

ARMY NEWS

ISSUE 550
MARCH 2024



TRAUMA TRAINING HONES MEDIC SKILLS

TŪ KAHA COURAGE TŪ TIKA COMMITMENT TŪ TIRA COMRADESHIP TŪ MĀIA INTEGRITY

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WO1 Wiremu Moffitt
16th Sergeant Major of the Army

Doing the right things, right....

Peter Drucker once stated... "Management is about doing things right; leadership is doing the right things.". In Armys, especially ours - we have to do both.

In February, Army sponsored a unique Senior Enlisted Leader (CSM/WO's) conference. Given our small force and busy tempo it was always a tall ask. As one of the few solely-NCO led and attended forums, the event brought together 11 nations, 265 participants and placed a spotlight on NCO roles and responsibilities. While it was satisfying to gather likeminded seniors and soldiers from other Pacific nations, the real value lay in the connection and networks made throughout the

week. Events like these showcase our Army, but more importantly they promote New Zealand as a valued partner. I want to thank those attendees for your collective effort to make that event such a success.

The conduct and great outcomes of the conference sets a backdrop of this month's column - the role of NCOs owning their space. This year we intentionally and part selfishly targeted NCOs and the Profession of Arms as the theme. In a competitive theatre like the Pacific, the topic of effective Land Forces is front of mind for nearly every senior leader. We know that while hierarchy sets direction for military effects, it takes solid NCOs of every rank and skill-set to achieve critical battle-tasks. Commanders and Sergeants Major of peer Armies are discussing the capabilities of both established and emergent leaders. To echo some selected commentary of our recent gathering, we discussed some meaty perceptions and challenges, to include.... "Do NCO's have the right stuff today? Are people committed to the/our military profession?; What's their appetite for fundamentals and motivation for mastery? Are we training to time (constraints) over standards? What resources do our NCO's need?, and Are we functionally fit to fight, operate and care for our people?"

These are hard questions to ponder during a generational reset and significant NZ workforce challenge. I am not seeking to answer these queries here. That is something for you and the readers to discuss, especially with

people that attended or heard the conference. I would offer a positive perspective about what I see as a new purpose, energy, and a willingness to do the right thing. These attributes alone spell out a can-do attitude and dedication to do better. However, amongst any self-recognition we might afford ourselves, there are shared concerns and some things to fix. There are insights from mature soldiers, JNCOs on first leader courses; through to mid-grade officers commanding Army's systems and capabilities. These perceptions are real and areas we must solve. A fractional number of NCO and SNCO cohort are not always doing the right thing, nor doing it to a standard we expect. I want you to change this.

Coming to the end of a tenure as your SMA, I'm conscious we've had to manoeuvre in-contact. In times like these, we must be more aware and much more critical of leadership standards. As an Army, we must be rigorous about fundamentals, being brilliant in the basics and then expanding to levels that are more adventurous. While there is a pressure to consolidate and possibly lower criteria to a capability of the whole - we must otherwise set and maintain hard lines that lifts the overall tide, and raises us all. NCOs sit at the heart of those ethical traditions and standards. CA and I know you will lift up and go on. Get after it.

#CombatCapable-CrisisReady!

Cover: Medics and infantry conduct trauma response training in Burnham.

Photo: CPL Sean Spivey

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NGĀTI TŪMATAUENGA
NZ ARMY

HEI MANA MŌ AOTEAROA
A FORCE FOR NEW ZEALAND

Te Kāwanatanga o Aotearoa
New Zealand Government

LOOKING BACK



It is 20 years this December since a 9.1 earthquake struck off the west coast of northern Sumatra, Indonesia. The earthquake and consequent tsunami resulted in more than 220,000 deaths across 12 countries. Included in New Zealand's response to the disaster was a medical team. Here nursing officer Captain Georgina Parata-Turvey comforts a patient at a makeshift hospital in Aceh, Indonesia.

A MESSAGE FROM MATT WESTON

By Land Component Commander Brigadier Matt Weston

Kia ora all, this month CA has kindly asked me to contribute my thoughts to the Army News. To my mind, the New Zealand Army must be postured to conduct warfighting land operations with our ally, deliver partnered effects in the Pacific and support other agencies and our communities domestically, all whilst maintaining our current commitments and operations. We will achieve this through enhancing our capabilities, further improving our trained state and continuing to invest in our partnerships.

NEA is the cornerstone of our future capability. Everyone has a part to play in becoming a Networked Enabled Army, whether it be updating yourself with SITAWARE or keeping current with evolving technology. NEA Tranche One has started delivering new capabilities to 2/1 RNZIR. We look to build on this as Tranche Two is advanced this year. The Bushmaster vehicles are being brought into service and will soon be ready to be integrated into the combined arms space. Finally the soldier systems program will be delivering new personal kit in the near future.

2023 proved that with a concentrated effort, we can produce world class and highly interoperable combat teams and subunit capabilities. This has highlighted the importance of our foundational training. Astute planning and appropriate training will ensure we are ready to send a Battle Group (-) to Ex TALISMAN SABRE in 2025. This will be achieved through key milestones such as Ex Black Bayonet and the Joint Readiness Exercise in 2024.

The world is facing many challenges; we cannot face the threats to the Pacific on our own. We rely on our international relationships, specifically our ally Australia, our Pacific Partners, and the US. For many of you, there will be great opportunities to work with our friends. Whether it be training on exercises such as FOX HOUND or CARTWHEEL, assisting with HADR, or working with our partners here in Aotearoa. These activities are key to maintaining security and resilience in the Pacific and vital for improving interoperability, which will be essential in future conflict.

I would like to thank your whanau for the support they give to you and our Army. I know without their support, we would struggle to produce and maintain a well-disciplined force that serves New Zealand so well.

Through turbulent times, you have done an amazing job to get us to where we are; let's keep moving forward. I look forward to soldiering with you all.

NZDF LISTENING TO EXPERIENCE OF MAORI MILITARY VETERANS AT TRIBUNAL HEARINGS



The New Zealand Defence Force continued to listen to the experiences of Māori military veterans at the second hearing week recently of 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 are 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. It is also to determine the Treaty of Waitangi consistency of Crown conduct.

During the second round of hearings, held at Northland's Mōtatau Marae, 40km south of Paihia, the Tribunal heard evidence from claimants regarding service in Korea and South East Asia (c. 1950s – 1990s), Antarctic operations, nuclear testing and peacekeeping (c. 1950s – 2010s) and current Crown policy and practice, in relation to concerns raised by Māori ex-service people and their whānau.

Senior leaders from across the Defence Force attended the opening of the hearing, including Chief of Army Major General John Boswell, and Commander of Joint Forces Rear Admiral James Gilmour.

"This process is about acknowledging and listening to the experiences our veterans had whilst they were in service. It's important they and their whanau have the opportunity to share their experiences," Major General Boswell said.

"It's equally important that we as a Defence Force engage with our veterans and their whānau, so that we can learn from our past and find opportunities to better serve our Māori veterans, now and into the future."

Alongside the inquiry, the NZDF is conducting additional research into Māori military service. It has also held hui with veterans to provide updates on Tikanga and te reo Māori within Te Ope Kātua o Aotearoa (New Zealand Defence Force), and the use of NZDF Marae and Tūrangawaewae.

"It's important we take opportunities to inform our people, veterans and other involved agencies about bicultural policies and practices in Ngāti Tūmatauenga (NZ Army), Te Taua Moana o Aotearoa (Royal New Zealand Navy) and Te Tauaarangi o Aotearoa (Royal New Zealand Air Force)," Major General Boswell said.

"This ensures veterans are better informed on the developments the NZDF has made, including

in the use of service marae and tūrangawaewae. This will address a number of claims in the Wai 2500 Military Veterans Kaupapa Inquiry that pre-date those changes."

"We want to understand how to better provide coordinated support to Māori veterans and whānau, and to identify and prioritise research that meets their needs," Major General Boswell said.

"It's what we need to do for our people and protect them moving forward."

At the launch of the Waitangi Tribunal's 12-year Strategic Direction on 2 July 2014, it was announced that the tribunal would commence its new Kaupapa Inquiry programme with an inquiry into claims concerning military veterans.

The first hearing week took place in June 2023 at Tūnohopū Marae, Rotorua. Claims were heard relating to Korea and South East Asia (1950s-1990s), Antarctic operations, nuclear testing, and the Afghanistan War and peacekeeping (1950s-2010s).

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

FIGHTING FIRES AND HUNGER – NZDF WRAPS UP PORT HILLS SUPPORT

By Laura Jarvis



When fire broke out on Christchurch's Port Hills on February 14 Burnham camp personnel were quick to respond.

With members of the public, houses and the city's Adventure Park all in danger from the rapidly spreading fire, Burnham Military Camp's Emergency Responders got the call to support the rapidly growing response, and within hours our crew was on the ground.

Two days later, 3CSSB's Catering and Support Company were tasked with feeding the masses of workers and volunteers who continued to battle the blaze. Here's what the response looks like for each trade:

EMERGENCY RESPONDERS

Our emergency responders are always ready for the next call to come, so on Wednesday when the fire broke out, by 1430, they were on their way to the Port Hills.

Working closely with both Fire and Emergency New Zealand and New Zealand Police, on arrival they were allocated a section of Summit Road to assess and manage.

As well as battling the fire, they also supported affected members of the public.

Emergency Responder Corporal Molly van der Hoek has close to a decade's experience with 3 Field and Emergency Response Squadron based in Burnham and said it's special when they're able to rally and help the people of the region.

"It was great to be able to reassure the community that we were there for them."

It was also the first time the Squadron were able to test out two new Rural Fire Appliances on a large-scale scrub fire.

"They have great 4WD capability, and being a modern vehicle they have all the safety measures to cater to our requirements on the ground, fighting the fire," Corporal van der Hoek said.

The week started quite differently, for the emergency responders conducting weapons training and qualifications at the Aylesbury Range the day before.

Burnham Military Camp's Fire Master, Staff Sergeant Josh Bowick, said he was proud of how the team got stuck in.

"It is the diversity of the job and wide range of experiences, combined with the excitement of responding to situations like that, that makes being an NZ Army Emergency Responder a fulfilling career."

In total, 12 Emergency Responders from Burnham were deployed to the Port Hills as well as four members of the Squadron's North Island contingent.

"The training they receive as soldiers means they are fit and ready to endure long fire fights on the ground," he said.

"Overall, the team remained flexible and agile, working long hours in challenging conditions to achieve a great outcome."



Combat Service Support Battalion Caterers Private Alex Cai, Lance Corporal Kari McDonald, Lance Corporal Gautam Bajaj and Corporal Bryan Procter were part of the team feeding around 150 responders who've been battling the large Port Hills fires for the past week



CATERING

With response numbers nearing 300 people, the call also came through for NZDF to provide kai to fuel the workers and volunteers.

Four caterers from the Catering and Support Company joined the response teams on the ground and provided more than 750 meals for crews, feeding approximately 150 people each day.

Given notice to move on Friday afternoon, four caterers were in place to serve a hot dinner on Sunday night.

The caterers woke up at 0400 each day to prepare a hearty breakfast for the responders, including eggs, sausages, beans and cereal. Frontline crews were then provided with pre-made bagged lunches to eat on the go as the catering team got stuck into preparing dinner.

Corporal Bryan Procter said meals were decided collectively by the group, with the Mexican night proving a crowd favourite.

This was a familiar environment for Corporal Procter who had previously supported the catering effort for the 2017 Port Hills fires.

"It was great to see lots of happy faces first thing in the morning and last thing at night," he said.

"This week also provided us with a good bit of training, making sure we were familiar with the kit.

"Catering is so rewarding because people really appreciate what you are doing."

The group also had the chance to talk to Prime Minister Christopher Luxon, as he visited the response on a trip to Christchurch.

ARMY FIELD KITCHEN FEEDS HUNDREDS DURING WAITANGI



Linton-based chef Private Sean Kaka had an unexpected 21st birthday celebration when he deployed to help cook for thousands on Waitangi Day. He is from Kaikohe near Waitangi and his boss let him have an evening off to be with his family. "My mum and sister came and collected me and we went out to dinner it was great," he said. PTE Kaka said he loved "being home" at Waitangi even though he was working. "It was great to see friends, family and old workmates amongst the crowds that attended." He and his fellow chefs cooked 2500 hangi meals for the Waitangi crowds. They included stuffing, chicken, pork, beef, vegetables, fried bread and steamed pudding. "They looked hungry. I'm pretty sure they enjoyed it."



A contingent from the Royal New Zealand Army Logistic Regiment cooked around 600 meals a day for local organisers and volunteers during the Waitangi commemorations, culminating in the preparation and serving of more than 2,000 hangi meals on Waitangi Day.

Requested at short notice, the team of 28 soldiers and one officer was assembled from across the country. Burnham Military Camp's 3 Combat Service Support Battalion (3CSSB) supplied four combat drivers and one Maintenance Fitter who flew into Palmerston North. At Linton Military Camp, 21 Supply Company, 2 Combat Service Support Battalion (2CSSB) provided four more combat drivers, one maintenance fitter, 15 caterers, and a Platoon Commander. An electrical fitter from Combat Service Support Company (North) was collected from Papakura Military Camp enroute.

The request from Te Puni Kokiri came on Tuesday, a week before Waitangi Day. The next day, Warrant Officer Class 1 Lisa Verlander, the 2CSSB Catering Warrant Officer, was on a plane, arriving in Waitangi by noon to undertake a reconnaissance. A field kitchen was packed up and on the road from Linton by Thursday, arriving on Friday. After setting up the field kitchen and accommodation near the wharekai on Te Tii Marae grounds, the Army personnel were officially welcomed onto the marae. Cooking began on Saturday morning.

WO1 Verlander says they were constantly feeding about 200 people breakfast, lunch and dinner. "It was all the workers here, the security, the people directing traffic, the work parties, for four days. The biggest day was Waitangi Day, with the preparation of the hangi food."

“ **This showed people what we were about, and you know what, cooking food is a really tangible positive thing. We provided the kai and people went, wow, that is awesome.** ”

Good food and good feedback go hand-in-hand, but people were very interested in work of the Army team, stopping by for chats. "Not everyone understands that soldiers have different skills, different trades," she says. "This showed people what we were about, and you know what, cooking food is a really tangible positive thing. We provided the kai and people went, wow, that is awesome."

It wasn't just food; the drivers and workshop personnel helped out local volunteers where they could.

She says they have done this before at Waitangi, but COVID-19 meant the last time this occurred was in 2020. But 21 Supply Company have had a more recent example of responsiveness when they deployed to Napier during the Cyclone Gabrielle response a year ago.

Second Lieutenant Nic Kay, Platoon Commander, says their work has re-established the relationship between Ngati Tumatauenga (NZ Army) and Te Tii Marae. "If the results of this contingent's work are anything to go by, it should remain strong for years to come."

The contingent was able to relax after the intensity of Waitangi Day. "They got to explore the local area and inject some money into the local economy. Many spent time at the beach, exploring the treaty grounds, going for bushwalks or simply finding food that they didn't have to cook themselves."

WO1 Verlander says less than half of the contingent had come this far north. "It was a good opportunity for people to come somewhere they had never been and see what Waitangi Day is all about."

EXCEPTIONAL SERVICE BY RESERVIST ACKNOWLEDGED BY DUKE

By Laura Jarvis



Officer Commanding (OC) C Coy 2/4 Battalion Major Chris Allan has been awarded the Duke of Edinburgh Exceptional Service Award, presented to him by HRH Prince Edward, the Duke of Edinburgh.

Marking the 60th anniversary of the Duke of Edinburgh Award in New Zealand, Major Allan was one of six to be presented with the award to honour outstanding volunteers for their invaluable contributions.

Major Allan's organisation, The Joshua Foundation, supports young people who would not otherwise have had the opportunity to participate in the programme.

"I was proud of what I had achieved and it was an honour to receive an award from HRH Prince Edward. I am not really into the accolades but it was nice to be recognised by my peer group from within the industry, young people I work with, and organisations I support with guidance and advice," says Major Allan.

This is not the first accolade for Major Allan, who in 2016 was named New Zealand Defence Force's Volunteer of the Year for his work empowering the youth of Christchurch and assisting with aid projects in Vanuatu.

Major Allan credits his 40 years of service to the Army for his drive to especially in the youth sector.

"The NZ Army was my turning point, it woke me up, provided me with a sense of purpose and allowed me to view the world through a different lens. I learnt about leadership, how to manage people, and most importantly recognise that my role was to protect, care and fight for my soldiers," he said.

He joined the Army in 1982, serving a range of postings including 1 RNZIR, 2/1 RNZIR, 3 RTW, Combat School, 5/7 RNZIR & 2/4 RNZIR, before commissioning in 2000.

"On one of my postings to 3 Regional Training Wing, where I was the OC for Limited Service Volunteers (LSV) I recognised that New Zealand youth were in crisis and I felt the need to make a change to our community."

A UN Deployment to Sierra Leone, West Africa cemented this belief and in early 2005 he chose to "walk the talk" and released from the Regular Forces Army and set up Joshua Foundation. Not wanting to leave the organisation entirely, he joined the Army Reserves.

"As an army reserve, I became a professional part-time officer. I could coach and mentor both soldiers and officers, providing guidance and advice on a number of issues. Being able to give back to an organisation that gave me so much is a powerful force in anybody's life, and a role that I truly enjoy."

Through the Joshua Foundation, Major Allan aims to empower young people and looks for opportunities to develop leaders within the community.

His proudest moments come from when the young people he supports succeed.

"We have mentored and worked alongside young people from Oranga Tamariki, youth justice facilities, Christchurch Men's Prison Youth Unit, and young gang members, and have seen incredible transitions from self-destructive behaviours to contributing members of society.

"If I were to choose a moment that made me the proudest, it would have been achieving a world first in New Zealand prisons, with young prisoners achieving a marathon and a triathlon inside the wire."

When looking to the future, Major Allan plans to continue his work with The Joshua Foundation and encourages others to look at volunteering.

"It is never too late to start volunteering and using your knowledge, skills and guidance to support our community. We want to create an environment where volunteering is a part of life and recognise that we all have our part to play within the community."

10 IN 10 CHALLENGE

In February of 2023, Reservist Corporal Jordan Pratt began to consider his next personal challenge and the possibility of completing all New Zealand's Great Walks, consecutively, over 10 days. This is his story.

The self-titled '10 in 10 Challenge' was born out of a desire to provide me with purpose and seriously stretch my comfort zone after leaving the Regular Force. As the planning evolved, and my task became clearer, the enormity of the logistical and physical requirements dawned on me – is this thing even possible? I would need to complete one track per day (which vary between 30 and 78km in length) and travel between trail heads by either boat, plane, or vehicle at night.

I clearly required a support crew, at least one person who was responsible for pick-up and drop-offs, preparing brews and food, and someone I could depend on to untangle the inevitable logistical mishaps that were bound to pop up throughout the challenge. Three people kindly offered to help, each would 'sub-in' at various times throughout the 10-day period. To physically complete the challenge, I knew that if I averaged a 5km per hour pace I would be moving for no longer than 16 hours, leaving me with at least 8 hours to sleep, eat and stretch. So, I concluded that this thing was both a physically and logistically possible - the last piece of the puzzle was connecting with Starship Children's Hospital as one worthy charity to raise some coin for.

After a solid three-month training block of mostly slogging it out in Auckland's Riverhead Forrest, I made some weekend trips down south to experience the 'real deal' and get some time up on three of the Great Walks I would be tackling. A week out from starting the challenge I completed a 100km 'gut check', and whilst my planning told me that the challenge was technically possible, this self-described gut check gave me a mental edge of knowing I was capable of the longer distances.

The challenge began on February 10, 2024, on the 45km Waikaremona Track and the body responded well to day 1. My support driver Steph and I then drove to National Park in preparation for day 2. I was lucky enough to have three people join me on the 43km Tongariro Northern Circuit, and after knocking it out right on pace, we immediately drove to Taupo Airport where I would be flying to Nelson. It was here I met my next support driver, Julien, who had flown in from Wellington, we also picked up a campervan to be used for the remainder of the challenge. Day 3 was spent on the 60km

Abel Tasman Coastal Track, and I was joined by Cam, a bloke I met through the @10in10Challenge2024 Instagram page I had established. One thing I will take away from this experience is the generosity of strangers to help me on and off the track, often at huge time and financial expense.

After a two hour wait for low tide at Awaroa Inlet, day 3 was essentially in the bag. Day 4's Heaphy Track, was the longest at 78km and one which I had nervously anticipated. The diverse and sweeping scenery made it a whole lot easier though and I quickly found myself on the South Islands Western coastline at the mouth of the Heaphy River and the last 16km was spent traversing that coastline. I even shared the track with a Kiwi for 5 metres. After 16 hours I made it to the trail head to discover my driver had been caught up in traffic and a night in the shelter was looking likely – but about an hour later, like a superhero in the night, Julien reached the trail head, and we commenced our drive to the next track.

Day 4 was a very clear transition between thriving and surviving, the time on feet and lack of sleep had caught up with me and I was in survival mode. Day 5 was the 55km Paparoa Track on the West Coast. The miserable and sideways rain kept me honest, and I was joined by another Instagram recruit, Hamiora, who brought the good vibes. With the Paparoa Track done, Julien and I now had a 10-hour drive to Glenorchy to the Routeburn trail head. Julien was an absolute battler and got me there with time to spare. A large, north moving front had been battering the lower South Island and I knew Day 6 on the 35km Routeburn would be well earned. I made it in good time to 'The Divide' carpark to find that Julien had never left the drop off point as the campervan had broken down. Julien and Kim (the next support driver who flew into Queenstown that morning) had quickly organised a tow truck and a replacement van and we were back in action having only lost only a few hours. Kim and I managed to make it through the Homer Tunnel prior to it closing for the night in preparation for Day 7.

The 55km Milford Track was next up and was one which I had always wanted to tackle. A scheduled water taxi on and off the track meant I had 11 hours to get the thing done. I was greeted through the

last hut with an incredible round of applause and back pats from about 60 hikers. Turns out that someone staying in the hut was following the challenge and happened to be on the track at the same time and had organised the awesome reception – the experience left me energised and amped for the final few days. Day 8, being the 60km Kepler Track was a slog, I had done this track several times and knew what was coming. Kim, my support driver, kindly met me on Mount Luxmore bearing snacks and banter for the final 25km – we both then drove to Tuatapere in preparation for the next day. Day 9 was spent on the 63km Humpridge Track.

Though not technically considered a Great Walk, the track is due to be given the official status soon. Another challenging day which provided spectacular coastal views, making the many stairs worth it. A short drive to mum's place in Winton postured us well for the final day.

Day 10, the 30km Rakiura Track on Stewart Island began with a hairy Foveaux Straight crossing, 50 knot gusts and 3-metre swells left the vessel smelling like vomit, though we were very lucky to get across. Another complete stranger, Jan, who lives on the island (former Navy and Army medic) took care of all the Stewart Island logistics for us including accommodation and transport – legend! The Rakiura Track was wet and very muddy but completed without any major dramas. Covering well over 500km and 8000m of elevation, the 10 in 10 Challenge was complete.

Going into the challenge, I had made two rules for myself. 1. Don't complain – it was my privilege to have this opportunity and possess a body which is capable of completing it, and 2. Embrace the suffering and in spite of the pain, sleepless nights and torn up feet I was still the lucky one – in times like these, far beyond the comfort zone is where true growth, gratitude and mental fortitude is forged – and that is something worth chasing and embracing.

As Army News goes to print, we have reached \$22,000 of the \$36,500 goal I have set, I would encourage people to donate online via the 'Givealittle' page @10 in 10 Challenge (closing March 31st) and to re-live the adventure through my Instagram page @10in10Challenge2024. Mens sana in corpore Sano – UBIQUE





MAGICIAN



WAIOURU



The AVIS Bay of Plenty Magic netball team was thrown in the deep end when they undertook a 48 hour resilience boot camp in Waiouru at the weekend.

The 12 players, accompanied by coach Mary-Jane Araroa, Assistant Coach Rebecca Gabel, Manager Amanda Dyason, Strength and Conditioning Coach Aidan Butterworth (ex PTI), Mental Skills Coach Zane Winslade and Physiotherapist Oliver Cuomo arrived at lunchtime on Fri 01 Mar and were welcomed onto the Rongo-marae roa-o-Ngā-hau-e-wha Marae with a mihi whakatau.

They were barely into their first biscuit when the shock of capture was enacted. They were instructed to get into PT kit and were whisked away to do a RFL, swim test, and to sweat it out on the assault course. International umpire Angela Armstrong-Lush was called in to brief the players on the new rules and followed them to the assault course for confirmatory questions at strategic locations. Incorrect answers initiated consequences which were administered by physical training instructor CPL Codie Christensen.

Prior to the camp the players were sent six topics to research. The topics were intentionally military focused (combat mindset, leadership, cognitive edge, profession of arms, cultural competence and types of quotients) but easily transferable to their roles as athletes. These were delivered during dinner to Army officers and platoon commanders from The Army Depot.

Saturday started with a PT session at 0600, breakfast, then a four hour leaderless activity. The players were pushed mentally and physically before orienteering to their lunch, writing a letter to their 16 year old self, completing components of combat fitness training, and various logistic exercises and skills games.

Sunday began at 0600 a PT session and drill instruction. After breakfast it was back to the pool for their last round of leaderless tasks before returning to receive orders for the cleaning/clearing of the Marae. Their day ended with a goal setting session with the coaching staff followed by a round of farewells.

The boot camp came about when coach Mary-Jane Araroa accepted an invitation from NZDF Netball code chair WO1 Wai Cross to be the guest speaker at the Netball Inter-Services tournament. WO1 Lisa Harrison was the SME for the draft training programme with the training being delivered by CPL Codie Christensen (PTI), SGT Cat Luzak (PTI), SGT Sam Rowe (NZ Army Netball Captain), Miss Te Kawai Mareikura (Marae), WO1 Cross and moderated by MAJ Andrew True (NZ Army Netball Code Chair).

Mary-Jane said she was extremely grateful for the training and was excited about her 2024 campaign. She was impressed by the detailed planning and the expertise of CPL Christensen who delivered most of the programme.

BOP Magic manager Amanda Dyason said the camp went beyond expectations. "I will never forget the experience."

NZ ARMY AND MINISTRY OF HEALTH TEAMS EXERCISE ALONGSIDE EACH OTHER FOR FIRST TIME



The Royal New Zealand Army Medical Corps has proved its Role 2 medical facility can be fully set up in four hours following testing at an inaugural joint exercise with the Ministry of Health's much larger Medical Assistance Team (NZMAT).

Exercise Kotahitanga was held at Trentham Military Camp where about 50 personnel from both organisations were able to train alongside each other

The exercise aimed to identify synergies and opportunities for working together, such as if there were a catastrophic event like a massive earthquake from the Hikurangi Trench off the coast of the North Island.

Such an extreme event and vast numbers of casualties would test New Zealand's ability to respond and it is vital to gain an understanding of what response both the NZDF and ministry could provide.

"We met our objectives which were to practise the deployment of the R2 and, to establish it quickly into the configuration we need for the future," said Deployable Health Organisation General Health Support Squadron Major James Josephs.

"The R2 was able to be packed onto two HX60 MHOVs and was ready to go within a few hours of arriving on site. It can be fully established in under four hours complete with ventilation and electrical systems.

"Set up was achieved with a minimum of personnel - about half the numbers that make up the actual capability, so again very successful," Major Josephs said.

A Force Health Protection Detail deployed with the R2 and was ready to undertake specialist monitoring and surveillance tasks within 30 minutes of their arrival on site.

During the exercise there were a number of workshops and training sessions for NZMAT, NZDF and other emergency management partners aimed at the co-ordination and awareness of medical support.

Major Josephs said it was a successful exercise for NZDF Health and received a lot of media attention with radio broadcasts, news articles, social media posts and You Tube videos.

NZMAT regularly responds to offshore events, such as the Samoa measles outbreak in 2019, and to the Cook Islands and Fiji during the Covid-19 outbreak, as well as natural disasters in the Pacific.

The NZMAT Type 1 facility can treat up to 100 patients a day.

"We are looking to be involved in more joint training activities in the future," Major Josephs said.

The desire to repeat such an exercise was endorsed by NZMAT's Martin Buet, who said the ministry was very happy with what the exercise and what was achieved. The ministry was thankful for the NZDF's support.

"We wanted to establish exactly what would be required logistically to deploy and establish our Type 1 tented outpatient facility and once there give our clinical team members an opportunity to review how the facility would work in practice.

"Additionally, our clinical and logistics teams would have the opportunity to engage with the NZDF medical team to get an understanding of their capability and gain insights for the opportunity for interoperability."

The full deployment of both capabilities also gave the opportunity for numerous Government agencies to have a "show and tell" visit and gain a wider insight into exactly what additional health resources could be required to deploy the facility available in an extreme catastrophic event.

Pacific observers, including teams from Australia, Fiji and Samoa attended, and World Health Organisation representatives, who were able to renew the classification for NZMAT as an international deployable team.



THE RESILIENCE TOOLKIT

Dr Alia Bojilova, a registered psychologist who was part of the NZSAS, has written *The Resilience Toolkit: A proven four step process to unlock your true potential*. The following is an extract from her book.

SELF-AWARENESS

'Here it is – intimidating and glorious,' thinks Soldier H, 'the last bastion where the outcome depends entirely on the person who picks up the challenge.' He has made it to the SAS selection course after years of physical training, mental preparation and personal sacrifice.

Here, there will be no encouragement, criticism or direction from others. To drive him he will have to rely on his own steps counting down towards his goal.

The SAS instructors communicate only when they need to, and communication with other candidates on the course is strongly discouraged. The silence will only be broken by the sound of H's steps and his laboured breathing. No audience, no onlookers, no cheering or booing.

His sweat will blend with rain and swamp water. Every fibre of his body will be suspended in agonising tension for days. His feet will blister. The blisters will burst and his boots will dig deep into his flesh. His pack frame will rip into his hips and tear into his back. The pain will keep his mind awake and prevent him from taking the rest his body so desperately needs. He will become so used to the stench of his body and those of his mates that he will stop noticing it.

Every brutally blistering step of the way, his motivation will have to come from within. As intimidating as this selection course is, it is just a taster of the gruelling demands Soldier H will commit his life to if he is selected to serve with the SAS. To make it through, he has to remember that the pain and doubt he experiences are just temporary states and passing feelings. If he waits long enough without fully engaging in fear, they will pass.

As his energy is slipping away, he will have to make an ever-greater effort to stay focused on what matters and to make choices about what to lean on and what to dismiss. While there, he will hope for a second wind 100 times over.

This is a crucible event, a crucial moment in his life that will test, break or build H's resilience. Physical strength is important, but it pales in comparison to the levels of mental strength that will be demanded of him on the ruthless SAS course.

Soldier H scooped up every bit of advice he could to help him prepare. Having ticked off the obvious things – fitness, kit and navigation skills – one big thing remains: self-awareness. He will only have himself to rely on, so to make it through, he will have to select the thoughts that enable him and fight off the self-sabotaging thoughts.

It all sounds doable from the comfort of the couch, but can he really understand what pushing through this looks like? How can he prepare for the levels of anguish, strain and discomfort that will layer up, day after day, hour after hour, in conditions he cannot even imagine?

His brain will try to outsmart him by minimising his dream of passing the selection course down to a fleeting idea to which he has naively committed so much of his life. His mind will conspire against him, making him rummage through his negative memories and doubts. It will cast the net of his imagination wide, forcing him to rethink any alternative possibilities he has considered for himself. His mind will flick through images of comfort, safety and prosperity – all things H will forsake if he joins the SAS.

His body will try to remind him of any physical weaknesses he has tried to ignore while pursuing this goal. Nagging pains will become deafening. His brain will try to protect H from making things worse for himself. The pain will cast his mind forward, warning him of the discomfort he will have to face if he stays the course. He knows no one has got out of this process completely unscathed.

The odds of his success are slim. There is no quota that the SAS aims to fill from each selection course. They can accept all or none of the candidates. Their selection criteria will not change.

The pre-selection process has already filtered out the best of the best candidates from the entire defence force. They have all dedicated years of their lives to training and preparation. Yet, on average, fewer than 10 per cent of these top soldiers will pass the selection course. If H fails, it will be best that he pulls the pin on his entire military career. His worst fear tells him that if he doesn't succeed, his current and only vision for life will be obliterated.

Serving in uniform has been the only dream H has ever had. If he fails at this, his shame will be so great that it will reduce his scope for joy. Anxiety kicks in – but H already knows that anxiety and fear can lie to him.

Soldier H will have to suspend or push past his self-doubt. It's easy to say but almost impossible to do. Self-doubt plagues all of us when there are no distractions or if we lack the discipline to combat it. It piles on quickly when we cannot offload it, especially when everything around us reminds us that we are one step away from losing it all. Most of us have lost something before. When we have, our brains quickly skip the recall queue, bringing back unresolved past experiences of failure and regret. H's only hope will be to stay one step ahead of failure if he is lucky on this course.

TWO WAYS TO RESILIENCE

'There are two ways to resilience, the right way and again.'

There are never any shortcuts to replenishing or strengthening resilience. You cannot develop resilience by avoiding challenges or strain. To thrive and sustain our resilience, we need to observe and understand our emotions and thoughts without becoming fully engulfed by them.

Our states are not us and our emotions are not us, but we can become stuck in them if we don't pay attention.

We are not our thoughts or feelings. If we get it right, we are the ones who witness them.

Resilience is an emergent thing. It only happens when we engage with our predicament, not when we avoid it.

Resilience belongs in the process of striving towards a better, not in the outcome of every turn we take. It is a process.

Resilience is the ability to push forward and persevere regardless of the obstacles you encounter, including your doubts.

In order to become resilient, self-awareness is key. Self-awareness is the ability to understand, select and direct your attention towards a goal. People might give it other names, but it always boils down to understanding your:

- strengths
- personal demons
- intent
- drivers

SAS members develop their self-awareness by consciously working to understand what enables, drives and derails them. They look hard at their

- powers
- shadows
- weak points
- fuel and sustenance
- anchor points

Gremlins of doubt are brought on by fear. They are designed to protect us from pain and failure. They don't care about the goals we set for ourselves. They are concerned about minimising our risk of imminent pain and discomfort. Once the gremlins are under control, H has found that they can play a positive role:

Many of the emotions that may otherwise paralyse or deplete your resources – like fear, shame and frustration – cease to be all-engulfing when you know yourself. These emotions can then serve as a trigger that focuses your attention more deliberately on what matters, on where your opportunities are and where your risks are. When you know yourself, you also learn to draw the line between perceived and real; past, possible and present.

Fear is just an indication that something matters, that something is shifting in me or in my environment. I can accept that. It reminds me to stand at my best, relocate my power, focus on my intent.

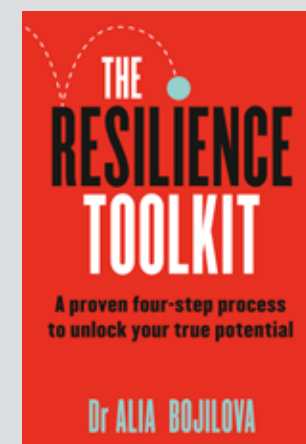
Awareness is the backbone of resilience. Self-awareness, interpersonal awareness and situational awareness all have tangible, immediate, long-lasting effects. Awareness had been the difference between life and death on more occasions Soldier H and his team could count. It had become the backbone to their resilience as individuals and as a team.

In his time with the SAS, H learned that this rule means a whole lot more than first meets the eyes:

Engage with what is here and now, rather than with worry or rumination. If you mind wonders, you may miss your window to shape the situation in the direction of your will.

© *The Resilience Toolkit: A proven four-step process to unlock your true potential* by Dr Alia Bojilova, published by HarperCollins New Zealand.

Dr Alia Bojilova is a registered psychologist with a focus on resilience. She grew up in Eastern Europe during some of the most tumultuous times in recent history before immigrating to New Zealand at age 17. During her service with the New Zealand Defence Force she worked as Lead Psychologist and Officer with the SAS. While serving as a UN military observer in Syria, Alia negotiated her release and the release of her team after they were taken hostage. She has a PhD from the University of Waikato, identifying the link between curiosity and resilience in the Special Forces. Since leaving the military Alia has served as coach and advisor to leaders and teams, globally and in New Zealand, and across a wide range of sectors including government, venture capital, peak performance sports, corporate services, creative industries, and more.



Army News has a copy of **The Resilience Toolkit** to give away. To be in the draw send an email to armynews@nzdf.mil.nz with 'resilience' in the subject line. The draw closes on March 28.

STRENGTH TRAINING AND THE MODERN SOLDIER

by MAJ (Dr) Jacques Rousseau



Considering the numerous requests received, and the vast amount of information regarding strength training, this will be the first in a series about strength training. Hopefully the series will provide information and answers to all the queries, questions and request about strength training.

Recent research informs us that military training needs a greater variation in training stimulus to encourage more effective training adaptations, especially when considering the development of maximal or explosive strength and maximal aerobic capacity. Due to the changing nature of modern warfare, most soldiers are no longer required to carry heavy loads over long distances for several days, modern warfighting often requires rapid insertion and rapid extraction from the combat area. This means soldiers are required to be stronger, faster and more agile. Therefore, an optimal training combination should include strength training programmed with high-intensity simulated military task field training.

Further results from previous research emphasise the role of muscular fitness in successful performance of military occupational tasks. Training studies indicate that load carriage performance can be effectively improved by combining strength, aerobic and specific load carriage training. Improvement in maximal lifting capacity can be achieved by strength training or combined strength and aerobic training, while strength and aerobic training alone, or their combination are effective in improving repetitive lifting, and carry tasks. Also, strength training is crucial for soldiers for several reasons:

1. Physical Performance: Soldiers often face physically demanding tasks and combat situations that require strength, power, and endurance. Strength training helps improve muscle strength, power, and overall physical performance, enabling soldiers to carry out their duties effectively, whether it involves carrying heavy equipment, traversing rugged terrain, or engaging in hand-to-hand combat.

2. Injury Prevention: Strength training can help strengthen muscles, tendons, ligaments, and bones, reducing the risk of injuries during physically demanding activities. By improving overall body strength and stability, soldiers are better equipped to withstand the rigours of military training and combat operations.

3. Enhanced Endurance: Strength training can improve muscular endurance, allowing soldiers to perform repetitive tasks or sustain physical exertion over extended periods. This is particularly important in situations requiring prolonged patrols, marches, or combat engagements.

4. Load Carriage: Soldiers often need to carry heavy loads, including body armour, weapons, ammunition, and other equipment. Strength training helps develop the muscular strength and endurance necessary for effectively carrying these loads, reducing fatigue and improving mobility.

5. Injury Recovery and Rehabilitation: Injuries are common among military personnel due to the physically demanding nature of their duties. Strength training plays a vital role in rehabilitation programmes, helping injured soldiers regain strength, mobility, and function following injuries or surgeries.

6. Mental Resilience: Strength training not only improves physical strength but also enhances mental resilience and confidence. Knowing they have the physical strength and capabilities to handle challenging situations can boost soldiers' confidence and mental toughness, enabling them to perform effectively under pressure.

As part of the first article in the series on strength training lets investigate what the physiological adaptations to strength training are – how does it happen? It starts with muscle protein synthesis (MPS) and muscle protein breakdown (MPB) which are critical processes influencing the development, repair, and adaptation of muscle tissue. Understanding the roles of MPS and MPB can provide insights into how strength training affects muscle growth and overall strength. Let's have a further look into these:

1. Muscle Protein Breakdown (MPB):

Role: MPB involves the breakdown of existing proteins within muscle cells. It is a natural process that occurs continuously, and it is influenced by factors such as exercise, nutrition, and overall metabolic state. MPB occurs during resistance training, this is the first process, strength training creates microscopic damage to muscle fibres.

Relevance to Strength Training: While some level of MPB is necessary for cellular maintenance and turnover, excessive MPB without sufficient MPS can lead to muscle atrophy (loss of muscle mass). In strength training, the goal is to minimize excessive MPB and create a net positive protein balance, where MPS exceeds MPB.

2. Muscle Protein Synthesis (MPS):
Role: MPS is the process by which the body builds new proteins within muscle cells. This is crucial for muscle hypertrophy, or the increase in muscle size. In strength training, especially when resistance exercises are performed, the body responds by activating MPS to repair and reinforce muscle fibres. This takes place during the recovery process.

Relevance to Strength Training: Strength training triggers an increase in MPS to repair and strengthen these fibres. Over time, this adaptive response leads to muscle hypertrophy, contributing to increased strength and power.

3. Protein Balance and Adaptation:

The balance between MPS and MPB determines whether muscle mass increases, decreases, or remains stable. In strength training, creating a positive protein balance, where MPS outpaces MPB, is essential for muscle growth, improved strength, and enhanced performance.

Consuming an adequate amount of protein through the diet, especially in the post-workout period, provides the building blocks necessary for MPS. This, combined with regular strength training, promotes an environment conducive to muscle hypertrophy and strength gains.

4. Training Variables Impacting MPS:

Several factors influence the magnitude of MPB and MPS in response to strength training. These include the intensity of the workout, the volume (number of sets and repetitions), exercise selection, and the overall training programme. Higher-intensity resistance exercises and progressive overload tend to stimulate greater MPB and the subsequent MPS.

5. Nutritional Considerations:

Adequate nutrition, particularly protein intake, is crucial for supporting MPS and minimizing MPB. Consuming protein-rich meals, especially post-exercise, provides amino acids that the body utilizes for muscle repair and growth.

In summary, the dynamic interplay between muscle protein synthesis and breakdown is at the core of the adaptive response to strength training. Creating an environment that favours a positive protein balance, with an emphasis on stimulating MPS through resistance training and supporting it with proper nutrition, is key to achieving strength and muscle-related goals.

Next month we'll be investigating the crucial role the nervous system plays in strength training.



NZ ARMY STRENGTHENS INTERNATIONAL PARTNER RELATIONSHIPS THROUGH SELCON24

The New Zealand Army continues to build on its relationships with Pacific and Allied partners, co-hosting the Senior Enlisted Conference Pacific (SELCON24) alongside the U.S Army Pacific, in Wellington.

The conference facilitated likeminded armies to engage, inform and strengthen their non-commissioned officers' corps. This ensures greater integration and understanding of the strategic and regional environment.

More than two hundred people attended the event, with representatives from Pacific nations including Fiji, Tonga, Papua New Guinea, Vanuatu and Timor Leste. British, Canadian and Australian partners were also represented, as well as Singapore and Malaysia. Personnel from other service branches, including the Royal New Zealand Air Force and Royal New Zealand Navy, defence and security partners also attended.

Sergeant Major of the NZ Army, Warrant Officer Class One Wiremu Moffitt said SELCON24 supported NZ Army's security partners with training and leadership development, which would benefit future joint-land warfare and operations.

"The NZ Army has a longstanding emphasis on partnership, responsiveness, people-to-people ties and working together with partner countries to realise our shared security interests. This conference allowed us all to come together, learn and strengthen our relationships for the better.

"This ensures the NZ Army is a trusted and globally integrated force that is ready to operate across the spectrum of operations, from humanitarian assistance to armed conflict," WO1 Moffitt said.

The four-day conference included keynote presentations, bilateral meetings and panel discussions. Partner nations were also exposed to New Zealand and Ngāti Tūmataunga (NZ Army) culture.

"The Pacific has the right people with the right skills to effectively conduct operations in the region. We should take every opportunity to engage with one another.

"Combining these skills with the right attitude set the conditions for collective success," WO1 Moffitt said.

Loan and banking options just got better for Defence members



Defence members now have access to a range of financial related products through NZDF's new arrangement with the Police Credit Union (PCU).

The PCU has served the financial wellbeing of Police and their families for more than 50 years. While offering similar products to a bank, they're a not-for-profit and put their profits back into providing greater benefits for members.

PCU products now available to our Defence community include:

- First Home TOGETHER – a shared ownership home loan to support members to enter the housing market earlier. PCU provide up to 10% interest-free support towards your 20% deposit coupled with a regular home loan providing the balance.
- Home Loans – upsizing, downsizing, renovating or investing.
- Personal Loans – for things like buying a car, a holiday, a wedding or bringing existing debts/loans together as one more manageable loan.
- Day-to-day transaction and saving accounts – with no monthly fees.
- Term deposits – invest a little, or a lot. You only need \$500 to start getting a great rate.
- Retire Easy – a reverse mortgage product aimed at helping support a comfortable retirement for retired members.

The new NZDF/PCU agreement further progresses the aim of our Force Financial Hub – supporting Defence households to be financially fit and secure.

FIND OUT MORE

Visit the PCU Defence page or our Force Financial Hub

nzdf.members@policecu.org.nz

NZDF Benefits Team at

benefits@nzdf.mil.nz

0800 429 000



CYCLONE THE CATALYST FOR TOP SHOT RESERVIST

By SGT Caroline Williams

Graduating on the NZ Army Recruit Territorial Force Basic Training Course in December left Private Ashton Philo feeling pretty happy when he received awards for both the Top Recruit and Top Shot.

“Shooting was a challenge and a highlight for me,” said the Puketitiri based soldier.

“I enjoy hunting but it is different shooting with a military weapon system so I needed to adapt, particularly around the distances. As a hunter I shoot predominantly about 50 metres whereas we’re shooting 300 metres on the range. It’s all about time on tools though, and the instructors give really good guidance.”

“There was a lot to take on throughout the six week course but we had a really good community of people on our recruit training. If someone fell behind there were always volunteers to help them out.”

The 24 year old, originally from Auckland, had been considering the Army as a career prospect since high school but it was Cyclone Gabrielle that provided the catalyst. PTE Philo lives and works on his partner’s family farm where they had no electricity for thirty days and the Rissington Bridge, their main supply route, had been destroyed.

“Soldiers from East Coast Company came out to check on our residents, they liked our sense of humour, and we all got along really well. In fact, I gave some venison to the unit!”

Outside of the Army he’s kept busy on the farm with cattle management, pest control (both animal and plant), and engineering jobs on the farm. With the family being self-sufficient it meant they were fairly independent during the initial weeks after the cyclone.

After recruit training, PTE Philo had a slight reprieve until early January when he began his Reserve Force Infantry Corps Training (RICT).

Every January RICT is completed at Waiouru Military Camp where Reserve Force infantry soldiers learn the basics, enabling them to become skilled members within a section.

The training is a mix of theory and practical based learning with the first half of Corps training focused on learning in a controlled environment in camp. Trainees are expected to step up the following week to the more challenging field environment, based in the Waiouru Military Training Area.

“I say to anyone wanting to join the Army, take one step at a time and focus on one task until it’s complete. The military ethos is to never give up. Give it heaps!”

PTE Philo is posted to East Coast Company, 5th/7th Battalion, Royal New Zealand Infantry Regiment.

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 one night a week.

RESERVE FORCE Q&A

A REGULAR COLUMN ANSWERING YOUR QUESTIONS ON THE NZ ARMY RESERVE FORCE (RESF)

LIFE IN THE RESERVE FORCE

ResF personnel come from all walks of life – tradespeople, teachers, managers, lawyers, doctors, police, stay-at-home parents, and so on. They work in fulltime and part-time employment, they study, or they care for their children, while also maintaining their ResF training commitments in the NZ Army. Like their RF peers, ResF personnel develop expertise in areas such as teamwork, leadership, time management, risk management, and the development of physical and mental resilience.

TERRITORIAL FORCE (TF) ENGAGEMENTS

In order to minimise the administration burden and to align TF and Regular Force engagement policy WEF 19 Oct 23 CA has approved the following amendments to DFO(A) Vol 3:

- Chap 5, s7 – the removal of the requirement to offer TF Officers a new engagement on promotion, and
- Chap 6, s4, para 6030 – amended to read ‘Members enlisted after 01 July 2023 are to be offered an initial fixed term engagement of 15 years’.

NZDF RESERVE INTERN SCHEME (RIS)

RIS has run for ten years and has been a success for both the host branches and selected interns. The RIS seeks to offer junior members of the Reserve Forces the opportunity to work in the NZDF over the university summer holidays (Nov – Mar). This experience allows the NZDF to use the skills of selected reservists in projects where their academic studies give them an advantage and the interns can see whether their skills could suit permanent employment with NZDF or just add to their commitment and engagement for further reserve service. Internships are offered to selected tertiary students who:

- Are junior rank or junior officer Reservists;
- have completed more than two years under graduate studies, or are undertaking post graduate studies;
- are available between the Nov – Mar period (individual start and finish dates may be negotiated to suit academic commitments; and
- are not in paid employment.

Chains of command should actively promote and target those reservists who meet, or could meet the criteria and advise interested personnel on the application process. A call for nominations (including the detailed requirements) will occur in due course.

CLOTHING SCALE CHANGES

WEF 19 Nov 23 the Army Clothing Board approved changes to Scale of Entitlement (SOE) for Non-Regular Officers and Soldiers. In the main this included clothing/equipment additions or removal of items, and changes to the quantities issued. Amendments have been made to ARMY SOE 100A, 100E and 107.

REMINDER OF EMAIL RELEASE PROCESSES

NZDF email filters scan emails and their attachments to prevent information that contravenes NZDF or New Zealand Government security policy from being sent externally to the internet. Personnel are reminded of the relevant policy statements related to release of emails to an external internet email address. It is provided to Unit Security Officers for dissemination to local units.

PERFORMANCE REPORTING FORMS (PRD3)

To find the offline PDR3s on the DACM ILP site, on the home page go to Performance Reporting > Key Information > Offline PDR3 Forms.

NORFORCE



Training at Staff College in Canberra in 2022 gave Major Karl Maddaford an insight into New Zealand and Australia's direct strategic area of interest, the Indo-Pacific region. His studies focused on the credible threats to the Indo-Pacific region, and at conclusion of his course in December 2022, he considered options of how to actively respond to the emerging situation and is now on secondment for two years with the North-West Mobile Force (NORFORCE) based at Larrakia Barracks, Darwin. MAJ Maddaford serves in a Reserve Force capacity within NORFORCE Regimental Headquarters as the Officer Commanding of the NORFORCE CIMIC team.

"My decision to apply for secondment to NORFORCE arose directly out of my experience at Staff College. For the first time in my military career (that began in 1992), we have a credible threat in our direct strategic area of interest, the Indo-Pacific, and I wanted to take an active response to that emerging threat," he said.

NORFORCE was formed in 1981 when an integrated land, sea and air surveillance network was established in the north of Australia to gain information on illegal immigration, illegal fishing, and smuggling. It is predominantly made up of indigenous soldiers, both Regular and Reserve Force, and is one of three strategic reconnaissance units within the Regional Force Surveillance Group (RFSG) in the Australian Army. The other RFSG units are the Pilbara Regiment, operating in Western Australia, and the 51st

North Queensland Regiment in Queensland. Together the three units provide a continuous coastal and land-based surveillance and reconnaissance network from Geraldton in the west through to Cardwell in the east, and includes patrolling of the Torres Strait Islands. MAJ Maddaford has been involved in developing support for NORFORCE activities in very remote areas where the relationship with local aboriginal communities has been challenging or has broken down. The strategic role has direct operational impact given that the soldiers supply surveillance information for national security.

"I draw constantly on my experience in the NZ Army and our New Zealand way of engaging with other ethnicities. It is a role that requires a high degree of cultural fluency, integration, and respect, and is an extension to my previous experiences in Timor Leste and Afghanistan. The previous deployments have given me a broader understanding of different cultures and the racial diversity and the challenges this can pose. In a unit of predominately aboriginal soldiers, the cultural respect and integration I have acquired through being part of Ngāti Tumatauenga is a force multiplier."

As for civilian employment, MAJ Maddaford is in a senior leadership role with a civilian civil engineering firm which is a contractor in several large industry fields, both within Australia and offshore. Seventy-six per cent of the company's employees are veterans and the company employs active Reservists across the Australian Defence Force. For MAJ Maddaford, working for this company fits in well with his NORFORCE service.

"One of the fields I work in as a civilian is the Australian Defence Industry, where I am working on a capacity and capability programme at the Darwin Naval Base. This role is extremely interesting in its strategic application, and it's fair to say that much of what I do in my 'day job' complements my service and vice versa. It is a very rewarding professional mix."

MAJ Maddaford also draws on his civilian experience in Afghanistan where he served with the United Nations as a senior program manager on very large capital infrastructure programs before leading his own company delivering development programs, including for the New Zealand Government. It was during this time that MAJ Maddaford developed an approach to engage local Afghan Taliban, often at a remote site, in order to discuss how to best move ahead with the project.

"Although it's a different type of job in NORFORCE, these negotiating skills do carry over", he says.

MAJ Maddaford goes on to say that, "In addition to my own experiences in the field, I talk with our patrols and what they encounter, as well as to colleagues in the Royal Australian Navy. Anyone who doubts the seriousness of the evolving situation in our Pacific neighbourhood would do well to heed first-hand accounts of transnational criminal activity, increased drug-related crime and the direct interference by certain actors on behalf of their political masters against our forces in the region," he says.

Today NORFORCE has the largest operating area of any of any military unit in the world, namely 1.8 million square kilometres, comprising all of Australia's Northern Territory and the Kimberley Region of Western Australia. To give some perspective, New Zealand in its entirety comprises just 268,000 square kilometres. Reconnaissance and surveillance of this area is the mission of its approximately 65 regular force and 400-plus Reservist personnel.

"I suspected my secondment to NORFORCE would be rewarding but it exceeded my expectations," he says.

RESERVIST LEADING THE WAY

By SGT Caroline Williams



"A privilege, and a great opportunity" is Major Tom McGarry's words when describing his selection as the first career Reserve Force (ResF) Officer to command 38 Combat Service Support Company (38 CSS Coy), since its formation in 2014.

Prior to 2014, ResF members of the Royal New Zealand Army Logistics Regiment (RNZALR) operated under command of the ResF Infantry Battalions, providing dedicated echelon support to each respective Battalion.

However, in 2014 the ResF element of RNZALR consolidated. The North Island element formed ResF 38 CSS Coy, within 2nd Combat Service Support Battalion (2CSSB), located at Linton Military Camp. Since then, all Officers Commanding (OCs) have been

either current Regular Force (RF) officers, or prior serving RF officers.

Late last year 38 CSS Coy took part in an integration exercise, working closely with RF members from 21 Supply Company and 10 Transport Company (10 Tpt Coy), 2CCSB. Major McGarry says he was thrilled with the way the ResF and RF shared their experiences and knowledge.

"This was the first significant integration exercise we'd had since the Covid-19 outbreak, so it was great to see everybody enjoying the camaraderie of coming together again, and sharing their knowledge base. We all had something to bring to the table which was a major highlight for me. Reservists are in the fortunate position of being able to focus almost entirely on

training (and not garrison duties) which meant, for example, some of our ResF soldiers came into the exercise with more experience handling the MAG 58 than their RF counterparts," he said.

Receiving guidance from the 2CCSB shooting coaches, the company began with upskilling at the SART Range in Waiouru Military Training Area. After sharpening their skills on the range, 38 CCS Coy advanced to the integrated live field phase with the MAG 58s mounted on Medium-Heavy Operational Vehicles (MHOV).

Officer Commanding 10 Tpt Coy, Major Tim Cocks, concurred that the integration of 38 CSS Coy went well.

"It was a good opportunity for the soldiers at 10 Tpt Coy to meet and greet their ResF brothers and sisters, and for both groups to show each other that they have the same skill sets. The ResF company brought enthusiasm to the training, and were able to fit in with little additional training too. This exercise proved important networking that is essential to enable the seamless integration of 38 CSS Coy into 10 Tpt Coy outputs," he said.

"Reserve Force Corporal Cindy Rus-Rupepara commanded a transport section through a mounted live firing activity which demonstrated what the ResF could offer too," he said.

38 CSS Coy has approximately 110 personnel (including standby), with two RF staff running the Company Headquarters day-to-day allowing OC, Major McGarry and Company Sergeant Major, Warrant Officer Class Two Dee O'Connor, to focus on planning and coordinating company training; leading the company in the field; managing welfare and discipline of soldiers; and networking with other units across the NZDF.

Major McGarry, in his civilian employment, is a commercial property lawyer at one of the leading real estate law firms in New Zealand,

TBB, based in Auckland. Employed in the law industry for eleven years, Major McGarry reflects that his army training has been a real point of difference when dealing with his civilian client base.

"Many of my clients have developed a real interest in my military career, finding my service with NZDF to be not only an interesting topic of conversation but also evidence of strong personal values and work ethic.

"My clients find it hard to believe that shortly after joining TBB, the firm gave me a year off to deploy to Iraq as part of OP MANAWA (where NZDF personnel contributed to the international effort to help train Iraqi Security Forces in their fight against extremists), and then after returning to New Zealand, that I was back in the office preparing their leases the following week," he says.

"In my tenure as OC I hope to leverage my ResF experience for the benefit of the soldiers and officers of 38 CSS Coy, and for ResF members of RNZALR as a whole, as the organisation reaches some decision points as to what the ResF RNZALR key outputs need to be, and how we develop our people to achieve those."



NZDF HONOURS SERVICE ANIMALS AT PURPLE POPPY DAY COMMUNITY EVENTS

The New Zealand Defence Force hosted events in Auckland and Waiouru last month to honour and remember service animals.

For more than 120 years animals have served alongside our armed forces, as messengers, protectors, mascots, beasts of burden and companions.

Each year on 24 February, Purple Poppy Day is held to honour and remember the contribution of those animals.

The day marks the anniversary of the unveiling of New Zealand's first War Animal Memorial at the National Army Museum in Waiouru, and a day that is now recognised and commemorated both throughout the country and around the world.

Services open to the community were held at the National Army Museum in Waiouru and the National Museum of the Royal New Zealand Navy in Auckland, which aim to recognise those animals who have served and are serving in conflicts.



BAM BAM WATCHES OVER WAIOURU

A new guardian, "Bam Bam", is now standing proud and watching over the Army Command School, Waiouru, (ACS) parade ground, providing a link for the New Zealand Army's contemporary soldiers to their historical past.

"Bam Bam" (NZ32482) is believed to have come into service between 1972 and 1974, serving mainly in Waiouru with the Queen Alexandra's Mounted Rifles (QAMR). It had a crew of two and was used to transport fuel, stores, and ammunition for armoured units deployed in the field. Formally handed over to act as a sentinel, it reminds all that life is a continual journey linking the present and future to the past, and that we take with us those who came before and honour their service and sacrifice.

The M548 Track Load Carrier is an unarmoured variant of the M113 Armoured Personnel Carrier. The M113, manufactured by the FMC Corporation in San Jose, California, USA, is one of the most widely used armoured fighting vehicles in the Western world. Dozens of different variants, including the M548, have been produced since it was first manufactured in 1957, and large numbers of the M113 continue to still be in service across the world today. The main feature of the M113 is its fully enclosed hull of aluminium alloy construction, the first mass-produced armoured vehicle which utilised aluminium armour.

The M113 specifications are:
Armament: 50 calibre Browning machine gun.
Speed: top 67kph (6kph 'swimming')
Engine: Detroit V6 Diesel
Range: 480km

The New Zealand Army first encountered the M113 in the Vietnam War when infantry worked alongside the Australian Army. This may have prompted the purchase of 41 vehicles of the M113 family in 1970, entering New Zealand service with the Royal New Zealand Armoured Corps.

Between 1972 and 1974, the Armoured Corps received two more batches of another 25 vehicles, and in the late 1980s the New Zealand Army purchased a final batch of six vehicles from Australia. This brought the total of New Zealand operated M113s to 72. Whilst in service, numerous modifications were carried out to the M113,

including the addition of turrets on some variants, and improvements in their 'swimming' capability.

In 2003, the New Zealand Defence Force announced that all tracked carriers, including the M113 and its variants, would be retired from active service and replaced by wheeled light armoured vehicles. The New Zealand Light Armoured Vehicle (NZLAV) is still in service today, and a regular visitor to Waiouru.

"Bam Bam" is a direct link to Waiouru's past, and although it is officially retired from active service, it still serves the New Zealand Army in its new role as a guardian and sentinel to ACS's parade ground, a symbolic sanctuary space for our fallen soldiers.

Kia whakatōmuri te haere whakamua.
Walk into the future with eyes fixed on the past.

Article source: National Army Museum Te Mata Toa, 2024.

OP RADIANT KIWI COMPANY 1, 2 AND 3 REUNION

Kiwi Company 30th anniversary reunion for deployment on Operation Radian for contingents 1, 2 and 3.

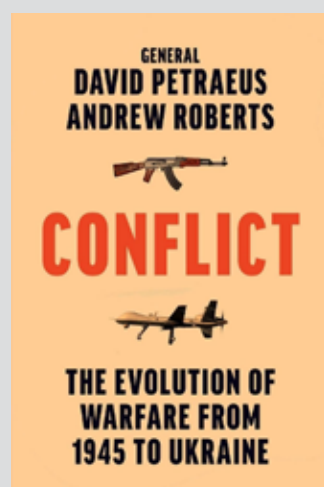
Fri, 20 Sep 2024 6:00PM – Sun, 22 Sep 2024 11:30AM NZST
 Rydges Wellington Airport, 28 Stewart Duff Drive Wellington, Wellington 6022

For other info join *Kiwi Coy (Bosnia) 30th Anniversary Reunion* Facebook page.



BOOK REVIEWS

Book reviews by Jeremy Seed



CONFLICT

The evolution of warfare from 1945 to Ukraine
By General David Petraeus and Andrew Roberts
Published by William Collins

This was a book I was looking forward to reading, a potentially great contribution to conflict studies and particularly a concise overview of the evolution of combat, as the cover promises, post 1945. I wasn't 'disappointed' by it per se, but I had over-hyped it in my own mind and it didn't turn out to be quite as epic as I thought it may have been. Don't get me wrong, if you want a one volume overview of a wide variety of conflicts from all corners of the globe between 1945 and today, you could do a lot worse than this book.

The first slightly disappointing element however was the discovery that despite his top billing as an author of this tome, David Petraeus only wrote two chapters. They are absolutely superb overviews of the US led misadventures in Afghanistan and Iraq, great potted histories of those conflicts and what the key protagonists did right, and, more importantly, what they did wrong.

The rest of this rather large volume was written by Andrew Roberts, a British historian, former journalist and prolific and successful author of military history. Roberts can certainly write and write well, the book's chapters step the reader through conflicts chronologically from The War of Chinese Independence to the current war in Ukraine in a series of easily assimilated and digestible historical overviews.

Roberts clearly has a US / Western centric world view, and while not always approving of the outcomes of US actions, seems to endorse the intent behind most of them. Most of the conflicts covered are well known and have been comprehensively written up. I was surprised that there was less about post '45 conflict in Africa than I felt there could have been, Somalia and Rwanda feature but are only really examined in the context of Western intervention...or lack of it.

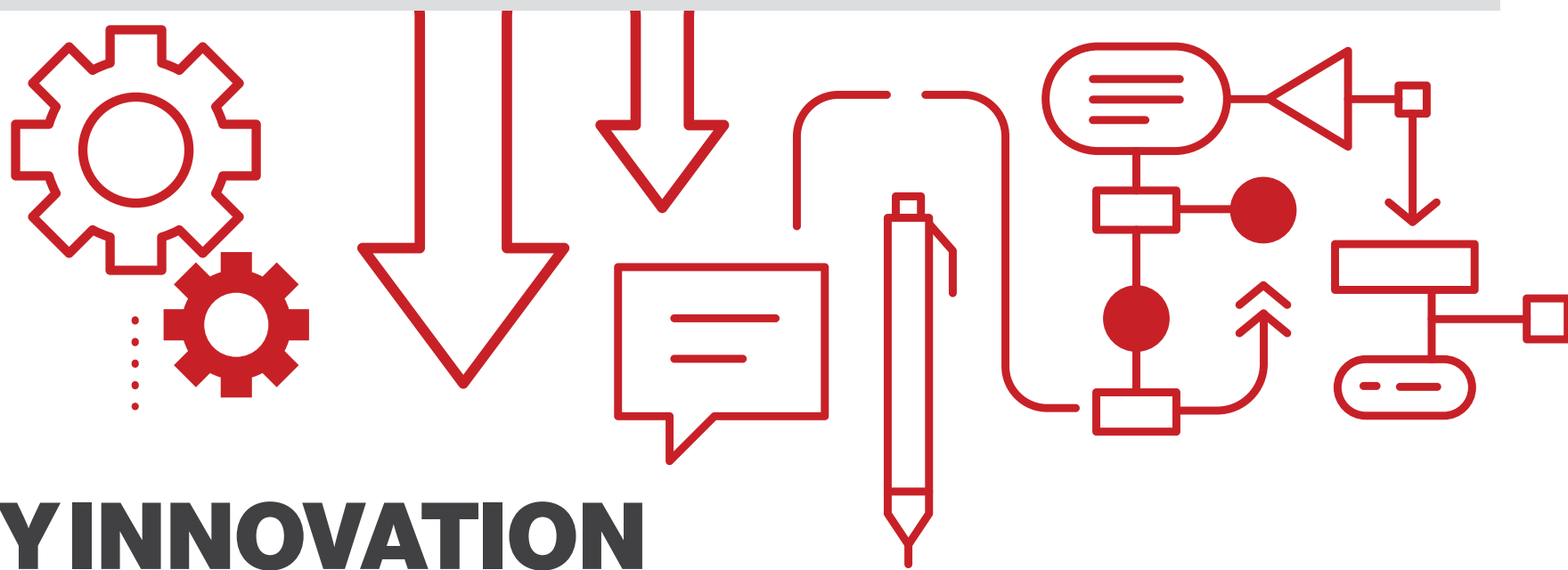
It could be argued that African wars haven't been significant in the development of conflict, post '45. However, the continent provides a surfeit of case studies of civil wars, coups, the emergence of failed states, a prevalence of non-state actors, constantly shifting power bases, the legacy effects of colonialism to name but a few. I couldn't help but think that Roberts' western bias had led to him discounting African conflict as a subject worthy of detailed examination.

Despite my misgivings, it is a well written and very readable tome. A good variety of case studies and examples do exactly what is promised on the cover, and track the evolution of warfare from 1945. If nothing else, it is worth reading the Petraeus chapters alone.



CLARIFICATION

In the Chief of Army's reading list (Army News 548) it was noted that some statistics in Chris Pugsley's *Gallipoli* were out of date. A new edition of the book has been published by Oratia Books and the author has extensively revised and updated his statistical information.



ARMY INNOVATION AWARDS

Army General Staff would like to thank all who participated in the Army Innovation Challenge 2023. There was a high calibre of submissions across the regular, reserve and support staff elements that reflected very positively upon our people and our commitment to be our best. The winners of the respective innovation categories are as follows:

BUSINESS EXCELLENCE AWARD WINNER

LT Jack Gradwell for his submission on an integrated data infrastructure to enable better "evidence based" decision making.

BUSINESS EXCELLENCE AWARD 1ST RUNNER UP

LCPL Liam Hain for his submission on vehicle workshop modernisation with mechanics using computer tablets.

BUSINESS EXCELLENCE AWARD 2ND RUNNER UP

Lance Corporal Tim Moule for his submission on a robust field IV fluid insulator to reduce patient shock.

FUTURE SIGHT AWARD WINNER

SGT Warwick (Rick) Henderson for his submission to use UAS to detect mines and UXO using geophysical techniques, to improve efficiency and reduce risk to personnel.

CULTURE AWARD WINNER

CPL David Kerr for his "Stay Interview," promoted as a means to front-foot a soldier's professional development, progression and engagement within Army.

All finalists submitted a video presentation as part of their submission to AIC23 which can be viewed from the Innovation Portal.

BRAVO COY LEADERS HONE MEDIC SKILLS





Bravo Company NCOs and medics sharpened their leadership skills in preparation for the 1(NZ) Brigade Skill at Arms competition recently.

TP SSGT Southern Health Support Squadron, SSGT Penny Spivey said that integrated training is a win for the medics.

"It gave our medics the opportunity to work within a section, practice those integral medic skills, while challenging their situational awareness"

“
It shook out a few of the cobwebs our junior leaders may have had post-Christmas.

- OC B Company Major Waaka Parkinson



NZDF SHOWS THE PRIDE AT RAINBOW PARADE



Taking part in Auckland's Rainbow Pride Parade was a "surreal" moment for Corporal Lisa Kennedy, from Wellington, who said it was her first time to be 'out' publicly.

She was among 25 Defence Force personnel, uniformed and civilian, who took part in the colourful celebration on Ponsonby Road on 17 February to celebrate the diversity of New Zealand's LGBTTTQIA+ community.

"It's hard for me to put into words how it felt," she says. "I've only told a few family members and friends, and it was the first time for me to publicly be out. I had really good support from a friend who mentioned the parade to me and was there with me on the day."

After being in the NZ Army for 17 years, she says it was amazing to represent the New Zealand Defence Force and be herself. "While walking the parade we saw so many supportive people watching, it was all quite overwhelming but in a good way. I almost cried because it was really emotional. I know people think it's just a parade but it's much more than that. It's acceptance and love."

She says her sexual orientation was something she's had to hide. "I'm done hiding. I wanted to be myself. I was with my people, in my place, and representing the New Zealand Defence Force as well."

She also attended the Big Gay Out event the following day. "That was really cool. It felt like Christmas, but better. It's an event that is one of the best."

It was also a new experience for the Chairperson of NZDF's Overwatch committee, Adrian Charlesworth.

"This was my first parade of any kind and I really loved it," he says. "Everyone in the contingent was really excited and keen to represent and have a good time. It was a bit quiet to start off with, but as we got further down the road we got a lot of cheers. It really helped us along."

He says the contingent met up with NZ Police and Fire and Emergency New Zealand afterwards. "It was a great

networking opportunity to discuss how our organisations could work more closely regarding our Rainbow community."

In 2019 the Auckland Pride Festival board banned police officers from wearing their uniforms, which prompted the Defence Force to march in the Wellington International Pride Festival instead.

That year the NZDF celebrated Pride 25, marking 25 years since LGBT+ personnel were welcomed to serve openly in the NZDF. It was also the first time a Chief of Defence Force had marched in a Pride Parade.

Following the passing of the Human Rights Act in 1993, the NZDF moved swiftly to incorporate the Act into its policies, and in early 1994 openly homosexual men and women were able to join and serve.



Tohu Awards
2024

Nominations Open
Tohu Awards

An event in support of part-time personnel and the organisations who support them.

CATEGORIES

Reservist of the Year

Reserve Employer of the Year
(Small and Large Employer Categories)

New Zealand Cadet Force Officer
Employer of the Year

Limited Service Volunteers (LSV)
Employer Recognition Award

Outstanding Contribution to the the
Limited Service Volunteers (LSV)
Programme

**NZDF PERSONNEL ARE INVITED TO
NOMINATE THEIR EMPLOYER**

**EMPLOYERS OF NZDF PERSONNEL
ARE INVITED TO SELF-NOMINATE**

HOW?

REQUEST NOMINATION FORMS:
secretariat@desc.govt.nz

SUBMIT NOMINATIONS:
Through your Chain of Command,
include: secretariat@desc.govt.nz

CLOSING DATES:
Reservist of the Year: 19 August 2024
All other Categories: 17 May 2024

QUERIES?
secretariat@desc.govt.nz

ARMY WINS TOUCH HONOURS



Army was the overall winner of the inter service Touch competition.

Army men won the Open division, while Army women lost narrowly to Air in overtime.

No award was made in the over 30s competition as Army had to combine with Navy due to numbers.

Commander 1 (NZ) Bde Colonel Ben Bagley said he watched some mid-week games and was pleased to report that three Army teams played hard games with a real competitive spirit.



“

I observed high morale and a really positive culture of support between the men's, women's and over thirties teams. The NZDF teams for the next international comp in Australia were also named with Army players dominating. The code is in a positive space; noting some areas for improvement, especially regarding enabling our women who are young mothers to participate more easily. The current management (coaches, managers, support staff) are eager and giving of their time.

MID CENTRAL ZONE (MCZ) LEAGUE 9'S

The inaugural Mid Central Zone (MCZ) 9's Open Men's Rugby League tournament took place in Whanganui on Waitangi Day weekend.

On the back of some recently aligned strategic planning from the NZ Army Rugby League Retreat a short notice invitation from MCZ was gleefully accepted by a well postured NZ Army Men's selection to partake in the one day 9s rugby league event.

The culmination of the day saw the NZ Army selection beaten as semi-finalists vs Otaki's Whiti te Ra and eventual tournament winners.

Although the squad was disappointed having to accede to their civilian counterparts, it was a great day of footy with more rookie players being exposed to our game.

Looking forward for NZ Army Rugby League the MCZ 9's tournament now becomes a deliberate fixture on the calendar for both men and women.

Moreover this fixture prepares the NZ Army well for the upcoming training camp and Inter-services tournament next month.



INTERNATIONAL WOMEN'S DAY

On Friday 8 March New Zealand and the rest of the world celebrated International Women's Day. The UN International Women's Day theme was Invest in Women: Accelerate Progress.

Army News acknowledges the dedicated and hard-working women of the New Zealand Army who strive to do their best for our country.

