing. Being a male soldier had been normalised for men. Consequently, compared to women, men did not tend to see themselves as gendered subjects also impacted by gender norms. There were also varied understandings within the NZ Army of what the term 'gender' means. Sometimes the term was confused with a person's biological sex. There was also resistance from some participants to define the concept of gender at all – this because gender was often equated with 'political correctness'. As a result of this finding the team recommended that attention to gender issues within the NZ Army should incorporate the perspectives of both women and men, coupled with an awareness raising of what gender means and how it might impact on all service personnel.

Gender Backlash

Linked to the organisational understandings of gender, one of the major conclusions made over the course of the project was that there exists a cycle of learning related to discussions of gender. The research team found a significant portion of Army personnel expressing 'information fatigue' and/or 'backlash.' Fatigue was exemplified by the expression of frustration with the amount of messaging about gender, not the message itself. By contrast, backlash was expressed as frustration and/or rejection of the message. The team concluded that

the NZ Army has service members at varying stages of learning about gender based on their experiences and background. It was therefore suggested by the research team that it was important to review the way in which culture change efforts with respect to gender might be a cyclic process rather than linear. It was also considered important to identify what backlash or fatigue looks like, and to adjust any culture change approaches accordingly, rather than assume that everyone is 'on the same page' with the desired end result.

These findings form a small portion of the entire report, however provide an insight to some of the ways in which gender was found to operate within the NZ Army. Based on the findings of the research, the project team made a number of broad recommendations to the Army Leadership Board, which are now being reviewed for possible implementation. The project team also remains engaged with the NZ Army, and continues to provide support in this process. We would like to thank everybody that took part in or facilitated the research process.

A key piece of work which will follow on from this initial report is a PhD thesis that is currently being completed by Amy Brosnan, which is investigating the ways in which gender influences participation and performance within the context of the RNZIR. Once finalised, the results of this thesis will be disseminated to participants and senior Army leadership, as well as being incorporated into the broader project findings. To engage with the research team, or to learn more about the project, please contact amy.brosnan@nzdf.mil.nz

ARMY MUSICIANS TRIUMPH AT NATIONAL BRASS BAND CHAMPIONSHIPS

By Lance Corporal Cameron Burnett

In a display of talent and musical prowess, members of the New Zealand Army in July in Dunedin. Among the standout performers were Staff Sergeant Kevin Hickman and Corporal Raynor Martin, who showcased their skills and walked away with well-deserved victories.

SSGT Hickman, a true maestro of the slow melody, triumphed in the hotly-contested 'Open Slow Melody' and 'Invitation Slow

Melody' categories. With his expressive playing, SSGT Hickman captivated the adjudicators and audience alike. His ability to convey emotion through his flugelhorn is a testament to dedication and artistry.

Not to be outdone, CPL Martin's virtuosity on the soprano cornet shone as he claimed the top spot in the 'Open Soprano Cornet' category. CPL Martin's technical

precision, musicality and stage presence captivated the listeners, leaving no doubt to his talent.

It is worth noting that these achievements were not in isolation. Many other members of the New Zealand Army Band also showcased their skills in their respective solo categories, as well as performing with many of the civilian brass bands in the competition. Their virtuosity and versatility demonstrated the band's ability to adapt and excel in various musical settings, further solidifying their reputation as a force to be reckoned with in the brass band community.

The successes of SSGT Hickman and CPL Martin, along with the collective achievements of the New Zealand Army Band members, reflect the band's breadth of talent. Their performances at the National Brass Band Championships have brought pride and recognition to themselves and elevated the reputation of the New Zealand Army Band, continuing to leave an indelible mark on New Zealand's brass band movement.



REST IN PEACE, PIPPA LATOUR



World War II secret agent Pippa (Phyllis) Latour died in Auckland on October 7, aged 102.

Mrs Latour was awarded an MBE, the Croix de Guerre and was made a Chevalier of the Légion d'Honneur, France's highest decoration.

She had been the last survivor of the secret agents who served in France.

Book publisher Allen & Unwin New Zealand has announced the publication of the only authorised memoir of Phyllis Latour, known as the 'last secret agent'. Mrs Latour, also known as Pippa Doyle, parachuted into France on 1 May 1944 and operated as a secret agent for weeks, successfully using her exceptional field skills to remain undetected. She sent

135 transmissions to the Allied forces in the lead-up to D-Day. During her operation, she posed as a young soap seller, gathering intelligence about the Nazis. She narrowly avoided arrest on several occasions and was interrogated by the Gestapo, showing unbelievable courage under pressure.

Mrs Latour chose TV personality and award-winning historical documentary producer and writer Jude Dobson to write her authorised memoir.

She met regularly with Mrs Latour in the months leading up to her death to record her extraordinary true-life story.

It will be published by Allen & Unwin NZ in June next year.

Jude Dobson says, 'It was an absolute honour to be able to sit and talk with Pippa — often over her favourite cheese scone.'

Allen & Unwin Publisher Michelle Hurley says, 'Pippa's is an incredible story and I am honoured she has put her trust in us to tell it.'

EL ALAMEIN ACKNOWLEDGED



Despite the Commemoration for El Alamein in Egypt being cancelled this year because of security concerns, New Zealand's Defence Attache to the Middle East region Brigadier Brett Wellington managed to lay a wreath on the NZDF's behalf.

He was conducting an accreditation visit to Egypt, and used the visit to get to El Alamein and the Commonwealth War Graves Cemetery.

"It was a privilege and very poignant being in a vacated cemetery being able to spend solitary time with our fallen and pay respects to our legendary 2 NZEF fallen."

He also paid respects to New Zealand's ANZAC cousins at their memorial.



AWARD FOR VIETNAM VETERAN

Former New Zealand soldier and Vietnam veteran Pete Ramsay BEM was awarded a Commendation in the Voluntary Contribution to Heritage by an Individual at the Western Australia heritage Awards.

Pete, now based in Perth, says it's now forty four years since he left the "green machine". "But over the last thirty years of volunteering in the West Australian community I have, many times, reached back and used skills I learnt while serving. At the age of seventy four I am still working fulltime as a consultant and again constantly using those "old school" skills.

THE CHIEF OF ARMY'S

TOP TEN BOOKS TO READ THIS YEAR

The profession of arms is a complex one, and requires the acquisition of both skills and knowledge, in order to be able to achieve the best results in potentially extreme situations. In the New Zealand Army skills are acquired through training. Knowledge is built up through courses, experience and the exchange of ideas. However, the experience base of our more senior personnel is still not comprehensive, so we rely on broader study to widen the basis of our knowledge.

To assist this process, many armies regularly publish a reading list of books, to guide their people through a progressive study of military related topics. These are

generally designed to build through the ranks on a range of issues, including military theory, leadership, logistics and of course histories of military campaigns. The last New Zealand Army Reading List was issued in 2004.

As CA I am keen to get you all to broaden your understanding of military issues as they affect us today, as well as to develop your understanding of our Army's own history. However, rather than producing a list of some hundred publications I have chosen the following brief selection of books, predominantly New Zealand based, which I have read and recommend to you as a basis for your study. These are all available through the NZDF Library system, some electronically.

Also, although it's not part of the profession of arms it is increasingly important that we as an army embrace our own indigenous culture and the strengths which we derive from it as Ngāti Tūmataua. To that end my final additional recommendation is that you should all consider reading Tikanga: an introduction to Te Ao Māori. This is a book I wished I had the opportunity to read 30+ years ago. It provides to all, but particularly pakeha, a really useful explanation of the Māori world. It's focus on the 'why' and 'how' of tikanga in particular helps dispel many myths and misconceptions whilst providing an excellent introduction to the Māori way of life.

1 THE FORGOTTEN WARS: WHY THE MUSKET WARS MATTER TODAY BY RON CROSBY, AUCKLAND, ORATIA BOOKS, 2020

This book is a sharply focused, concise version of Ron Crosby's seminal work *The Musket Wars*. It is the single best summary of the decades of warfare that haunted New Zealand in the early nineteenth century. The Musket Wars inflicted more casualties than any other conflict New Zealand was involved in, including the two world wars and its effects are still being felt today.

2 THE NEW ZEALAND WARS: A HISTORY OF THE MAORI CAMPAIGNS AND THE PIONEERING PERIOD VOLS I AND II BY JAMES COWAN, R.E. OWEN, WELLINGTON, 1955

Despite more recent works on the subject, James Cowan's two volume history of the New Zealand Wars remains the most detailed, lucid and complete account of this significant conflict. It was also a pioneering piece of oral history as Cowan was able to interview many of the participants. These volumes have been digitised by Victoria University Wellington. See: <https://nzetc.victoria.ac.nz/tm/scholarly/tei-Cow01NewZ.html> <https://nzetc.victoria.ac.nz/tm/scholarly/tei-Cow02NewZ.html>

3 GALLIPOLI: THE NEW ZEALAND STORY BY CHRISTOPHER PUGSLEY, PENGUIN BOOKS, AUCKLAND 2008

Written by a former Army officer, who like Chief of Army, had once been the Adjutant of the 2nd Canterbury NMWC Battalion, Christopher Pugsley's Gallipoli remains the best account of New Zealand's involvement this ill-fated campaign. However, Pugsley has relied on the New Zealand official history for his statistics. These have recently been proven to significantly underestimate in recent research undertaken by a team of historians from the NZDF who worked on this project for five years. See Phenomenal and Wicked: Attrition and Reinforcement in the New Zealand Expeditionary Force at Gallipoli by John Crawford and Matthew Buck. This NZDF study is available online at <https://nzhistory.govt.nz/files/documents/phenomenal-wicked-attrition-reinforcement-nzef-gallipoli.pdf>

4 INFANTRY BRIGADIER BY MAJOR GENERAL SIR HOWARD KIPPENBERGER, OXFORD UNIVERSITY PRESS, LONDON, 1949

Regarded as a classic account of a senior New Zealand commander in the Second World War, Major General Kippenberger's book has been reprinted many times, has been translated into six languages and was for many years, part of the essential reading list of the Israeli Staff College. It is well worth reading today not least because it drives home the point that mistakes in war by senior commanders can be very costly indeed.

5 DEFEAT INTO VICTORY: BATTLING JAPAN IN BURMA AND INDIA, 1942-1945 BY FIELD MARSHAL VISCOUNT WILLIAM SLIM, LONDON, CASSELS & CO, 1961

As with General Kippenberger's book above, Field Marshal Slim's account of his war experiences is regarded as a classic. Few would argue that Field Marshal Slim's book is not only a fine account of the Burma campaign but is one of the greatest personal accounts of military command ever written. To learn how a commander can lift an entire army from the depths of despair to a war-winning effective fighting force you need to read this book.

6 THE FACE OF BATTLE: A STUDY OF AGINCOURT, WATERLOO AND THE SOMME BY JOHN KEEGAN, LONDON, PENGUIN BOOKS, 1976

This was the book that changed the way military history was written after its publication in 1976. In seeking to answer the key question: What is battle like? Keegan's lucid analysis of three decisive battles comes as close to answering that question for anyone who has not been at 'the sharp end'. Keegan's subsequent publication, *The Mask of Command*, an analysis of military well-known military commanders, is also worth reading.

7 ACTS OF VALOUR: THE HISTORY OF THE VICTORIA CROSS AND NEW ZEALAND BY GLYN HARPER AND COLIN RICHARDSON, AUCKLAND, HARPERCOLLINS PUBLISHERS, 2016

Courage is one of the New Zealand Army's core values. For more than 150 years the highest Commonwealth military decoration for outstanding courage has been the Victoria Cross (VC). *Acts of Valour* features the extraordinary and inspiring stories of all the New Zealand VC awards.

8 MOVING MOUNTAINS: LESSONS IN LEADERSHIP AND LOGISTICS FROM THE GULF WAR BY LT. GENERAL WILLIAM G. PAGONIS WITH JEFFREY L. CRUIKSHANK, BOSTON, HARVARD BUSINESS SCHOOL PRESS, 1992

General Omar Bradley once made the comment that: 'Amateurs study strategy, professionals study logistics.' Only professional military people know that nothing can be achieved without the 'sinews of war'; that is adequate military logistics. In this book US Army Lieutenant General William Pagonis presents a definitive case study of modern logistics in the context of the 1991 Gulf War. The logistical challenges to move nearly 500,000 soldiers and several million tons of equipment half-way around the world were, to use the words of General H. Norman Schwartzkopf 'absolutely gigantic'. How Pagonis solved this logistical nightmare is outlined in this book including valuable lessons learned.

9 THE UTILITY OF FORCE: THE ART OF WAR IN THE MODERN WORLD BY GENERAL SIR RUPERT SMITH, LONDON, ALLEN LANE, 2005

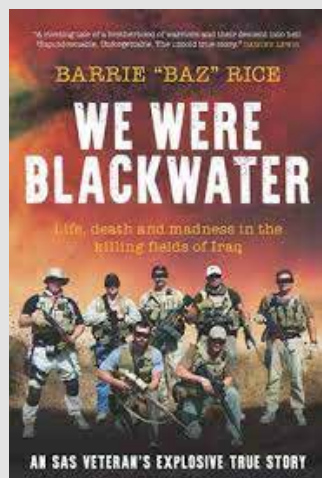
This book offers a new theory on modern warfare written by Sir Rupert Smith, a retired general who spent 40 years in the British Army. Smith's thesis is that the world entered a new phase of conflict at the end of the 20th Century which he calls 'war amongst the people'. Smith argues that conventional Western, industrialised armies are ill-suited to this new style of warfare and that a different approach is needed which he outlines in the book. This is an interesting perspective, but now needs to be balanced against the re-emergence of conventional state on state warfare, as currently seen in the Ukraine.

10 THE BLIND STRATEGIST: JOHN BOYD AND THE AMERICAN ART OF WAR BY STEPHEN ROBINSON, SYDNEY, EXISLE PUBLISHING 2021

During the 1990s, the concept of manoeuvre warfare dominated military doctrinal writers in the Western World. One of its key theorists was the influential US Air Force officer John Boyd. In this book Stephen Robinson analyses Boyd's research and finds it seriously flawed, based as it was on inaccurate and purposefully dishonest historical writings by German generals and the British theorist B. H. Liddell Hart. However, as manoeuvre warfare theory remains both current and valid in the modern era, this critical analysis of some elements of its theoretical basis is useful. The key point of strategic studies is to provide oneself with a broad range of ideas and a depth of understanding, rather than simply a manual to be blindly followed.

BOOK REVIEWS

Book reviews by Jeremy Seed



We Were Blackwater

Life, Death and Madness in the Killing Fields of Iraq
An SAS veteran's explosive true story

By Barrie "Baz" Rice
Published by Biteback Publishing

With its cover photo of heavily armed contractors against a fiery backdrop and the sub-titles promise of an "explosive" story, I thought this book might be just another account of contractor life in Baghdad. This fairly formulaic narrative style normally involves stories of hairy trips down Route Irish, IED attacks, civilian casualties and trigger happy American soldiers. But Barrie Rice was clearly not your average contractor and his story is certainly not your average tale of circuit life.

An NZSAS veteran, Barrie Rice found himself in Iraq not long after the overthrow of Saddam's regime, working for a company which didn't pay very well, have proper kit or their contractor's best interests at heart. When he got the chance to change employers, he took it and became one of the founder members of Blackwater Commercial.

Blackwater was a private company, founded by a former US Navy SEAL which had secured extremely lucrative contracts to provide security to the large number of US Government officials in Iraq charged with re-building the country. Blackwater Commercial was founded to meet a burgeoning demand for armed protection by non-government agencies.

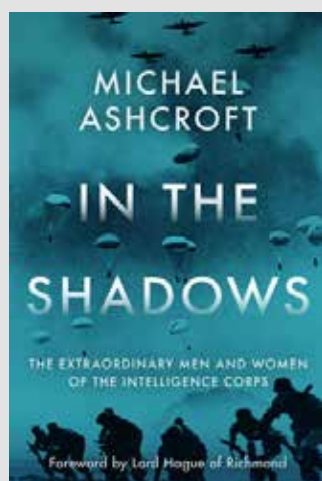
Barrie's professional experience meant he adjusted quickly to the operational environment in Iraq but he clearly had to use every ounce of his skills and training to keep his team and clients out of harm's way. As you would expect of an RNZIR / NZSAS veteran, he is clearly intelligent, doesn't suffer fools and has a great sense of humour. But what really sets this book apart is the frank and candid way in which he discusses what he saw on the ground, how it impacted him personally and the destructive personal behaviour it drove.

I suspect writing this book was cathartic for Barrie, he clearly identified parts of his Iraq experience which raised significant questions about the validity of the invasion, the treatment of the Iraqi people and the conduct of all parties in this complex environment. Barrie has not been afraid to raise these issues, discuss them frankly and talk about the impact living this circuit life in Iraq had on him, and that gives the book a valuable extra dimension – in addition to the war-zone narrative, we get to see the very real toll that this work can extract.

This book is hugely important because a great many Kiwis went on the circuit in Iraq and understanding what this involved forms a key part of our collective military / veteran heritage. What these individuals experienced, what their day to day lives involved and the toll that took deserves to be acknowledged. Only three books about the New Zealand experience on the circuit have emerged: Gary Brandon's 2007 'Kiwi Under Fire', Maria Bargh's 2015 'A Hidden Economy – Maori in the privatised military industry' and now Barrie Rice's 'We were Blackwater'.

All the leftie liberal handwringing in the world about 'mercenaries' and 'blood money' cannot detract from the simple fact that veterans like Barrie, who could not otherwise find well paid work which recognised their skills, were given a chance to make very good money, utilising those exact skills and in order to do so had to put aside personal, moral and other doubts to capitalise on this opportunity.

We Were Blackwater is a cracking read that tells with great humour and drama the story of exactly what happens when a man with these skills and talents, but also the doubts and questions, steps up to do the mahi and what that mahi does to him. Highly recommended, this book deserves to become a 'must read' for anyone seeking understanding of, or insight into the wairua of the New Zealand warrior.



In The Shadows

The extraordinary men and women of the Intelligence Corps

By Michael Ashcroft
Published by Biteback Publishing

I was a little concerned that this book might be a collection of heroic tales of daring do, more suited to what the public think the military is like rather than what it is actually like. There is certainly an element of that about the book, but it is more than simply a collection of tales of adventure and provides a great insight into some of the more exciting work of the Intelligence Corps....there are no tales of trafficability overlays and map marking here.

Michael Ashcroft (Lord Ashcroft to use his title...) is a wealthy British businessman, former politician,

prolific author and collector of gallantry medals. He has been an avid medal collector for many years and owns the world's largest collection of Victoria Crosses which are displayed in the Imperial War Museum, London.

In the Shadows tells the individual stories of members of the UK Intelligence Corps. Beginning in World War Two, the stories are organised chronologically by campaign / operational deployment. Unsurprisingly, the World War Two chapter is the largest as Intelligence Corps members did a lot of work behind enemy lines,

supporting Special Forces and engaging with resistance fighters in occupied Europe.

Each chapter begins with a brief historical explanation of the deployment covered, focusing on how and why the British were involved before going into detail about the actions of specific selected Intelligence personnel on the ground. As the subject matter of the chapters becomes more recent, the amount of detail that Ashcroft could access or provide is obviously impacted by opsec. Details of Intelligence Corps operations in Iraq and Afghanistan are understandably a little more restrictive than some of the information able to be published on World War Two and other, older campaigns.

This need to adhere to opsec considerations however does not impact the quality of the narrative

or the enjoyability of the book. Ashcroft has a good writing style, his accounts of Intelligence Corps pers in action are punchy, entertaining and long enough to provide all the relevant details, but not hindered by superfluous or irrelevant information. Because of this, the book is very readable and clips along at a good pace. Telling individual stories which each run to several pages, make it very easy to put down and pick back up again at a later date without losing any of the narrative thread or flow.

The individual stories have been well chosen and the book could (and probably should) be used as a recruiting tool by the Intelligence Corps in the UK as it is a great collection of true stories well told.



A Canoe Before the Wind

An immigrant son's story of family, adversity and courage

By Vitale Lafaele
Published by Harper Collins

There is nothing in the title or appearance of this book indicating any military connection. However the core story told is of how a young man's service in the NZ Army ultimately lead to a long and successful life.

Vitale Lafaele came to New Zealand in the early 1960s from Samoa as a young boy. His family had made the decision to immigrate to provide a solid future for their kids. Vitale's early years in Auckland were hard; poverty, racism, bullying and the constant pressure of expectations of achievement by

his parents placed a heavy weight on his shoulders. In the early 1980s, having left school without any qualifications and having been rejected three times for service in the NZ Police, he decided he would try serving his country in a different coloured uniform.

In the early 1980s, the NZSAS had opened its selection course to civilian applicants. After much initial screening, Vitale and the other chosen applicants completed a TF Basic, then went straight onto selection. That hard scrabble childhood had obviously built a

mentally and physically strong man because he passed both selection and cycle to be badged in 1984, going on to serve in both RF and TF roles in the Group.

A former NZSAS Training Officer once told me that in his opinion, some of the best recruits on selection were TF soldiers because they typically hadn't come from a unit (like a lot of RF recruits) where there were people with experience of selection to fill their heads with stories and create expectations. He said TF guys just turned up, knowing it would be hard and the good ones put their heads down and drove through. Vitale was clearly one of these good ones.

After time spent soldiering, Vitale found his way into the Police and began the career which would define his life. The bulk of the book is about his time in blue and how

and why he chose to be the type of leader he became. Vitale faced and overcame a myriad of challenges including completing a university degree and building a life after his career in the Police was unexpectedly cut short by a stroke.

Clearly a tough, but street smart and wise man, throughout his life's journey, Vitale seeks and receives inspiration from his military service. An interesting and engaging biography of a man who has, through his own efforts, got plenty of great work stories.

Army News has a copy of A Canoe Before the Wind to give away. To be in the draw email armynews@nzdf.mil.nz with 'canoe' in the subject line.

