

ARMY NEWS

ISSUE 545
AUGUST 2023



EXERCISE TALISMAN SABRE

Honing skills across
the Tasman

DRONE RACING

We're up there with the best

SLEEP

Why it's so important

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Making things better? Soldiers' role in innovation

Innovators are born and innovators are made. Much like singing or leading, some behaviours stem from training and the physical environment while others are intrinsic. For as long as I can remember, my father loved to tinker in the garage and on everything we owned. Nothing purchased or made was without an improvement.

Born at the close of WWII, personal possessions were likely rare, hand-me-downs normal and so I guess everybody made do. I guess some of that ideology rubbed off. While frustrating, and at times seriously embarrassing as a youth – everything we owned could be adjusted, extended, painted, welded, or wired. It vexed me but it buried a seed.

By the time I was a young Cadet, I realised we could make-do or make-better everything that was issued (or not). Time as a rifleman really started a passion for innovating. Whether it was sewing

loops on old pouches, adjusting a chest-rig or painting our 70s era webbing, each was an opportunity to make things a little better. By the time my career had moved and the role as an NCO made me responsible, innovation had moved from items to systems. I sense this was some of the best years of a career and it felt good to help, to adapt, and to advance.

I recall something as trivial as a 'Riggers Belt' or a helicopter attachment safety-device could achieve more than just holding up your pants. These have now become broad issue. A colleague worked to adjust aging body-armour lent to the first integrated Level 3A soldier-protection system – and today we see that legacy in Army's equivalent SPPEs platform.

Whether it was dive bags or parachutes, breaching-charges or clothing – each project, major or minor, made us more effective and it embedded an ethos of improvement. You might see now, that what started as a 'Steptoe & Son' upbringing evolved into a purpose for

professional development and in time – excellence. Each and every soldier has the ability to do this and do it well.

The point of this article is not the individual tale, but it's a journey story many of us share. The idea really talks to New Zealanders' character of creativity and inventiveness. Like Number 8" wire it's a national attribute and one we should empower. We're never going to be the biggest nor the most industrially gifted force, but what we can be is the most resourceful and adaptive one at our scale.

That's a mind-set – not a cash-book approach. "...Money don't buy sense, Mu..." as an old American friend often says.

The Army Innovation Challenge has now closed and there have been some very interesting ideas submitted. More and more soldiers, NCOs and officers are submitting ideas and getting interested in innovating our force. I'd ask you all to get on-board. Remember it's not always about the product but rather the creative journey and spin-offs that occur as a result. Leaders at



every level – please take the time to listen and advise your soldiers. R&D cells, NCOs, mentors and coaches – encourage your people to advance, and with it – our Army will be a better place. Get after it.

WO1 Wiremu Moffitt
16th Sergeant Major of the Army

NZDF listening to experience of Māori military veterans at tribunal hearings

The New Zealand Defence Force is continuing to listen to the experiences of veterans through the Wai 2500 Military Veterans Kaupapa Inquiry into all claims involving past Māori military service.

The Waitangi Tribunal inquiry extends to all types of military service, whether operational or routine, in time of war or peace, and at home or abroad; undertaken directly for, or on behalf, of the Crown of New Zealand or the Imperial Crown in New Zealand.

The purposes of the inquiry, in addition to determining the Treaty of Waitangi consistency of Crown conduct, is also to prepare an official narrative that will put Māori experiences of military service for the Crown on public record, and consider how to improve support for veterans and current serving personnel.

This is the second phase of hearings after oral evidence was heard in 2016.

The first hearing week was opened by Tā Robert 'Bom' Gillies, the last surviving member of the 28 (Maori) Battalion, in Rotorua in June. Witnesses called by claimants gave evidence in respect of service in Malaya, Korea, Vietnam, South East Asia, Operation Grapple nuclear testing, and Antarctica.

Each hearing began with relevant technical evidence contained in the Tribunal commissioned reports, followed by claimant evidence, prioritising the lived experiences of veteran witnesses.

Chief of Defence Force, Air Marshal Kevin Short, and a number of senior Defence Force personnel attended the hearing to demonstrate clearly the

importance the NZDF attaches to this Kaupapa Inquiry.

"It's crucial we support this opportunity for our veterans and their whānau, acknowledge them and their stories, explain what the Crown knew at the time and what it knows now," Air Marshal Short said.

"This enables us to not only consider how we can effectively support all of our veterans who have left the services, but those who are currently serving too."

Air Marshal Short said the Kaupapa Inquiry can inform the current implementation of veterans' and service people's support measures.

"We are listening, engaging and acknowledging our past to inform and protect our future."

Further witnesses' evidence will be heard in later hearings throughout Aotearoa over the coming months. The NZDF is continuing to research its history to appropriately inform the inquiry.

Background of deployments covered so far

The Korean War, 1950–1957

Over 6,000 New Zealanders served in the Korean War between 1950 and 1957, around 4,700 (mainly volunteers) as part of Kayforce (the New Zealand's ground force in Korea), and 1,350 (all regular personnel) from the Royal New Zealand Navy (RNZN). New Zealand forces were part of the war effort from 1950 until an armistice was agreed in 1953, and then played a garrison role from 1953 to 1957 in decreasing numbers. Thirty-three New Zealanders lost their lives during the war and 81 were wounded or injured.

The Malayan Emergency, 1948–1960

The Malayan Emergency was a conflict on the Malayan peninsula (now part of Malaysia) which

began when local communist forces attempted to overthrow the British colonial administration of Malaya (now part of Malaysia). The Malayan Communist Party (MCP), which later became the Malayan Races Liberation Army (MRLA), mounted a guerrilla campaign in the conflict which they referred to as the 'Anti-British National Liberation War'. Around 4,000 New Zealanders from the Army, Navy and Air Force (all regular personnel) served in Malaya, Borneo, Singapore, and the Malacca Strait (the seas between Malaya and Sumatra) during the twelve-year conflict. Fifteen New Zealanders lost their lives in the Malayan Emergency, three as a result of enemy action.

Indonesian Confrontation, 1963–1966

The Indonesian Confrontation arose because of Indonesia's opposition to the proposed federation of Malaysia and the continued British military presence at Singapore. In February 1965, New Zealand's Prime Minister Keith Holyoake agreed to deploy a 40-man SAS detachment (replaced by a similar-sized detachment in October 1965) and 1st Battalion, RNZIR, was deployed to Borneo from May 1965, through to October 1966. RNZN crews were sent to man three Navy minesweepers to patrol the Malacca Strait. RNZAF aircraft of 41 Squadron in Singapore carried out supply drops in support of British and New Zealand troops on jungle operations in Borneo. All New Zealand personnel were regulars. The Confrontation officially ended in August 1966 when a peace treaty was signed between Indonesia and Malaysia in Thailand.

New Zealand in the Vietnam War, 1965–1971

The Vietnam War began in the late 1950s and ended in 1975. Essentially, the Vietnam War (sometimes called the Second

Indo-China War) began as a civil war between the two rival Vietnamese states established in the wake of the demise of French colonial rule – the communist Democratic Republic of Vietnam in the north and the US-backed Republic of Vietnam in the south.

Around 3,000 New Zealanders from the Army, Navy and Air Force (all regular personnel) served in South Vietnam from 1965 to 1971, 37 of whom were killed and 187 wounded.

Operation Grapple, 1956–1958

Operation Grapple was the name given to the series of British nuclear weapons tests conducted off Christmas and Malden Islands between 1956 and 1958. There were 551 members of the Royal New Zealand Navy (RNZN) (all regular personnel) on board HMNZS *Pukaki* and HMNZS *Rotoiti* which observed ten tests and collected weather information for the British. Other tasks on board included air-sea rescue, anti-submarine surveillance, monitoring thermal flashes, and water sampling.

Mururoa (Operation Pilaster), 1973

On 21 and 28 July 1973, the crews (all regular personnel) of the HMNZS *Otago* and HMNZS *Canterbury*, respectively, each observed one of the series of five nuclear tests conducted by the French Government that year off Mururoa Atoll in the South Pacific. This was a very different kind of military service for the Crown, which essentially involved providing support for the New Zealand Government's protest against French testing in the Pacific. The *Otago* and *Canterbury* were sent by the New Zealand Government with around 500 people aboard in protest of the tests. The *Otago*, referred to as the 'ban-the-bomb frigate', also carried on board the Labour Government's Minister of Immigration.

Cover: A New Zealand soldier on Exercise Talisman Sabre.
Photo: Corporal Naomi James



NZArmy



NZDefenceForce

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A MESSAGE FROM CHIEF OF ARMY



There is real energy, a positive energy, about Army at the moment. There is a sense of purpose that, for many, was lacking in previous years; a sense of self-worth that was challenged during Covid times now exists; and, there is a better recognition of the importance of what we do as an Army and the value we provide our nation.

There is no question, that this shift has been significantly influenced by the recent retention initiatives and improvements to remuneration, all of which have not only been well received but are well overdue. And it's important that we all acknowledge that work continues to improve the conditions of service and allowances that support you and your families.

But it's more than that. It's also about the type and level of training (both individual and collective) we're now undertaking, the increased outreach and engagement with our Pacific partners, and the importance of our on-going efforts around the world in support of peace and security. All of us should take pride in the achievements of those currently deployed to both key overseas exercises such as Ex Talisman Sabre and the various multi-national peace support missions, including the UK based training support we provide Ukraine, to which our people are committed.

Equally, the achievements of our people in critical staff and support roles are really gaining traction. In the last month we have made good progress across a range of new capabilities whilst a significant number of infrastructure builds have either recently been approved or are nearing completion – the most significant of these being the Linton and Burnham Maintenance Facilities, SAS Training precinct, and new housing across three camps but primarily Waiouru.

Now that we've worked through what was a pretty tough couple of years and have momentum, it's essential that we keep driving forward. That we use this momentum to give greater purpose to not only your effort but that of your team. In doing so take confidence from the direction you're travelling, we're travelling, and remain clear on not only the outcomes you're seeking, but the outcomes that as an army we're seeking.

In our game opportunities don't just happen, you've got to create them. And what is clear, from the great work that has been done across Army in the first half of this year, is that we now have an opportunity to go on and achieve some very special things and we will. In taking this opportunity, Commanders at all levels have an obligation to ensure that their team's performance is focused, is of value, and that the outcomes of their effort is both aligned with Army's priorities and lifts the sense of self-worth our people gain from their service.

What is equally important however, particularly as we both regenerate capability and contribute to operational deployments, is that we continue to make, and not break our Army. We must remain cognisant of the current hollowness across Army and where the critical gaps in our people capability exist. And we must be very clear, and this is from me down, that we can't do everything and that the efforts of our people must be both carefully prioritised and managed.

This is not easy and, in some cases, is going to require Commanders to pull back from doing that little extra, going a bit faster, or driving for a higher standard too quickly. We must always pursue professional excellence but, particularly at the moment, we have to be smart about how we do so. Tough calls are going to have to be made at all levels about what we do and don't do however, when making these calls, know that you have the trust and confidence of your senior leadership regarding what you and your team get after and why, equally on what you don't get after and the risk of not doing so. Communication, both with superiors and subordinates, is essential and we have to work this space as a team.

This, in no way, suggests that we accept mediocrity or a second-rate performance. Rather, it's about being smart; clear on those things that matter; and, being bloody good at them. It's also about being clear to our people that not only is the service they provide important, but that their welfare and that of their families matters, and that they are valued.

Team, thank you for both the great work you've done to get us to this point and the opportunity you've created – we're in a much better space because of it.

**Major General John Boswell
Chief of Army**

EOD EVALUATION WEEK 9-13 OCTOBER 2023

Are you looking to pursue a new challenge?

Do you want to be part of dynamic and operationally focussed team?

Does working with new and emerging technologies, and highly professional, motivated soldiers sound like the workplace for you?

E Sqn (EOD), 1NZSAS Regt are requesting nominations for the upcoming EOD trade Evaluation. Successful candidates will be fit, motivated, and highly disciplined soldiers capable of decisive action in complex and challenging environments.

You will also meet the following *minimum* requirements:

- Hold the rank of Private (Band 4)
- Have a full class one vehicle license
- Hold a confidential vetting security clearance
- Have a minimum medical grade of A4, G2, Z1 (RFL minimum G2)
- Complete the EOD evaluation week and an evaluation by an NZDF psychologist as suitable to operate as an EOD team member.

If you want to find out more or apply, visit <http://org/nzsof/LP/Recruiting.aspx> and download your AFNZ 3 today.

For further information, please contact SSM, E Sqn (EOD). ESQN.EOD.SSM@nzdf.mil.nz EOD are also now directly recruiting officers from any trade and any service. For officers wanting to pursue a career in EOD please contact OC, E Sqn (EOD) for further information on this process. ESQN.EOD.OC@nzdf.mil.nz

**Nominations close
Monday 18 September 2023.**

Bonne chance Defence Blacks

Our Defence Blacks are now in France preparing for pool play at the International Defence Rugby Competition – the military equivalent of the Rugby World Cup.

This will be the fourth IDRC tournament which is played in the same country that hosts the RWC and finishes around the same time the RWC starts.

Coached by Warrant Officer Wayne Ratu and captained by Leading Diver Trent Luka, the 34 man NZDF team features several Army personnel.

The team does not have an easy lead-in to the tournament. Their first game is against Fiji Military Forces – winners of the previous two IDRC tournaments.

All Defence Blacks games will be live streamed – details of the stream will be advised:

**19 August –
Defence Blacks v Fiji**
**23 August –
Defence Blacks v Uzbekistan**
**27 August –
Defence Blacks v Ireland**
Good luck!

HONOURS AND AWARDS: CALL FOR NOMINATIONS

Nominations are now called for the King's Birthday Honours List 2024 and for awards of the Defence Meritorious Service Medal and CDF Commendation to be received no later than 15 Sep 23. Completed nomination forms are to be submitted through the chain of command by email in the first instance or in hard copy format through the postal system to the Manager Honours and Awards, DCTM, HQNZDF.

Nominations are to be prepared on the following two forms, which can be downloaded from the "Forms and Publications" Section of the Defence ILP.

- Form MD592 Coversheet for Nominations for New Zealand Honours and Awards.
- Form MD592A Nomination for a New Zealand Royal Honour.

For enquiries and assistance, please contact the Manager Honours and Awards, glen.stokes@nzdf.mil.nz



COMBAT SKILLS POLISHED IN TALISMAN SABRE

A 150-strong New Zealand Army team mounted in light armoured vehicles formed a battlegroup with soldiers from Fiji, Australia, France, and the United States in Exercise Talisman Sabre recently.

The New Zealand troops proved their worth in working alongside a dozen other militaries during the large-scale combat exercise in Queensland, Australia.

Around 300 New Zealand Defence Force (NZDF) personnel have returned home after participating in the exercise, which ran in Queensland from late July to early August and involved around 30,000 military personnel from 13 countries.

The combat team used its speed and firepower to clear and destroy enemy defensive positions and seize objectives, to allow the wider battlegroup freedom to take further action.

Battlegroup headquarters had access to direct and indirect fire support, reconnaissance assets and sniper teams. New Zealand liaison officers at headquarters learned about Australian process and procedures, as well as assisting the Australians with planning and their understanding of New Zealand capabilities.

This enabled the battlegroup to best use NZ Army capability on the battlefield.

The exercise confirmed the NZ Army's readiness to conduct combat operations and to test interoperability with the Australians and others, as well as the integration of signals, intelligence, infantry, armour and others.

Major Steffan Wuts, the Officer Commanding of the combat team, said the soldiers' performance confirmed New Zealand's training was of a high calibre.

"The great part about this exercise is that we get to practise operating in an unfamiliar environment with other factors like flanking multinational forces, which adds a level of complexity that we wouldn't get in our usual training," he said.

"Although the overall tempo of the exercise is probably slower than what we were expecting because of its size, we did have contact with the enemy, we went into our trained and rehearsed standard operating procedures and for the most part that put us in good stead to beat the enemy's actions."

Three Royal New Zealand Air Force NH90 helicopters and 50 personnel, including aircrew, aircraft maintenance, safety, communication and information systems, intelligence, medical and logistics, also participated in the exercise.

They formed part of an Anzac unit contributing to an aviation battle group which supported air mobile operations and troop movements.

Lieutenant Colonel Jacob Murray, the NZDF Senior National Officer for the exercise, said the NZDF's purpose was to keep New Zealand safe and secure.

"To achieve this, the core role of the NZDF must be the readiness to conduct combat operations," he said.

"The performance of our team demonstrates the professionalism of our people and the quality of our training systems."

Talisman Sabre was also the first time New Zealand and Australia have exercised together since the signing of the Plan ANZAC bilateral service cooperation plan, which formalises Army to Army cooperation across strategic engagement, capability, training, readiness and common personnel issues.

"This has given us the chance to observe the Australian Army's application of its doctrine in a large-scale combat focused activity," said Assistant Chief of NZ Army for Training, Colonel Aidan Shattock.

"The analysis of these observations will inform our doctrinal alignment with Australia and define our future approach to training and tactics."

Lieutenant Colonel Benjamin Watson, Commanding Officer, 8th/9th Battalion, The Royal Australian Regiment, said the New Zealand combat team was well prepared and integrated easily into the battlegroup.

"It was very reassuring to have the Kiwis as part of the team. Our history, as two Armies working alongside each other, is rich and this exercise only highlighted that the future remains brighter than ever," he said.





WAHAROA ENCAPSULATES ALL THAT TRENTHAM CAMP IS ABOUT

By Judith Martin

On a still, frosty morning on the eve of Matariki Trentham Camp's unique waharoa was unveiled.

The Chief of Army, Major General John Boswell did the honours as guests looked on in the semi-darkness.

The waharoa which is adjacent to St Francis Chapel near the entrance to the camp includes pou made from two 3.7 inch anti-aircraft gun barrels from the six anti-aircraft batteries which were located around Wellington during World War II to protect essential harbour activities from enemy aircraft.

The idea for the history-steeped waharoa came from the Officer Commanding Trentham Camp, Major Jim Maguire.

"I was very impressed with the Pare or lintel that sat above the entrance to the Command and Staff College when I started my role there a few years ago."

When he began his role as OC of Trentham Camp he realised the camp had no real visual connection with the land or with tangata whenua. "For a camp with such historic connections within our region and with our local community this needed to be addressed."

Some time ago he spotted two old anti-aircraft gun barrels outside the disposals store in camp. "They immediately struck me as having the potential to be repurposed as two strong and unique pou at the entrance to our camp." He was inspired by the waharoa connected to the visitor centre at QE II Park

at Paekakariki. That waharoa was made of cut aluminium that incorporated both traditional and contemporary images.

Major Maguire asked Trentham's local and defence cultural advisors for guidance and discussed the idea with Ewan Conaghan of the camp's DLE design office.

"Never one to shy away from a challenge Ewan put his considerable talents and imagination to work and within a couple of weeks he had designed a quite remarkable piece of work."

Mr Conaghan said he wanted the waharoa to encapsulate all that Trentham Camp is about.

"This is not my story but the on-going story of the camp and how over more than 100 years it has seen the development and deployment of service personnel and civilians."

The design of the waharoa has a bi-cultural emphasis involving three Services and civilians forming one force while honouring and respecting those who had fallen.

"As we all know, no-one can do their job alone so the artwork incorporates leadership, comradeship, family and community support," said Mr Conaghan.

Once the preliminary artwork was completed a meeting was held to get sign off by all parties to ensure the design was true to the initial proposal. The artwork and drawings were sent to RealSteel in Upper Hutt to be laser cut and folded from weathered steel. DLE Engineering Services Workshop completed the welding and helped mount and assemble the waharoa.

It was then sand blasted back to bare metal to allow the natural rust process to take place to promote the overall effect.



Major Jim Maguire in front of the waharoa.





Construction gets underway.



Chaplain Kevin Brophy blesses the site as MAJ Maguire watches on.



One of the integral parts of the construction of the waharoa was the assembly and welding of all the parts by Brendon Gray and Kevin Hollis from Trentham Camp's Engineering Services Workshop.

The weathered steel brought its own challenges that required specialised welding wire, welding sequences and skills. Workshop staff assembled the necessary components, creating the clamping and bolting systems needed to hold everything to the pou barrels.

The ground on which the waharoa stands was blessed by Chaplain Class Three Kevin Brophy. Having the gun barrels as pou acknowledges the strength and resilience of Aotearoa, and reflects the nation's ability

to adapt and evolve while maintaining its cultural heritage. All units and organisations currently serving at Trentham are recognised by organisational symbols on the reverse the chapel gate posts. The waharoa itself combines traditional and contemporary images which reflect the camp's heritage and purpose.

Under the left pou a mauri or life essence is buried. This mauri is a blessed stone from the Hutt River bed where thousands of soldiers bathed while based at

Trentham during WWI. Under the right pou are initial metal shavings from the waharoa and mementoes from the waharoa designers. The right pou features a patu which represents a warrior's weapon and represents Tumatauenga, the God of war. The left pou features a kumara leaf which represents Rongo-mā-Tāne, the God of peace.

Unveiling photos by Andrew Bonallack.

DRONE RACING

The heat is on



By Sergeant Caroline Williams

For CPL Rueben Ellett, joining the Reserve Force (ResF) has given him an opportunity to compete internationally, re-engage with old mates, and continue his soldiering skills.

In March he had the opportunity to represent NZDF at the Military International Drone Racing Tournament 2023 held at the Avalon Air Show, Australia. The team consisted of five Drone Racing Pilots from the NZDF, including three Reserve Force (ResF) personnel, and ran for five days.

The New Zealand team punched well above its weight against competing nations Australia, Singapore, Indonesia, and the United Kingdom. After a grueling three and a half days, the team held first position, only to be pipped at the post at the last minute by an Australian team, placing NZDF second in team, second in individual pilot, and three pilots placing in the top ten.

Drone racing is STEM based (science, technology, engineering, and mathematics), with drone racing pilots building drones from the ground up, which they then calibrate, fly, orientate, decide, and act, under increased speed throughout the competition. With 2–4 minute races, drones reach speeds of 200km/hr, all the while doing this within a loud environment at high speed. Learning to focus and block outside noise is a skill definitely required for the intensive racing.

“I signed up to drone racing in 2019 at the CA’s Roadshow when I was posted to Waiouru, while serving in the Regular Force (RF). In 2020, the opportunity opened up for us to train and race socially with the Brits and Australians via a virtual/simulator tournament that was run by the British team as part of a fundraising event. This enabled us to also begin racing internationally albeit in a social capacity,” says CPL Ellett.

MAJ Grant Palmer from NZDF Innovation formed the team, recognising the importance that drones hold heading into NZDF’s future, and encourages anyone from NZDF, both RF and ResF, to get on board for future tournaments.

“My target for the Army 25 Strategy is that we’ll be the number one military drone racing team in the world, and we were incredibly close this time. Drone racing is like Formula One racing in the air, competitors are problem solving and prepping on the fly, and it’s a continual flow of sportsmanship,” he says.

CPL Ellett goes on to say that, “With the three axis of movement required to operate the drone, drone racing is made more complex than Formula One racing, not to mention the engineering skills of building, calibrating and maintaining the drone yourself.”

Pilots are challenged to navigate their First Person View (FPV) Drones through a complex series of flags and gates, flying above and below internal guide ropes of the competition tent. This year’s competition tent was the largest marquee to be found in Australia, so that the course layout could be extended from earlier competitions (www.australiandefence.com.au).

In 2021, CPL Ellett was sponsored by NZDF to represent STEM and drone racing at Wings Over Wairarapa. The skills required for drone racing are wide and varied, and are the type of skill set that militaries look for within their technical trades. For the NZ Army, drones are seen as part of the future battle field – real time situational awareness for better decision-making.

Although the other teams had larger financial backing than the NZDF team, the team did well and are now in training for the 2024 Military Drone Racing Tournament to be held in London. Looking to the future, inspiring passionate young people to get on board with the competition, means the NZDF team will have their eye on the prize long term, as their skillset and speed develops.



CPL Aidan Clow (ResF) was part of the team and below he shares his experience.

Tuesday morning it was all on, the track was finalised, pilot briefs conducted, heats announced, and qualifying began. The next three days pilots would be battling it out to set the fastest three consecutive laps to earn a spot in the finals. Only the top 16 pilots would make it through.

I was the third pilot for NZ with both previous pilots not posting a time in their first race. Pressure was on to make a statement that New Zealand was here to win, and with World Champ, Thomas Bitmatta, and an RAF pilot, call-sign BOOF, I knew I had to remain calm.

I received a qualifying time of 77s, after that everyone posted hot times. We ended day one qualified at fourteenth with 73s 3 lap time, and NZ holding first, fifth and seventh placings.

The following day I just managed to hold my spot in the finals. I went out with one plan in mind, fly fast and fly clean, and I ended the day sitting seventeenth.

Day four finals started at 12pm with only two qualifying runs each in the morning.

With our team currently sitting first, sixth, and eleventh, me in seventh, pressure was on to shave a few seconds and make it into the finals. Heats had been reseeded so I was flying with the pilots just above and below me on the leader table, two RAAF pilots and one Australian Army.

After a failed first attempt, I needed to pull three laps each under 21s. The first lap was 20.5s, the next few laps went as a blur, I lost count and just kept the throttle down. Unfortunately, I clipped an overhead wire and spun to the ground. I managed to get airborne but a propeller was loose, and that was the end of the run. Watching playback of the live stream, my time of 60.5s put me qualified as sixteenth, and into the finals.

In the finals, we had four pilots racing, with the top two pilots progressing, and the bottom two with only another race to stay in the competition. Racing were myself (call sign Iceberg), another NZDF pilot (call sign Kuato), and RAF pilots (Paynefull and BOOF). Kuato took the lead early, easily winning, but there was an intense battle for second. Paynefull grabbed second, leaving myself and BOOF to fall into the loser bracket, and in a battle to stay in the competition.

Three races went by and I prepped my drone for what could be my final flight.

I launched well, getting into second place halfway through the first lap. I carried on flying the best race I could whilst focusing on staying clean and not crashing. BOOF crashed, Hotglue (RAAF pilot) passed me on the dive into the back straight with only two laps to go. I pushed faster, setting my best lap time of the tournament 19.1s. It wasn't enough. I placed third, finishing the tournament fifteenth overall. The team went on to place second overall with Kuato placing second in the individual finals.

We said our goodbyes, vowing to come back stronger in 2024 at the next tournament in the UK.

Livestream of the event can be found on You Tube on FPVBITS channel. Keen to take part in 2024, email armyinnovation@nzdf.mil.nz



Do you have any interesting New Zealand Defence Force Badges and Patches?

I am currently writing a book on New Zealand Defence Force Badges and Patches.

Please send any photos of badges, Velcro patches in your procession, as they may be rare, and you may have a piece of history that can be recorded for all time.

Recognition will be given to the sender if the photo is added to the book.

Email johnlynch542@gmail.com



THE SCARS OF KANDAHAR SUFFERING IN SILENCE

By Charlene Williamson

In 2008, former New Zealand Army radiographer Major (Rtd) Soren Hall was one of two New Zealand Defence Force (NZDF) personnel deployed to the largest trauma hospital in Afghanistan, at Kandahar Airfield.

He was part of the Role 3 Multinational Medical Unit (R3MMU) and was involved directly in the assessment and treatment of combat injuries with the aid of Plain Films (X-rays), Ultrasound, Computed Tomography (CT) and the Imagine Intensifier in the Operating Theatre.

In 2021 MAJ Hall was assessed for Post Traumatic Stress Disorder (PTSD) relating to this five month deployment on Operation Manaaki, and finally faced head-on the events from that mission he ran from, for more than a decade.

During his deployment MAJ Hall dealt with injuries that ranged from traumatic (degloving, partial and total) amputations, ballistic injuries and blast shrapnel injuries from improvised explosive devices and mines. These casualties arrived by road or air to the facility almost daily, at all times of the day and night.

He said a typical trauma scenario would see him working with all trauma teams to triage the type of images required.

"In some mass casualty situations, all eight trauma bays would be utilised. This required quick thinking to ensure that all the images were taken in a timely manner, before the casualty is either taken into the CT scanner for further imaging, or the operating theatre for life saving or preserving surgery," he said.

As he worked in a small team of radiographers (only five to cover 24 hours each day), he managed his workload by calling in other co-workers while ensuring that they had sufficient personnel resources for the next casualty.

After several months of this routine, he began to feel withdrawn, anxious and on edge. Towards the end of his deployment, he would actively avoid looking at the faces of the casualties, as he felt this

would lessen the physical and mental impact.

"The endless stream of casualties, plus the consistent rocket attacks into the camp, is why I sought help from a British psychology nurse at the time of my deployment. That assisted me to normalise what I was feeling and it helped for a short period of time.

"Ultimately what got me through each day, was knowing that no matter how hard it was becoming, I was having a better day than the person on the stretcher.

"I was in a war zone, there were a lot of people doing it way harder than me. So, I just pushed all that stuff down," he said.

On return to New Zealand, MAJ Hall was debriefed with other smaller missions, in a group setting. As he didn't feel comfortable sharing his experience with the other missions, he asked for a one-on-one debrief. Debriefs from missions are an opportunity to identify individuals who possibly need further debriefing or treatment.

"I had learnt to push down what I was feeling and was unaware at that time what the long-term impact was going to be on myself, and also my family.

"I do believe now that due to the nature of my deployment and the type of debrief that I was given, an opportunity was lost at this decisive time to pick up on my PTSD."

On return from Afghanistan MAJ Hall was promoted and posted into a very demanding position, a position that he really wanted to do. Like in any role, he gave it his all and buried himself in work.

By the end of 2008 he broke down and sought medical help as he found himself sitting in front of his computer all day and not being able to focus due to flashbacks, feeling anxious and on edge.



"I had learnt to push down what I was feeling and was unaware at that time what the long-term impact was going to be on myself, and also my family."

At home he had also changed, he was crying a lot, he was irritable, he had a short fuse, and he had problems sleeping – he was constantly on edge to the point that he slept with a knife within arm's reach.

In the years following his deployment, MAJ Hall sought professional help on two occasions. However, he didn't have the time and space to unpack anything, so he downplayed the impact from the very first session.

"The problem with seeking help is that you are taking time away from work, which means you have less time to complete your tasks. I can recall sitting in these sessions, thinking about work rather than my own issues. Part of this is my own fault, as I downplayed with command and my doctor the impact

that this was having on me. This was due to a fear of losing my job.

"One reason why I downplayed the impact that it was having on me, is because I didn't want my injury to be the reason or excuse for any poor performance or lack of judgement.

"Right up until my last day in uniform, a part of me was still in Afghanistan. This impacted every decision and conversation I had, daily. This, in my mind, made me a more focused officer, as I was always preparing for the next Kandahar or similar mission.

"However, the toll that this was having on me was slowly getting worse and heavier as the years went by," he said.

In the years following Kandahar he shaped his career away from a clinical path, as he didn't have the



strength to go back into a hospital setting, due to the countless triggers in this environment.

After submitting release papers from the Army in mid-2021 MAJ Hall finally sought help to start to unpack the impact this deployment was having on him.

"Anxiety and paranoia were starting to consume me in those final years in uniform. The final straw was seeing my behaviour being mirrored in my children. I felt I was able to carry this, but my children didn't need to be burdened with it."

With the help of Veterans' Affairs MAJ Hall applied for compensation and was diagnosed in late 2021 with PTSD by a clinical psychologist. He felt now his military career was over, he had nothing to lose.

Despite being diagnosed he admits he still didn't want help, and didn't want to talk about it.

"Using avoidance, I left the Army, we moved to Tauranga, far away from the Army and Defence and any triggers. This worked for a

few months, I was away from the Army, but I was also away from my support networks, friends and I didn't leave my 'head' behind.

"From mid-2022 I started to go downhill, I reached out to Veterans' Affairs for a chat with an old friend and former colleague, this ended up being a turning point for me. Treatment started soon after, which was incredibly challenging, confronting and mentally the hardest thing I have ever done.

"2022 was one of the hardest years of my life, as I confronted the memories and intrusive thoughts, which had been destroying my relationship with my family.

"I certainly wasn't the same person at home that I was at work. I am so incredibly lucky that my wife and my family has stuck by me," MAJ Hall said.

The scars of Kandahar still impact his life day-to-day but the affects now, are less after the treatment he received and he has learnt to live alongside his injury.

"These days I am more aware of

my triggers and have tools in place to combat or lessen the impact. I feel a lot calmer now, however I haven't worked a day since leaving the Army 18 months ago. The real test will come as I look to return to the work force. With the assistance of Veteran Affairs, this is being managed in a staged approach."

While talking about his PTSD is difficult, MAJ Hall wants to normalise it and let others know that they can come forward.

"As I was pushing my injury down and downplaying the impact for so long, it took almost a year of treatment to work through all the triggers and events. Not having to worry about work, and the support from my wife are the two things that have got me on the road to recovery."

Sport has been another tool in his journey and gives him a challenge that 'doesn't take a lot of brain power'.

"I have always enjoyed sport, as I found it a great way to unwind.

When I was really bad, I was far too tired to do any exercise. Exercise enables me to feel good again and to set goals for the future.

"I am primarily a cyclist, but I haven't raced a lot in the past 15 years due to negative thoughts and anxiety while within a bunch of cyclists. I have tried to race a couple of times however, the anxiety and negative thoughts have always forced me to pull out."

MAJ Hall competed in the Tour of New Zealand cycle race in April, a five-day tour of more than 500km in the South Island which fundraised for a variety of Kiwi charities.

"I joined the Army to make a difference and to help people that needed it, and raising money for the Heart Foundation, was another way for me to do that.

"It was a massive mental and physical challenge for me, especially being part of a bunch of cyclists again. I was incredibly anxious at the start of each day and had multiple moments where I didn't feel "safe". I got through each day, which is an awesome achievement for me, and a testament to the treatment that I have been working through.

He will compete alongside 20 others as part of the New Zealand Invictus Games team in Düsseldorf, Germany in September.

MAJ Hall said what he wants out of Invictus is to give people the message that others are not always 'living the dream' and that sometimes they are having a hard time.

"I was living with my injury for 15 years while in uniform. No one ever said anything to me, I often wonder if I was a good actor, or were people too scared to ask.

"I am very lucky that I used avoidance as a coping mechanism, otherwise I feel I would just be another statistic.

"I certainly don't have the answers, but I know we can do

better as a Defence Force and as a country at looking after those who have experienced trauma like I did in Kandahar."

Being part of the Invictus Games whānau is one aspect of MAJ Hall's recovery and in his journey so far.

"As my journey is a mental one not physical, the Invictus Games presents an opportunity to see where I'm at so far after my treatment.

"I want to show that I am not broken to myself and my family. This will also act as therapy as I will be meeting other injured veterans, some with similar injuries to the ones that I worked on during my time in Kandahar."

He expects that there is potential for the Games to be very confronting and triggering for him.

"I imagine I will run into veterans who came through the hospital during my tour.

"We didn't get to see or hear what happened to the casualties once they left our facility. Seeing how I cope being surrounded by people with combat injuries will be the biggest test for me.

"Success for me at the Games, is being able to function day-to-day, while remaining in a good head space. Medals would be awesome, but working towards a better life, will be even better," he said.

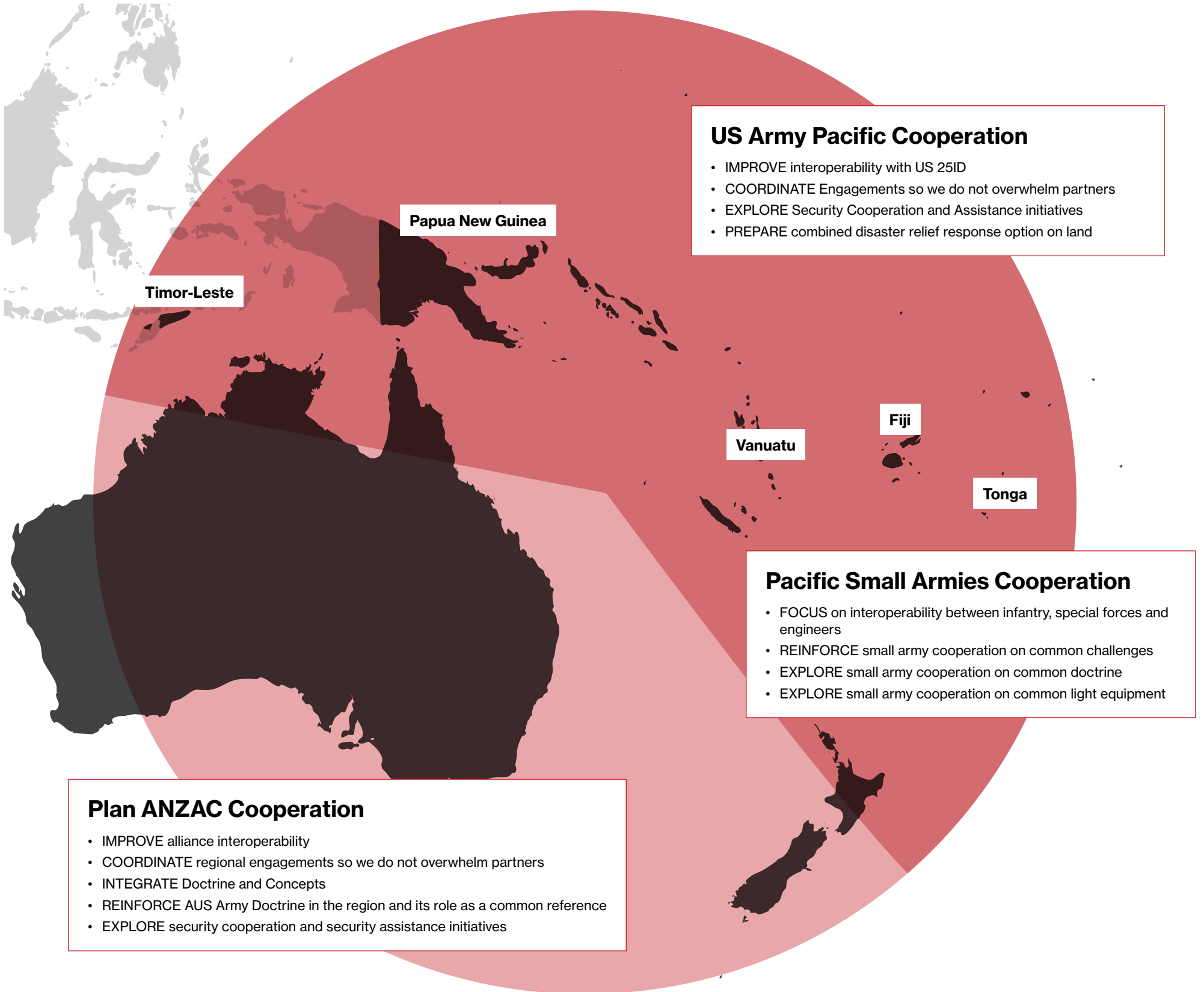
MAJ Hall will compete in athletics, cycling, swimming and rowing at the Games.

The sixth Invictus Games will take place in Düsseldorf 9-16 September will welcome around 500 competitors from more than 20 nations, to compete in ten sporting disciplines.



ARMY SOUTH WEST PACIFIC COOPERATION

DIRECTOR STRATEGIC ENGAGEMENTS ARMY (G5-I)



US Army Pacific Cooperation

- IMPROVE interoperability with US 25ID
- COORDINATE Engagements so we do not overwhelm partners
- EXPLORE Security Cooperation and Assistance initiatives
- PREPARE combined disaster relief response option on land

Pacific Small Armies Cooperation

- FOCUS on interoperability between infantry, special forces and engineers
- REINFORCE small army cooperation on common challenges
- EXPLORE small army cooperation on common doctrine
- EXPLORE small army cooperation on common light equipment

Plan ANZAC Cooperation


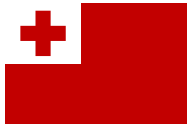







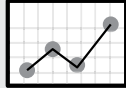


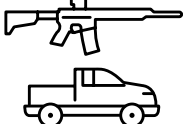
- IMPROVE alliance interoperability
- COORDINATE regional engagements so we do not overwhelm partners
- INTEGRATE Doctrine and Concepts
- REINFORCE AUS Army Doctrine in the region and its role as a common reference
- EXPLORE security cooperation and security assistance initiatives

ARMY TO ARMY ENGAGEMENTS

- South West Pacific Engagements are focused on our Army or Land Force partners from Fiji, Tonga, Papua New Guinea and Timor-Leste, our Australian and USARPAC partners, and the Vanuatu Mobile Force.
- Army supports wider Defence engagement with many more nations, but these sit in NZDF and JFNZ plans.
- Army's South West Pacific cooperation is focused on like-for-like Infantry, Special Forces and Engineer Units; those forces most likely to deploy in crisis, and therefore our priority for peer-to-peer interoperability.
- Army's South West Pacific cooperation is underpinned by Plan ANZAC; our decision to simplify training with common AS/NZ doctrine and measured coordination with our Australian and United States Army partners.

WHANAUNGATANGA PRINCIPLE:

Army Pacific engagements are focused on interoperability with our Pacific whānau. The success of our engagements will be measured by our increased ability to deploy together collectively.

	 Fiji	 Tonga	 Papua New Guinea	 Timor-Leste	 Vanuatu	 Australia	 United States
Postings 	HQ RFMF and JTF postings	HQ HMAF postings	HQ PNGDF postings	HQ F-FDTL postings	HQ VMF postings	Reciprocal Army HQ embeds	USARPAC HQ postings
Interoperability 	Infantry Interoperability	Infantry Interoperability	Special Forces interoperability	Special Forces interoperability	MIBG interoperability SOTG interoperability	MIBG interoperability SOTG interoperability	MIBG interoperability SOTG interoperability
Training 	Engineer and Leadership Training	Engineer and Leadership Training	Engineer and Leadership Training	Leadership Training	Engineering and Leadership Training	Broad training cooperation Plan ANZAC training system alignment	Regional Training cooperation Common ABCANZ training standards
Courses 	NZ Command and Specialist Courses	NZ Command and Specialist Courses	NZ Command and Specialist Courses	NZ Command and Specialist Courses	NZ Command and Specialist Courses	Broad coursing cooperation Plan ANZAC coursing alignment	Command and Specialist Coursing
Pacific Doctrine Cooperation 	Exploring common Pacific doctrine	Exploring common Pacific doctrine	Exploring common Pacific doctrine	Exploring common Pacific doctrine	Possible common Pacific doctrine	Plan ANZAC doctrinal alignment	ABCANZ doctrinal alignment, Light Infantry Div benchmark
Pacific Equipment Cooperation 	Exploring Common pacific light infantry, engineering and logistics equipment requirements	Exploring Common pacific light infantry, engineering and logistics equipment requirements	Exploring Common pacific light infantry, engineering and logistics equipment requirements	Exploring Common pacific light infantry, engineering and logistics equipment requirements	Possibly common infantry, engineering and logistics equipment requirements	Integration of ANZAC MIBG and SOTG equipment requirements	Interoperable MIBG and SOTG equipment requirements

KEY OUTCOMES:

Regional Interoperability

- Army Engagements increase regional interoperability.
- Regional interoperability provides the New Zealand and Pacific governments with the improved ability to act collectively in response to security challenges and during disasters.
- Regional interoperability provides Governments with collective ability to contribute globally on multinational land missions to advance our collective regional interests, and Pacific voice.
- Regional interoperability reduces collective security response times, and allows for efficiencies through common land doctrine, equipment and procedures.

RESERVE FORCE Q & A



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

What questions do you have?

Send queries to timothy.sincock@nzdf.mil.nz

ResF Pay Calculations

The NZDF Leadership Development Framework (LDF) is embedded within the Defence Professional Development Framework and articulates the leadership behaviours and ethos and values that are required of all members of the NZDF to be successful. As Army Reservists we each have a responsibility for personal development, supported by our commanders, the Institute for Leader Development (ILD) and single-service leadership entities – in Army's case the Army Leadership Centre.

The Leadership Development System (LDS) is the system that supports NZDF personnel to develop in, and transition through, the levels of the LDF. The LDS is based on the idea of continuous touch-points, development and support. Throughout a Reservist's career there is a need to be continuously developed and supported through individual development opportunities, leadership programmes and facilitated development in the workplace.

As part of the LDS there is a NZDF leadership course for each level of the NZDF LDF. It is recommended that individuals attend the relevant course as they prepare to transition to the next level. ILD is responsible for the six transitions within the LDF and delivers Lead Systems and above courses, whilst the ALC, in our case, is responsible for Lead Self, Teams and Leaders courses and their delivery.

Opportunities do exist for reservists to attend any of the LDF courses, but often the duration, timing and location (typically scheduled on week days), means ResF personnel find it challenging to attend. With the support of 1 (NZ) Bde and ILD, flexible options for the delivery of leadership development specifically for the ResF are being

explored. The first step in this is to deliver the two existing Keystone Leader Development courses, structured to meet ResF needs, in Auckland over the period 15–17 Sep 23. The relevant courses have been loaded onto the NZDF course plan:

- D03022 23/11_AKL Keystone Leader Development – Foundation (15–16 Sep) and
- D03021 23/14_AKL Keystone Leader Development – Lead Others (17 Sep)

The target audience for the above courses is ResF personnel who in the near future will transition to the Lead Teams, Leaders, Systems or Capability level. With the approval of their commander, ResF personnel can nominate themselves to attend these courses, noting that an individual must nominate themselves for both courses to ensure they receive the desired level of leadership development.

Military Factor

The Military Factor is a component of your pay in the NZDF Total Remuneration model (see DFO 3, Part 7, 7.1.30). It recognises the unique nature of military service, which includes, but is not limited to:

1. the commitment to service of the Crown represented by an Oath/Affirmation of Allegiance;
2. liability for operational service;
3. being subject to military discipline and lifestyle, including being subject to the Armed Forces Discipline Act 1971 at all times;
4. the inability to:
 - a. negotiate conditions of service,
 - b. participate in industrial action, or
 - c. bargain collectively;
5. liability for service 24 hours a day, seven days a week and including actual performance of routine additional duties;
6. being subject to directed postings within New Zealand and to overseas locations at short degrees of notice that can have an effect on domestic situations;
7. limitations on the ability to terminate periods of service;
8. for being directed at various times to be on continuous alert, undertake arduous and hazardous duties, and be exposed to adverse working conditions; and
9. exercise of military skills not recognised by market comparisons.

The Military Factor is paid to uniformed NZDF members and does not apply to NZDF civilian staff or Cadet Forces.

Members of the People Capability Portfolio have recently conducted presentations at various camps and bases to engage with uniformed members of the NZDF on the subject of the Military Factor component of remuneration. It provided an opportunity for input into the review of the Military Factor.

If you have a view on this element of your remuneration and were unable to get to one of the presentations, please send your views through your chain of command or alternatively through ResF SM (Army): Timothy.Sincock@nzdf.mil.nz



NZDF SAFETY AWARDS 2023

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

Nominations close 8 September. Visit the Safety page on the ILP, or email NZDFSafety@nzdf.mil.nz





ADDING TRAINING AIDS, TRANSLATORS AND TRENCHES TO THE OPERATION TIEKE TOOL KIT

By Dave Williams

The New Zealand Collective Training Centre (NZCTC) has employed training aids, translators and trenches to prepare New Zealand soldiers for their upcoming deployment to the United Kingdom (UK).

The conduct of this pre-deployment training (PDT) will allow the NZ Army to enhance the legacy created by previous training teams, as well as the level of support it provides in developing Ukrainian troops in battlefield skills.

The fifth wave of trainers – from 1(NZ) Brigade – is preparing to depart for the UK where they will spend several months training Ukrainian recruits in skills that enhance their lethality and survivability.

In July, NZCTC conducted a mission readiness exercise (MRE) for the deploying group in the Waiouru Military Training Area.

The MRE was designed after examining feedback and analysis from previous deployments and now provides hands-on training with AK-47 assault rifles and purpose-built mock-ups of AK-47 with functional sights and zeroing tools.

The rifles were leased from a local supplier, while the AK-47 training aids were purpose built for this PDT through a fusion of CNC machined steel and 3D printed components. This provided the New Zealand soldiers unparalleled familiarity with the weapon system they will be teaching the Ukrainians to use, prior to entering theatre.

Additionally, New Zealand-based Ukrainian translators assisted with common Ukrainian phrases and created a realistic training environment that NZ Army personnel will encounter in the UK – where their instructions are relayed through an interpreter.

Furthermore, the 2nd Engineer Regiment recently completed the construction of a small trench system in Waiouru. This trench system replicates the training environment NZ soldiers will operate from in the UK and is based on what is being encountered in Ukraine.

“From the first rotation something that stood out was the need to build a trench system back home so that we could practise and refine the tactics, techniques and procedures for actual trench fighting,” said the deployment’s Senior National Officer (SNO), Major Tom Kelly.

Many people had contributed to the trench project, which has proven an invaluable teaching tool, Major Kelly said.



CAPABILITY CORNER

LAND DOMAIN

In this Army News series over the next few months you will see various articles containing updates on projects and responsibilities within Capability Branch's Land Domain.

Capability Branch is responsible for all capability development and delivery across the New Zealand Defence Force (NZDF).

They provide stewardship for Capability Management through the entire capability lifecycle. Collectively, Capability Branch and the Ministry of Defence co-ordinate with other relevant government agencies involved in delivering capability for the NZDF.

Capability Branch is made up of portfolio and planning, programme management and the four environmental domains (maritime, land, aerospace and information). Its mission is to develop, refresh and support the sustainment of military capabilities for the purpose of delivering military effects.

Within Capability Branch is the Land Domain sub-portfolio, which deals with anything related to the land environment. This is primarily a capability that the Army will use, but also spans other Services.

The life cycle of capability begins with strategy and policy, doctrine, capability definition, capability delivery and then in to service.

The Land Domain work on both the definition and the delivery of capability into service for the land environment.

Definition

Definition is about ensuring the right investments are being undertaken so that the organisation is able to deliver on strategic investments. It involves decisions about whether an option for capability is accelerated, delayed, de-scoped, added to or cancelled depending on the specific portfolio. This is referred to as *doing the right things*. Within the definition of capability five main practices are followed for the cycle of potential capability – understand, categorise, prioritise, balance and plan.

Delivery

Delivery works on ensuring that the investments within the portfolios are delivered effectively and efficiently, ensuring that they can deliver on the planned benefits of the capability. This is referred to as *doing things right*. To deliver on a capability project there is a three stage process – initiation, approval to commit funds and the transition to operational release.

After the definition phase work is done they provide assistance to the delivery team so that projects are raised, transitioned and ultimately end up in service.

Current Land Domain projects:

Network Enabled Army Project

- The Network Enabled Army (NEA) Programme is being rolled out in four tranches through to 2028. This project is funded under Tranches One and Two and is addressing limitations of current Army and Special Forces Command, Control, Communications and Computers (C4) capabilities.

Protected Mobility Capability Project

- The Protected Mobility Project is replacing NZDF's main operational land fleets, providing troops with enhanced protection. This includes both armoured and non-armoured vehicles suited to a range of operations. The project is being run over ten years, ensuring that New Zealand's land force remain suitably resourced for operations now and into the future.

Garrison and Training Support Vehicles

- The capability covers the NZDF's domestic operational and training support vehicle fleet. A number of specialist vehicles (such as fire appliances, medical response and aircraft refuelling vehicles) are overdue for replacement. These provide critical capabilities within New Zealand either delivering or supporting outputs as part of training and domestic operational needs.

Soldier Personal Protective Equipment Project

- Configure land based NZDF personnel with the appropriate protection levels and load carriage to match the task, threat and terrain scenarios across the spectrum of operations the NZDF is expected to be prepared for.

Logistics Over the Shore Project

- Support 5 Movement Company's amphibious beach team capability.

Seating Modules Project

- Deliver a compliant rollover protection system that will enable the safe use of selected MHOV and future Garrison Training and Support vehicles to transport passengers.

Material Handling Equipment

- Deliver a fully supported, enhanced operational distribution capability.

Operational Hygiene and Catering Services

- In service operational field kitchen reaching Life of Type and current hygiene facilities are either no longer in service or are not fit for purpose.

Modules and Trailers Project

- Current Combat Service Support modules are in a varied state and gaps exist. All require some remedial action to replace, maintain or enhance their capability to ensure they deliver an effective, coherent system that optimises MHOV capacity.

Water Purification Systems Project

- Series of light and heavy reverse osmosis units.

Small Watercraft Project

- Consolidation of the RNZN/RNZE zodiac fleet with an upgraded small craft.

Multi-Purpose Decontamination System Project

- Personnel/Vehicle decontamination system – all equipment in Project Store, pending delivery of training.

CBRND Project

- PPE, detection and immediate decontamination equipment to equip key land-based operational outputs and capability bricks.

Search, Detect, Demolition Project

- Refresh of 2 Engineer Regiment search equipment to create interoperability with EOD Sqn. Enhances both domestic and expeditionary search capability of 'green' land forces.

Gun Navigation and Artillery Pointing System Project

- The Gun Navigation and Artillery Pointing System (GNAPS) project procured and installed the Leonardo Laser Inertial Navigation and Artillery Pointing System (LINAPS) onto the L119 Light Guns operated by 16 Field Regiment at Linton.

60mm Light Mortar Project

- The 60mm Light Mortar provides land combat forces with an organic direct fire support capability. There are three variants – two handheld and one baseplate Mortar Capability. Unit training has commenced with Interim Operational Release being achieved for the Commando variants.

Replacement Fire Control System Project

- Fire Prediction System (IFPS). Hirtenberger Defence Technology has been selected as the preferred vendor and will provide replacement hardware and software to upgrade and enhance the OS capability.

Weapon Mounted Laser Range Finder

- Provides Snipers/Anti-Materiel Rifle/Designated Marksmen Weapon the ability to accurately range targets at distance by night/day.

In Line Weapon Site – Long Range

- Provides Snipers/AMR the ability to observe and engage targets at distance by night/day.

In Line Weapon Site – Short Range

- Provides individual NZDF combat elements the ability to observe and engage targets with MARS-L by night/day.

Laser Target Designator System

- Provides individual NZDF Joint Terminal Attack Controller/Joint Fires Observer the ability to precisely coordinate fires with coalition partners.

Hand Held Observation Device

- Provides NZDF combat elements the ability to observe and target threats by night/day.

RNZAF NVG Tube Upgrade

- Enhances RNZAF pilots and aircrew ability to safely and effectively operate their platforms by night.

Night Vision Equipment

- Tranche 1 & 2 issued to TG6 operating under a TOP for the continuation training.

Unmanned Ground Vehicles

- All UGV systems other than the TIGR UGV platform have been endorsed through to OR, the Snr EOD operator's course is in progress and at the conclusion of this course OT&E will occur on this platform.

Counter Explosive Hazards

- Counter Explosive Hazards has obtained Operational release with several land worthiness corrective action requirements to complete. The Land Special Operations Project Manager has taken over the project as caretaker to complete these outstanding tasks as all other resources have moved on. Project Closure is currently going through the MoD endorsement process. Several Materiel Handover Tranches are still to be completed and these are in process.

50+ SO Life Type Equipment

- SO Sustain Programme (SP) Phase Four will see the delivery of over 50 LoT projects within three years. These span across various capability groups to ensure SO capability outputs are achievable.

Next Army News we will provide an update on the Soldier Personal Protective Equipment Project delivery.

Ex Bassett 3: Signallers get back to BLOC

4th Signals Squadron recently deployed into the challenging winter environment of Tekapo to assess themselves against a BLOC standard. This training provided participants with an opportunity to evaluate their skills, address trade-specific challenges, and forge stronger bonds within their detachments.

Under the guidance of OC Major Frazer MacDonald, Ex Bassett 3 prioritised self-assessment as a vital step before extending support to others. It was important that we assessed ourselves before we open up to supporting others. This introspective approach ensures that the team is well-prepared to provide effective assistance to other units in the future.

The methodology to Ex Bassett 3 was to practice nodal CIS planning, backbriefs and tactical service delivery whilst progressively

achieving a range of Tactical Actions at ATL 3B (Troop Practice) within a South West Pacific, low threat environment.

The emphasis on trade-specific development was instrumental in creating a safe and supportive environment for participants. Bassett 3 provided a dedicated space for teams to confront and overcome trade-specific sticking points, enabling them to refine basic skills. By embracing challenges and working together, participants not only improved their individual capabilities but also strengthened the overall cohesion their teams.

The exercise yielded positive outcomes and valuable experiences. LCPL Stefan Marica enjoyed working in the extreme weather conditions at Tekapo and the blend of technical and tactical tasks. "During the exercise we covered knowledge of all our trades and roles, as well as physically demanding aspects like Break Contact Drills and Counter Vehicle Ambushes." He noted that this unique setting allowed for the development of strong team relationships, fostering a sense of

unity within the unit.

SIG Daniel Bailey echoed the sentiment of continuous learning and personal growth. SIG Bailey found satisfaction in the ever-changing nature of the exercise. "I enjoyed how every day we were doing something different, constantly moving. We were going from location to location, each location having its own task each with its own challenges". From learning and adapting to different radio systems to engaging in physically demanding activities, Bassett 3 provided an invigorating experience for all participants.

SIG Bailey also highlighted the exercise's impact on individual growth, particularly in terms of teamwork. "I think I learned to work better in a detachment. If you mess up on something it doesn't matter – just fix it."

Bassett 3 marked a significant milestone in the unit's development. As the unit moves forward, the lessons learned will undoubtedly contribute to future success and the ability to support other units effectively.



Foreign Military Sales and Controlled Technology Office (FMSCTO) new training suite

The FMSCTO, on behalf of Commander Logistics and Defence Supply Chain Management (DSCM) has announced a new full suite of training courses available on the NZDF Learning Management portal for self-nomination.

The FMS & CT courses are designed to bridge the gap in organisational knowledge and are available to NZDF, MoD and GCSB personnel. This is an excellent opportunity to brush up on your skills and technical knowledge in the FMS & CT sphere. Self-starters can access the online courses in Totara straight away, and go-getters can plan their learning journey through the courses to build upon their FMS & CT knowledge.

Online Courses:

- D67022** FMS & CT Overview (CBT available from the comfort of your own cubicle or home office)
- D67028** FMS & CT Governance (ideal for decision makers to understand the impact of FMS & CT decisions)

Face to Face Courses:

- D67023** FMS Fundamentals (Basic course requirement for all other courses)
- D67024** FMS Process Management Competency
- D67025** NZDF FMS Financial Process Competency
- D67026** End Use Management
- D67027** Export and Import Regulations

For further information please contact the DSCM Training Coordinator and Planner: harriet.newman@nzdf.mil.nz.



Leadership development for 1CSR personnel

By Captain Darvid Molloy

For a small group of 1CSR Officers and Warrant Officers, eight days in unfamiliar, underground terrain recently proved to be both a challenging and highly rewarding Command Experiential Leadership Development Activity (Cmd ELDA Caving).

'Low skill, high will' was the overall mantra at the start of the activity, with an excellent crew of Army Leadership Centre and experienced caving instructors teaching us to quickly and safely increase our skill levels.

Donning our red overalls with white gumboots, suddenly carabiners became 'biners'. We learn't how to use short and long cow's tails, hand ascenders, chest ascenders, meat anchors, friction devices, Italian half hitches, bottom and top belaying techniques. All this, on top of a complete refresh of our Hogan's and some open and frank peer feedback discussions. The overarching goal; to develop an increased understanding of our strengths and weaknesses as a command team within the NZDF.

The activity culminated in SUMMIT TOMO, a tricky cave where we had to apply all we had learnt in the classroom and on the abseil tower, in order to navigate everyone through.

"I reckon you'll do it in eight." Our lead instructor Kieran lay down the challenge at eight hours and we smashed it in just under that time, which was a new record. Never-mind the fact that we were the first ELDA group to go through that particular loop.

It was a big week with a lot of tight squeezes, getting to know unfamiliar underground cave networks on the Takaka Hill in Golden Bay.

For me the activity was typified by the following quote:

"The NZ Army is unique in that we grow and develop leaders at all levels. Most other organisations

grow specialists, and leadership is a by-product, or expected, rather than actively nurtured".

The 1CSR Cmd ELDA was a timely reminder as to why I continue to choose to stay in the NZ Army, and it largely centres around the quality of our people, coursing and the bonds forged through shared experiences like this one.

Finally, a big shout out to the Army Leadership Centre and their very patient staff and instructors for running this activity for us.

Ehara taku toa i te toa takitahi, he toa takimano – My strength is not from an individual but from the collective.



INTEL OPERATORS HONE THEIR FIELD SKILLS

Army intelligence operators worked in small teams to navigate through dense bush, steep terrain, and challenging weather and wind to a series of checkpoints during a recent exercise in the Tararua Ranges.

The purpose of Exercise Tararua Explorer was to further develop all arms field skills, navigational skills, interpersonal and team skills needed to operate in a high performing intelligence team.

The exercise provided opportunity to develop junior leaders in deliberate planning and decision making, along with

challenging leaders to balance task, team, and individual needs. The Company, on an exercise earlier in the year, had done HEXACO personality assessments to better understand themselves and their team members. The knowledge of those personality assessments was carried into Exercise Tararua Explorer, where individuals were aware of their own, and their team's strengths and development areas.

The exercise saw several teams of up to five intelligence operators dropped on the eastern and western sides of the Tararua ranges at locations decided by the team leaders. Teams then moved along their given routes to the checkpoints and to night locations – a hut deep in the Tararua Ranges.

Teams maintained communication through Garmin In-reach Minis which were tracked throughout the exercise. The In-Reach devices were excellent in providing a satellite messaging service with imbedded GPS data, so teams were able to communicate and be tracked in the dense bush. The devices were palm sized and weighed next to nothing. The teams had to move to secondary overnight locations and then to an extraction point by their pre-determined pickup times. The distance covered by the teams varied from 40 to 50km over challenging terrain with some teams climbing 910 metres in the first day.

Following Exercise Tararua Explorer the company took the team experiences and transferred them directly into a trade skills exercise, Exercise Kowhai.

This was a Command Post exercise (CPX) run at 1 NZ MI Coy to test the Multi-Role Battle Group S2 Cell standard operating procedures. These were developed by the soldiers and officers of 1 NZ MI Coy earlier in the year. Here, the S2 cell was required to work in a high tempo environment which simulated a Battalion HQ to provide timely and accurate intelligence to the commander to inform decision making. Interpersonal skills learnt on Exercise Tararua Explorer were employed as soldiers worked together to make various



intelligence products under time pressure. Company Operational Intelligence Support Teams conducted Tactical Material and Personnel Exploitation where various sources of information from CPERS, documents, weapon systems or material containing DNA were exploited having been gathered on the site of a friendly force cordon and search. The exploited information collected was then processed to provide

intelligence to the friendly force commander.

The training exercise used the Decisive Action Training Environment Pacific (DATE P) scenario which focused on an irregular threat group operating in the Battalion AO.

Wānanga provides safe and supportive environment for cultural discussion

By WO1 Red Robinson

Army personnel gathered on their Marae, Rongomaraeroa o ngā hau e whā (New Zealand Army National Marae) in Waiouru to attend wānanga recently.

Wānanga and coming together form a critical purpose within the Army's learning journey where success, growth and the creation of a strong understanding can be achieved in a safe and supportive environment.

Our wānanga were sponsored by our Deputy Chief of Army Brigadier Rose King to provide an opportunity for all ethnicity groups at the 2LT to CAPT, PTE to SSGT and equivalent civilian levels to come together in a respectful and safe environment, to share perspectives and develop an understanding of the cultural diversity across our NZ Army.

Bringing together personnel from across our Army to help form a strong and culturally resilient organisation was a theme our facilitators were keen to explore, while the experiences of those present shaped deeper discussion.

The bi-cultural and multi-cultural aspects of Ngāti Tūmataunga as an iwi dominated many discussions within our wānanga, where common

themes and cultural differences both Māori and non-Māori were discussed.

It was acknowledged in most cases where differences existed that a lack of shared cultural awareness and a greater level of understanding is required within our organisation. It was apparent that many aspects of Māori tikanga such as karanga and whaikōrero are not well understood by many members, which could be changed by education and discussion.

Stories and first-hand accounts of our service personnel being ordered to perform aspects of Māori tikanga without consideration of the cultural implications highlights the complex dynamics our organisation is currently confronted with. Cultural conflict versus commander's intent continue to challenge perspectives of commanders, the Service, and our Service people.



Another consistent theme was that Ngāti Tūmataunga represents all cultures from within our Army. We are a collective and the inclusiveness of all who serve was strongly represented. A collective approach was recommended whereby our iwi/Army best reflects and acknowledges all cultures from within Army equally.

Elements of Te Tiriti o Waitangi/The Treaty, was a topic which was revisited many times. It was acknowledged that understanding by many was low and that education throughout our Army is required. The appreciation of our bi-cultural partnership of both Māori and the Crown is a topic for deeper discussion and that a progressive and well-structured education programme would be of benefit. It was also acknowledged that the

understanding of this founding document would strengthen the bonds of our Army while empowering those who serve.

Many other experiences and aspects of culture were discussed which highlighted that further Wānanga are required to solidify our organisation. Army People and Culture cell has now been charged with considering the information gathered and to work towards solutions through clear direction while considering the many facets of culture within our Army.

As we move forward readers are encouraged to reference some key documents such as, Kia Eke (The Māori Strategic Framework for the New Zealand Defence Force) and the NZDF Leadership Framework. There are many tangible benefits within these references such as

competence and confidence which will help us achieve a culturally safe organisation.

Regardless of ethnicity or orientation our goal/To tātou whainga is for our people to thrive in a culture and environment that reflects an Army which has strong and inclusive relationships with Māori and non-Māori. Whose policies, governance and technologies support the aspirations for a culturally strong New Zealand Defence Force.

Kua tawhiti kē tōu tatou haerenga mai, kia kore e haere tonu. Nui rawa ōu tatou mahi, kia kore e mahi tonu.

(We have come too far not to go further, we have done too much not to do more.)

NZ ARMY MEDICAL OFFICER GAINS CRITICAL CARE TRAINING ALONGSIDE PARTNER NATIONS IN MULTINATIONAL EXERCISE

By Simone Miller

New Zealand Army medical officer, Captain Victoria Markus built on her experience in intensive care medicine while training with international military partners in July.

The Reserve Force doctor took part in Mobility Guardian 23, as part of the aeromedical evacuation team. The exercise was conducted out of Andersen Air Force Base, Guam.

Exercise Mobility Guardian involved around 3,000 personnel and 70 aircraft. Led by the United States Air Force Air Mobility Command, the exercise included military forces from Australia, Canada, France, Japan, New Zealand and the United Kingdom.

"As an Army Reservist, I step up when units need medical cover, especially when they deal with explosives or during training involving firearms. I step in if someone gets injured or becomes seriously unwell, and deal with the traumatic or non-traumatic injury as required," said CAPT Markus.

"The aeromedical evacuation team brought me along to observe the critical care components of the exercise. It's the first time I've participated in an international exercise of this scale and it will really help to supplement my skills as intensive care medical support," she says.

In her civilian capacity, CAPT Markus, works as an Emergency Medicine Specialist, and is currently dual-specialising in intensive care medicine, working in hospitals mainly in the Auckland region.

"I also work casually as an intensive care paramedic-equivalent for St John and the rescue helicopter in Tauranga, so this experience is invaluable for my civilian job as well. The lessons I take from this exercise will help me to maintain the critical skills and thought process needed to do my civilian job," she said.

The aviation medical team flew on other militaries' aircraft, including Japan, the United Kingdom and United States. CAPT Markus said flying on other nations' aircraft, using their equipment and procedures, and integrating into their teams was critical in improving interoperability with partner militaries.

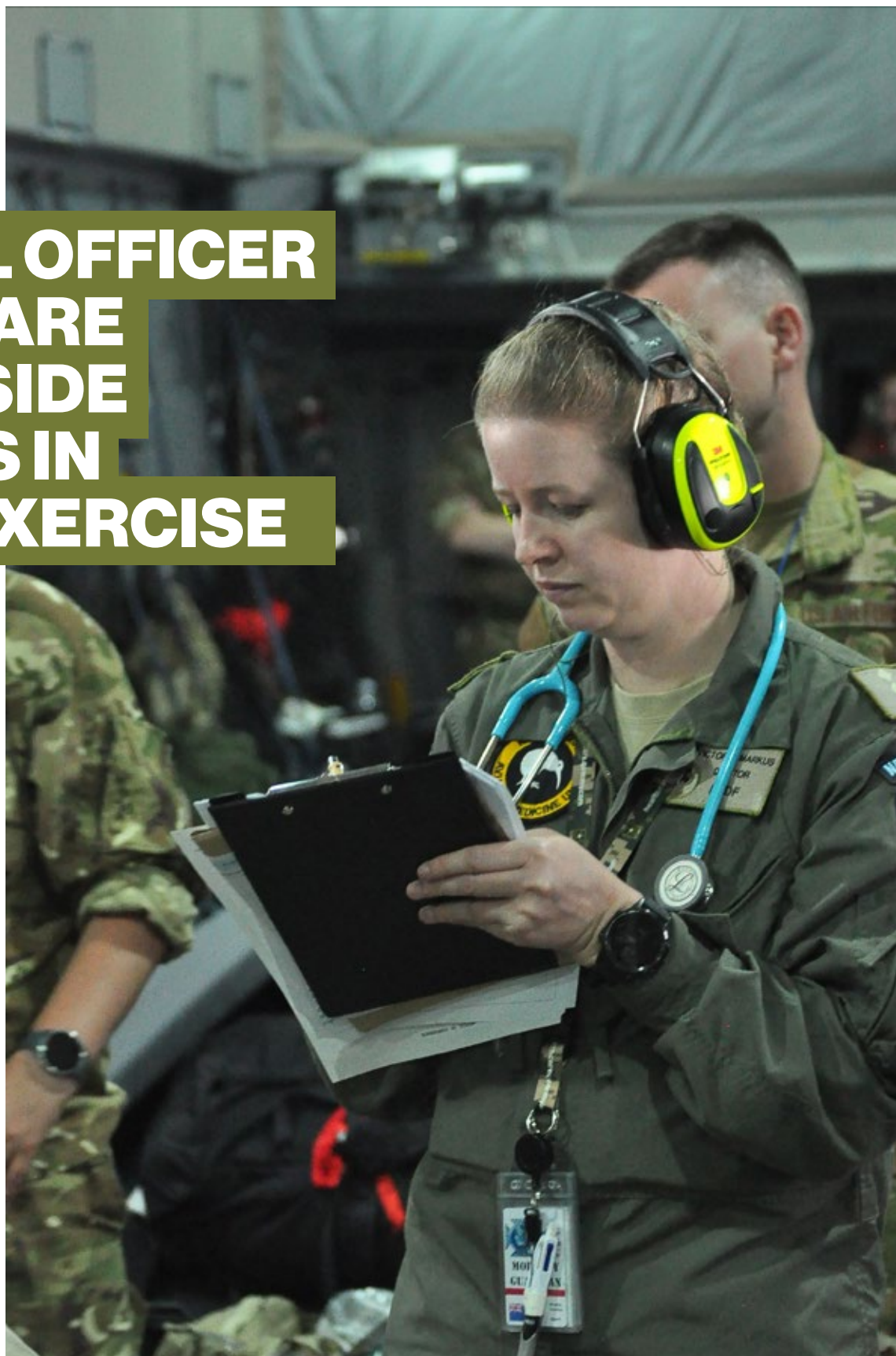
"It's absolutely invaluable that we can support our partner nations' critical care capacity should they need it. The exercise highlighted our differences and similarities, and reassured us that we can seamlessly integrate into teams and work with each other as partner nations," she said.

Originally from South Africa, CAPT Markus immigrated to New Zealand in 2009 and now calls New Zealand her 'forever home'.

"The second I landed in New Zealand, I wanted to spend the rest of my life here. Joining the Defence Force is a childhood dream as I've always wanted to serve something greater than myself," she said.

"In the Defence Force we form a family and this exercise was wonderful, because it felt like that family had increased to include our international partners. Not only did we meet new colleagues through this experience, but we made amazing new friends."

Among those deployed on Exercise Mobility Guardian 23 were Royal New Zealand Air Force personnel from the fields of aeromedical evacuation who provided care and support to patients between medical care facilities, along with refuelling, firefighting and communications personnel and mission planners. The New Zealand Army deployed soldiers from 51 Aerial Delivery Platoon, 5 Movements Company, to support the exercise with rigging and the inspection of air drop bundles.



EXERCISE RYLA

Supporting Exercise Rotary Youth Leadership Awards (Exercise RYLA) annually since 1999 has been an exciting opportunity for many soldiers at 3rd/6th Battalion, RNZIR.

With over 100 civilians taking part, the Reserve Force (ResF) soldiers are training many future generation leaders of New Zealand.

In June, 3rd/6th Battalion, with support from other ResF units, provided 23 personnel to run the exercise, and as well as the 103 awardees, 30 Rotary personnel

supported the exercise. Awardees come from Central, Eastern and South Auckland, as far as Tuakau, and include Pacific Islands of Samoa, Fiji, Rarotonga, Vanuatu and French Polynesia.

MAJ John Liddell, OIC of the Army phase of Exercise RYLA says, "Having the opportunity to help

develop these young people is a task that 3/6th Battalion holds close to their heart. Inspiring and helping young people in the community, and the wider Pacific, achieve their goals and aspirations, and being part of that, gives those supporting it a real sense of achievement.

"Throughout the exercise, the impression of military personnel was extremely positive, and at the strategic level there is no doubt the exercise achieves a very good outcome for Army in community engagement. For many, the exercise was their first opportunity to interact with military personnel." MAJ Liddell said there were a wide variety of businesses and other organisations represented, including many high profile entities.

Every year 3rd/6th Battalion organises the practical leadership part of the activity, including preparation administration, meeting with Rotary staff and the training of leadership mentors. The ResF provide a PT session and leadership lessons on the Sunday



CAPT Gordon delivers a briefing.

prior to the Island Phase, and a series of recruiting activities post the exercise.

The Island Phase, the main event, is a 26 hour nonstop series of leadership challenges on Rangitoto and Motutapu Islands. The 103 awardees were divided into ten teams and guided through the challenges by military personnel, with one Army team of six junior personnel also participating in the Island phase.

CAPT James Gordon, Operations Officer for the Island Phase, said, "RYLA is a unique event within the Army, and the exercise offers ResF Officers and SNCO leadership opportunities to put their leadership skills into practice with often remarkable results. Awardees and Rotary staff are often impressed by the high standard of leadership skills shown by the younger generation of our Army ResF personnel. Awardees come from a diverse range of backgrounds too, with road workers to doctors attending, so the Army leadership

mentors need to adapt their leadership style accordingly."

CAPT Gordon works for Fisher & Paykel Healthcare in his civilian employment, and sees direct results of the programme as the company has five people each year attend as students.

Development exercises are based around 20 evolutions designed to test how students work in a team, demonstrate leadership, and develop self-awareness.

Exercise RYLA is part of a week of activities organised by Rotary who provide all logistic and financial costs with Army personnel being responsible for leadership and execution activities.



Helping youth achieve their best

Youth work has been a passion for CPL Greg Hutson since he became a camp leader at a Salvation Army Camp in Canada when he was 15 years old.

Asked if he'd ever imagined a career in the NZ Army Reserve Force (ResF) leading into a full time NZDF job working with youth, he concedes it was certainly an unforeseen opportunity. However, CPL Hutson has been guiding and instructing youth full time for the NZDF since 2010 at the Youth Development Unit (YDU) based at Trentham Army Camp.

Joining the ResF in 2005 he served with 7th Wellington and Hawkes Bay Battalion, RNZIR, as an infantry soldier while in his civilian life he was a prison re-integration officer. He felt both his Army training and his civilian job complemented one another, and that the ResF offered a balance with a physical outlet, and enabled him to learn new skills.

In 2009, CPL Hutson received an email from the 5th/7th Battalion Cadre enquiring if he would be interested in doing a Seamless Transfer Regular

Force Engagement (STRFE) to YDU. At the time, YDU ran Limited Service Volunteer (LSV) training, and has since expanded to include Service Academy and Blue Light courses run alongside NZ Police. He enjoyed the job and later transferred to the Regular Force as a YDU instructor, now known as a Youth Development Specialist (YDS).

"Young people energise me, I enjoy my interactions with them, and I always look forward to coming to work," says CPL Hutson.

"I have a lot of fun at work, and if it's not fun, then something is wrong." CPL Hutson has bumped into many of his trainees over the years, including those who have become trainers at YDU.

"At the last LSV course I instructed, I had one of my past trainees under-studying me!"

"Reflecting on my ResF training, it gave me the opportunity to get a taste of military life. I enjoyed the

shooting, patrolling and using all the different weapon systems. It was a real passion coming to training, and has given me the fortuitous journey into training youth full-time with the added bonus of a secure income. Many jobs that work with youth only last while the funding is available."

CPL Hutson says past trainees will stop him in the street to say hello and pass on their successes since leaving the LSV programme.

"I really enjoy helping them become the best version of themselves, and it's really satisfying seeing how they've developed over the years after graduating from the LSV Programme," he says. "Of course, there are students that you worry about when they leave, mostly due to their family situations. You just have to hope they've continued moving forward."

He reminds anyone interested in joining the unit to have a good sense of humor, be prepared to

learn, and have patience. The students come from a wide range of backgrounds, each with their own story.

CPL Hutson is thankful he joined the ResF and had the unexpected opportunity to help change the lives of youth.

Any Defence Recruiting enquiries can be directed to 0800 1 FORCE. Each Reserve Force company has its own training programme in line with its battalion's training focus. Company level training typically occurs one weekend a month with platoon level training occurring once a week.

KIWI MILPAR 2023

Army Command School hosted the inaugural MILPAR (Military Partnership) Conference at Waiouru in July.

This involved 27 representatives from eight nations responsible for selecting and training future leaders within our Armies meeting. Contributing regional nations included Australia, Fiji, Malaysia, Papua New Guinea, Singapore, Timor Leste, Tonga and an observer from US Army.

Lieutenant Colonel Jim Webb, Comdt ACS, welcomed the contingent at Rongomaraeroa o ngā hau e whā, the NZ Army Marae, and opened the conference by introducing the conference members to the NZ Army culture through a pōwhiri. LTCOL Webb described the event as being 'a year in the making' and emphasised the benefits of holding these MILPAR events, encouraging alternative hosting by the represented nations each year. MILPAR is an opportunity to share our training curriculums, and learn from each other which will result in being collectively better and stronger. "By no means does ACS profess to have all the answers. We are actively looking to learn from our partners within the Pacific," said LTCOL Webb

Key activities for KIWI MILPAR 23 included respective country briefs, visiting Officer Cadets on Exercise Alam El Halfa in the Waiouru Training Area, team building

activities, QEII NZ Army Museum tour and various networking opportunities to strengthen regional relationships. Breakout discussions focussed on a series of topics requested by participants. These included instructor excellence, learning environments, validating training and instructor selection.

The NZ Chief of Army Major General John Boswell was the guest speaker at the formal dinner with the KIWI MILPAR participants and NZ based Defence Attaché's in attendance. He emphasised the importance for the collective group and their responsibility in training our future leaders and how each nation complemented one another to achieve these common goals. He described KIWI MILPAR as being a positive platform in which each nation could engage within one another moving forward.

LTCOL Webb said by the end of the week, conference members were able to have a greater understanding of how each of our schools/institutions operate; further developed our strong regional relationships; and developed a clear pathway for future MILPAR and other engagements. The next step will be to develop an agreed MILPAR charter before focussing on the 2024 interaction.



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HUMAN PERFORMANCE

SLEEP

By Major (Dr) Jacques Rousseau
OIC Human Performance Cell

Sleep is an essential component of overall health and well-being, and its importance cannot be overstated. It plays a crucial role in various physiological and cognitive processes, including memory consolidation, learning, immune system regulation, and cellular repair. In the context of the human performance, sleep is considered the foundation upon which physical and mental performance is built.

Sleep accounts for one-quarter to one-third of the human lifespan. But what exactly happens when you sleep?

Before the 1950s, most people believed sleep was a passive activity during which the body and brain were dormant. Sleep experts and neurologists tell us “sleep is a period during which the brain is engaged in a number of activities necessary to life—which are closely linked to quality of life”. Researchers are trying to learn more about these processes and how they affect mental and physical health. Here is a glimpse into the powerful (often surprising) findings of sleep researchers—and what they’re still trying to discover about the science of sleep.

All Sleep Is Not the Same

Throughout your time asleep, your brain will cycle repeatedly through two different types of sleep: REM (rapid-eye movement) sleep and non-REM sleep.

The first part of the cycle is non-REM sleep, which is composed of four stages. The first stage comes between being awake and falling asleep. The second is light sleep, when heart rate and breathing regulate and body temperature drops. The third and fourth stages are deep sleep. Though REM sleep was previously believed to be the most important sleep phase for learning and memory, newer data suggests that non-REM sleep is more important for these tasks, as well as being the more restful and restorative phase of sleep.

As you cycle into REM sleep, the eyes move rapidly behind closed lids, and brain waves are similar to those during wakefulness. Breathing rate increases and the body becomes temporarily paralyzed as we dream.

The cycle then repeats itself, but with each cycle you spend less time in the deeper stages three and four of sleep and more time in REM sleep. On a typical night, you’ll cycle through four or five times.

Your Body’s Built-In Sleep Controls

According to researchers, there are two main processes that regulate sleep: circadian rhythms and sleep drive.

Circadian rhythms are controlled by a biological clock located in the brain. One key function of this clock is responding to light cues, ramping up production of the hormone melatonin at night, then switching it off when it senses light. People with total blindness often have trouble sleeping because they are unable to detect and respond to these light cues.

Sleep drive also plays a key role: Your body craves sleep, much like it hungers for food. Throughout the day, your desire for sleep builds, and when it reaches a certain point, you need to sleep. A major difference between sleep and hunger: Your body can’t force you to eat when you’re hungry, but when you’re tired, it can put you to sleep, even if you’re in a meeting or behind the wheel of a car. When you’re exhausted, your body is even able to engage in micro-sleep episodes of one or two seconds while your eyes are open. Napping for more than 30 minutes later in the day can throw off your night’s sleep by decreasing your body’s sleep drive.

Why You Need Sleep

If you have ever felt foggy after a poor night’s sleep, it won’t surprise you that sleep significantly impacts brain function. First, a healthy amount of sleep is vital for “brain plasticity,” or the brain’s ability to adapt to input. If we sleep too little, we become unable to process what we’ve learned during the day and we have more trouble remembering it in the future. Researchers also believe that sleep may promote the removal of waste products from brain cells—something that seems to occur less efficiently when the brain is awake.

Sleep is vital to the rest of the body too. When people don’t get enough sleep, their health risks rise. Symptoms of depression, seizures, high blood pressure and migraines worsen. Immunity is compromised, increasing the likelihood of illness and infection. Sleep also plays a role in metabolism: even one night of missed sleep can create a prediabetic state in an otherwise

healthy person. Research tells us “there are many important connections between health and sleep.”

Human Performance and Sleep

Sleep plays a crucial role in human performance, impacting various aspects of physical, cognitive, emotional, and social functioning. The quality and quantity of sleep directly influences a person’s ability to perform daily tasks efficiently and effectively.

Here are some key ways in which sleep affects human performance:

1. Cognitive function:

Memory: During sleep, the brain consolidates and stores memories. Sufficient sleep is essential for optimal memory retention and recall, enabling individuals to learn and retain information better.

Attention and concentration: Adequate sleep enhances focus and sustained attention, allowing individuals to stay on task and avoid distractions.

Reaction time: Sleep deprivation slows down reaction times, affecting performance in activities that require quick responses, such as driving or operating machinery.

2. Physical performance:

Motor skills: Sleep influences motor learning and coordination, affecting athletic performance and activities that demand precise movements.

Endurance: Athletes and individuals engaged in physical labour may experience reduced endurance and increased fatigue due to sleep deprivation.

3. Problem-solving and decision-making:

Executive Function: Sleep deprivation impairs higher-order cognitive functions, such as reasoning, problem-solving, and decision-making, leading to suboptimal choices and judgments.

4. Emotional regulation:

Mood: Lack of sleep is associated with increased irritability, mood swings, and a higher likelihood of experiencing negative emotions like anger and sadness.

Stress management: Adequate sleep promotes better stress resilience and coping mechanisms, while sleep deprivation can exacerbate feelings of stress and anxiety.

5. Immune function:

Sleep is vital for a robust immune system. Sleep deprivation weakens the body’s ability to fight off infections and illnesses, leading to increased susceptibility to diseases.

6. Mental health:

Sleep and mental health are closely linked. Chronic sleep disturbances are associated with an increased risk of developing mood disorders like depression and anxiety.

7. Learning and creativity:

Creativity and innovative thinking can be hampered by sleep deprivation. Sleep fosters creative problem-solving and facilitates the integration of new information.

8. Social interactions:

Sleep-deprived individuals may experience reduced social skills and empathy, potentially impacting their relationships with others.

Overall, adequate sleep is vital for optimising human performance across various domains. It allows individuals to be alert, focused, and emotionally stable, fostering better decision-making and overall well-being. On the other hand, sleep deprivation leads to decreased cognitive function, impaired physical abilities, and an increased risk of accidents and errors.

Prioritising healthy sleep habits is essential for maximizing human potential and maintaining overall health and productivity. Improving sleep requires improving sleep hygiene. This involves adopting healthy habits and creating an environment that promotes restful and uninterrupted sleep.

Here are some tips to enhance your sleep hygiene:

1. Consistent sleep schedule:

Go to bed and wake up at the same time every day, even on weekends. This helps regulate your body’s internal clock, making it easier to fall asleep and wake up naturally.

2. Create a relaxing bedtime routine:

Develop a calming pre-sleep routine to signal your body that it’s time to wind down. This may include activities like reading a book, taking a warm bath, or practising relaxation techniques like deep breathing or meditation.

3. Limit screen time before bed:

Avoid electronic devices, such as smartphones, tablets, and computers, at least an hour before bedtime. The blue light emitted by screens can disrupt the production of the sleep hormone melatonin, making it harder to fall asleep.

4. Be mindful of food and drink:

Avoid heavy meals, caffeine, and alcohol close to bedtime. These substances can interfere with sleep quality and disrupt your sleep cycle.

5. Get regular exercise:

Engage in regular physical activity, but try to avoid intense workouts close to bedtime. Exercise can help improve sleep, but allow time for your body to wind down before sleeping.

6. Limit daytime naps:

If you feel the need to nap during the day, keep it short (20–30 minutes) and avoid napping too close to bedtime, as it may interfere with night-time sleep.

7. Manage stress:

Practise stress-reduction techniques, such as yoga, mindfulness, or journaling, to manage stress and anxiety, which can disrupt sleep.

8. Establish a bedtime ritual:

Engage in a relaxing activity or ritual just before bedtime to signal your body that it’s time to sleep. This could be as simple as dimming the lights, sipping herbal tea, or listening to calming music.

9. Reserve the bed for sleep and intimacy:

Avoid using your bed for work, studying, or watching TV. By reserving the bed for sleep and intimate activities, you strengthen the association between your bed and sleep.

10. Seek professional help:

If you consistently have difficulty sleeping or suspect a sleep disorder, consult a healthcare professional or a sleep specialist for a comprehensive evaluation and personalised guidance.

Improving sleep hygiene takes time and consistency. By adopting these practices, you can create a sleep-friendly environment and improve the quality and duration of your sleep, leading to better overall well-being and performance during waking hours.

Often falling to sleep is not a problem, however many people wake during the night and struggle to fall asleep after waking. This can be challenging, but there are several strategies you can try to help you get back to sleep more easily.

Here are some tips:

Stay relaxed:

When you wake up in the middle of the night, avoid becoming anxious about not being able to fall back asleep. Anxiety can make it harder to relax and sleep. Instead, remind yourself that it’s normal to wake up briefly during the night.

Avoid clock-watching:

If you can’t fall asleep right away, resist the temptation to check the clock repeatedly. Clock-watching can increase stress and make it even more challenging to fall asleep.

Practise deep breathing or meditation:

Engage in deep breathing exercises or meditation to relax your mind and body. Focusing on your breath or using mindfulness techniques can help quiet racing thoughts and promote sleepiness.

Progressive muscle relaxation:

Tense and then relax each muscle group in your body, starting from your toes and working your way up to your head. This technique can help release physical tension and induce relaxation.

Visualization:

Imagine yourself in a peaceful and calming environment, such as a serene beach or a tranquil garden. Visualization can help shift your focus away from stress and encourage sleep.

Avoid stimulants:

If you get up to use the bathroom, try to avoid turning on bright lights and exposure to screens, as the blue light can disrupt your sleep-wake cycle. Keep the lights dim and avoid checking your phone or computer.

Get out of bed (if necessary):

If you’ve been lying awake for more than 20–30 minutes, consider getting out of bed. Engage in a relaxing activity in low light, such as reading a book or listening to soft music, until you feel drowsy again.

Keep the bedroom comfortable:

Ensure that your sleep environment is conducive to rest. Keep the room cool, dark, and quiet, and use comfortable bedding and pillows.

Limit daytime napping:

Avoid long or late-afternoon naps, as they can interfere with your ability to fall asleep at night.

Establish a bedtime routine:

Develop a consistent bedtime routine that signals to your body it’s time to wind down and prepare for sleep. A calming routine can help you relax and fall asleep more easily.

Remember that it’s normal to experience occasional disruptions in sleep patterns. If you consistently struggle with falling back to sleep and it affects your daily functioning, consider speaking with a healthcare professional or a sleep specialist to rule out any underlying sleep disorders or medical conditions.

Sleep is a fundamental pillar of military performance, influencing cognitive function, decision-making skills, physical performance, and emotional well-being. Recognizing the critical connection between sleep and military effectiveness, efforts to prioritize and improve sleep quality among military personnel are essential. By investing in sleep health, military forces can better equip their soldiers to handle the demanding challenges they face while safeguarding their mental and physical resilience for future endeavours.

“JUST ONE BIG FAMILY” FOR FIJIAN TRIALIST

New Zealand Army Corporal Mary Kanace's mum was never keen on her playing rugby.

Now, however she is one of her daughter's keenest supporters.

CPL Kanace, a member of the Burnham-based Military Police Unit has been in Fiji since earlier this month to trial for the Fijiana Women's team.

Born in New Zealand to Fijian parents she joined the Army and became a caterer in 2015, trade changing to become an MP in 2021.

She began playing rugby at high school when some senior girls invited her to play in their team.

“When I saw the culture and the teamwork I thought ‘this is good!’ The fitness, meeting girls of all ages but you’re all on the same level. Rugby is more than a sport. It’s hard to explain but it’s more like a whole other family. Everyone is unified and we all have different backgrounds but when we come together on the field we are just one big family really.”

Talking about family, CPL Kanace's mum who lives in Palmerston North was against

her playing while she was at high school. “She never liked me playing because I was always getting injured, or training in the rain and I'd be sick the next day. She's always tell me off but she's very happy I stuck with it. I'm pushing myself out of my comfort zone trialling with the Fijiana squad. Mum is so supportive of it because she knows it means so much to me.”

In Burnham she plays rugby union for the Linwood Bulls and rugby league for the Linwood Keas. A fullback and wing, she played in last year's inaugural International Defence Rugby Competition attended by military women's rugby teams from around the world. The NZDF team narrowly lost to France.

CPL Kanace says she is grateful for the support of her unit, and the Army in general.

“I was on exercise when I got the call saying I was in the squad. I called my OC straight away and she got me out of Australia so I could prepare appropriately.”

This month she is expecting to play one game against a Combined Pacific team, and two games against Japan in Japan. There is also one game against the Black Ferns planned.



The NZDF International Defence Rugby Competition lineup before the players departed for France.



Photo: Simone Millar