TRAINING, TRAINING, TRAINING
Exercises Phoenix, Highlander North, Whakatipu

OUR NURSING OFFICERS CELEBRATE 100 YEARS OF SERVICE
Tales from long ago and today

THE ARMY’S NEW APPROACH TO TALENT MANAGEMENT
Supporting and developing our people
LINTON SOLDIERS MAKE A WISH COME TRUE

Soldiers from Linton Camp made one seriously ill little boy very happy recently when they showed him and his family around the camp as part of the Make a Wish organisation.

Mitchell Jones (10) has Duchenne Muscular Dystrophy, a terminal degenerative disease. He visited the camp with his mum and dad, and his younger brother and two little sisters.

Mitchell got to wear some uniform, check out various pieces of kit, and had some rides, all the while looked after by various soldiers around camp. His mum said the children were “buzzing” after the visit about what they had seen and the way they had been treated by the soldiers.

TALISMAN SABRE UNDERWAY

Exercise Talisman Sabre, a major field training and command post exercise, gets underway next month.

Two ships, four aircraft, around 45 military vehicles including 22 Light Armoured Vehicles, and 620 personnel are deploying to Darwin and the Shoalwater Bay Military Training Area near Rockhampton for the almost month long exercise.

Talismab Sabre is the largest Australian Defence Force exercise conducted with all four services of the United States Armed Forces. Like the NZDF, the Japan Self Defence Force is also joining the biennial exercise for the first time.

Talismab Sabre is an opportunity for the NZDF to undertake training in land, air and maritime warfare, including amphibious operations.
New Zealand Defence Force (NZDF) personnel who served with a combined Australian and New Zealand military unit in Cambodia in the early 1990s are to be awarded the Australian Meritorious Unit Citation.

In 2014, the Australian Government awarded the Australian Meritorious Unit Citation to Australian Defence Force personnel who served in the Force Communications Unit. The same recognition has now been offered to the members of the New Zealand Armed Forces who served in this unit for their "sustained outstanding service" in Cambodia.

Prime Minister John Key has approved the acceptance and wear of this Australian award by the 65 eligible New Zealanders.

More information on the award, including Frequently Asked Questions, can be found on the NZDF Medals website: http://medals.nzdf.mil.nz

**Australian Recognition for Kiwi Service in Cambodia**

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**Fireys Fund Raise in Sky Tower Challenge**

Six fire fighters from 2nd Engineer Regiment's Emergency Response Squadron joined over 700 other fire fighters in climbing 1,103 steps up the Auckland Sky Tower, in full fire kit and breathing apparatus recently. This was the conclusion of four months' training and fundraising for Leukaemia & Blood Cancer NZ.

For SGT Michael Scott, LCPL John Murphy and SPR Dillon Coatsworth, this was their first time participating in Fire Fighter Sky Tower Challenge. They all achieved respectable times as did SPR James Daly and SPR Tom Hopkins who have both participated previously. To complement their success on the stairs, the team also raised $17,519 to go towards the event's total record result of $1,052,885. This was done by shaking buckets, raffling fire wood and rowing in fire fighting kit (including a fundraising session with NZ Gold Medallist Olympian rower Joseph Sullivan).

Three fire fighters rowed for funds, including (at right) Sapper Tom Hopkins.

**Kiwi Contingent Settling into Taji Task**

New Zealand Defence Force (NZDF) trainers and supporting Force elements are now established in their base in Taji and have begun the task of training Iraqi Security Forces (ISF) in a range of military skills to help in the fight against ISIS.

The combined New Zealand-Australia Building Partner Capacity mission has officially taken over the training of ISF personnel rotating through the Taji Military Complex, previously carried out by a US Army unit.

The training focuses on basic operational skills such as planning, weapons training, basic manoeuvres and the profession of arms.

Land Component Commander Brigadier Peter Kelly said the New Zealand officers and soldiers were settled in and getting on with the job.

"Australia and New Zealand share a long and proud tradition of providing training and partnering with foreign military forces," he said.

**Leadership at all Levels**

The Sir Peter Blake Trust Leadership Week takes place this year from 26 June to 3 July. I know that members of NZ Army make up part of the Sir Peter Blake Trust Dream Team, who will be visiting schools throughout the week, sharing your stories and demonstrating the leadership that comes with a career with our Defence Force.

Leadership at all levels is something that our organisation prides itself on. While many who look at our Army from the outside may only see the soldier and war-fighter - and we are ALL soldiers – they may not see the expert technician, logistician, communicator, mechanic, medic ... the list is extensive, but is underpinned in every case with 'leader'.

Individual leadership is a skill that drives every aspect of our land force, and it is something we should share.

Those participating in the Sir Peter Blake Trust Leadership Week will be sharing this with the young New Zealanders they will be talking to – but this engagement does not need to be restricted to one week per year. I know that many of you spend time in your communities sharing your leadership skills with groups, teams and individuals – as mentors, coaches and friends. This is something I am keen to see taking place regularly, by many – if not all – of you.

Think of this: When was the last time you went back to your school to share your story, show your skills, and broaden the understanding of what your role in our land force is? I myself am guilty of not engaging as strongly as I should – and it’s something I am keen to rectify.

I encourage each of you to do the same, and ask commanders and managers to support your team to get out into your communities and share the strong leadership that is inherent throughout NZ Army. Through this, we have the opportunity to show that we are so much more than the important role of soldier and war-fighter. We are a highly skilled, well-trained force for New Zealand. We should be proud of that, and take opportunities to showcase it as often as we can.

MAJ GEN Dave Gawn, MBE
Chief of Army
VIETNAM VETERANS REMEMBER THE HUEY

It was the end of an era for the RNZAF’s Iroquois helicopters when they were withdrawn from service last month. The helicopters, also known as Hueys, were one of the Army’s main methods of battlefield insertion for almost 50 years, playing an important role in the Vietnam War, and most main theatres since then.

An official retirement function for the Iroquois was held at Base Ohakea at the end of last month. The aircraft will stop flying on 1 July, with the roles and duties previously carried out by the Iroquois undertaken by NH90 and A109 helicopters.

The Royal Australian Air Force (RAAF) No. 9SQN flew Hueys in the Vietnam War from 1966-1971. Sixteen RNZAF pilots joined 9SQN and worked alongside the Australians, creating an enduring friendship that has lasted over 45 years. The seventeenth pilot, FLTLT Bill Waterhouse was killed in 1969 while he was training with RAAF 5SQN ahead of joining 9SQN.

The main objective of 9 Sqn in Vietnam was support of 1 Australian Task Force of which the insertion and extraction of long range patrols was one of the more challenging and at times “exciting” jobs 9 Sqn was tasked to carry out.

“MY LASTING MEMORY OF THE HUEY IS ANXIOUSLY WAITING FOR THEM TO ARRIVE AND HEARING THE THUMP, THUMP, THUMP OF THE BLADES. IT WAS A SIGN WE WERE GOING TO BE ARLIFTED TO SAFETY.”

Terry Culley, Troop Commander of the first detachment of 4 Troop NZSAS to serve in the Vietnam War.

The Iroquois was painted orange during the Bougainville peacekeeping mission to avoid them being mistaken for PNGDF aircraft.

Bob Redman is one of the Australian pilots who flew with the Kiwis from 1970–71, and he said it was the first time he’d ever been out of the country.

“It was the first time I’d worked with the Kiwis and we got on great. There was no divide between us, unless there was a rugby game on. I’m proud to still be able to call many of them my friends.”

9SQN had a vital role in the war. As well as troop insertion and extraction, they provided medical evacuations, fire support for troops in combat and brought essential supplies of water, food and ammunition to those on the ground.

Terry Culley, former NZSAS troop commander, spent all of 1971 in Vietnam and he says 9SQN was one of the few groups his unit could call on for help when needed.

“We operated in smaller contingents and covered more ground than other patrols. We relied on 9SQN to drop us into locations, pick us up and when needed perform emergency extractions. Often we had to protect the Hueys as much as they protected us because many of our extractions were done under fire.”

Under-fire extractions were called ‘hot extractions’. The crew in the Huey would lower weighted ropes from the helicopter down into the jungle canopy, soldiers would clip onto the ropes with carabiners, then the Huey would lift them through the canopy until a suitable open space was found to land and the soldiers could get into the helicopter.

“We often had a special attachment when we saw a Kiwi or Aussie in the front seat. We had a close relationship and we knew we could trust them to get us to safety. Even when the Hueys became fitted with gunships we felt safe. I remember the back door gun crews being incredibly accurate with their shots.

“Many times our patrols owed their lives to the professionalism of the 9SQN pilots and crews,” said Mr Culley. He said seeing everyone again was the highlight.

“You couldn’t have kept me away from this reunion. The whole weekend was a stand out.”

The Iroquois was painted orange during the Bougainville peacekeeping mission to avoid them being mistaken for PNGDF aircraft.
Hester Maclean (1863–1932) who had been made matron-in-chief of a proposed military nursing reserve in 1911, wanted New Zealand soldiers fighting abroad to be treated and nursed by New Zealanders. She was named head of the Army Nursing Service from 1915 and was in charge of selecting and equipping all army nurses.

On the April 6, 110 nurses were officially enlisted in the NZANS. The first 50, with Matron Maclean as escort sailed from New Zealand on 8 April, arriving in England on 19 May. The foundations for the Royal New Zealand Nursing Corps were set.

Since then our Army nurses have served all over the world in every major conflict that New Zealand has ever been involved with, and in providing disaster relief to those who lives have been devastated by the likes of earthquakes, hurricanes, and floods, to name just a few.

Today the RNZNC is made up of about 30 Regular personnel, 10 Reservists and just over 30 civilians. The RNZNC still plays a very important and active part within the New Zealand Defence Force. Nursing personnel have been engaged in every major conflict that New Zealand has ever been involved with.

Over the past 100 years there have been major advancements within the nursing profession. The RNZNC of today now has a much more hands on and technical role when dealing with casualties. Nurses are now able to acquire full prescribing rights, play the role of trauma team leader and do things that were normally reserved for doctors.

On operations, RNZNC usually deploys as part of a wider team working alongside doctors and medics from our own and allied Defence Forces. As with their predecessors, the men and women of the RNZNC provide a high level of medical assistance in a variety of situations.

One hundred years of service is worth celebrating, and next month members of the RNZNC will gather for a commemorative service and social events, including a formal dinner.

One hundred years ago the Department of Prime Minister and Cabinet approved the formation of the New Zealand Army Nursing Service.
By Judith Martin

Major Simon Ainsworth remembers well nursing an American soldier who had had his legs blown off by a bomb in Afghanistan.

“It’s not the trauma or the enormity of the situation he particularly recalls —most of his patients during that deployment had multiple traumatic injuries. It was a newspaper cutting from the soldier’s hometown several months later that showed he was learning to walk again. “That type of story is very rewarding for me as a nurse. I remember many of the patients I dealt with in Kandahar and Bagram who were very badly injured – I was pleased to have been there to care for them but always wondered how they were doing.”

Those sentiments seem to epitomise the reasons the majority of New Zealand Army nurses give for why they enjoy their career. “Seeing people injured when on deployment is never easy but it is a privilege to be able to care for people and value their career.”

Major Simon Ainsworth has been a member of the Royal New Zealand Nursing Corps for 12 years. “I had always been interested in joining the Army and with my nursing background in emergency nursing it seemed like a place that I could use my skills.”

And those skills were put to good use when he deployed to Tonga in 2006, Samoa (after the Tsunami) in 2010, and three times to Afghanistan (TG Crib 5, TG Manaaki in 2008/09 (based at the Role 3 Hospital in Kandahar), and with the Mission Closure Team based at the Bagram Role 3 in 2012/13). “My tours based in Kandahar and Bagram are my stand out deployments with regard to nursing as I was based in their trauma teams. As such I cared for a wide variety of patients that had been injured through combat. This type of trauma is very different from what you experience in New Zealand.”

On Crib 5 he worked with the RAP team based in the PRT at Kiwi Base, and in Tonga he lead the medical detachment in support of Op Vivendi Tango. In Samoa he flew with 3 Sqn, RNZAF as one of their AME team. When posted to Ohakea he was part of the RNZAF Search and Rescue team. “The back of an Iroquois is a very different environment to nurse out of and I always remember the missions when you would winch down to rescue people. “This is a very rewarding experience and something that very few nurses are lucky enough to be involved in.”

Nowadays he can be found in Linton where he is Officer In Command of the Role 2 Light Manoeuvre (OIC R2LM), previously known as the Forward Surgical Team. “My job is focused on leading the specialist staff posted to the R2LM and we are currently focused on the introduction into service of the new surgical tented platform.”

Would he recommend his career? “As a civvy nurse your focus is on competence as a Registered Nurse whereas in the military you need to have both nursing and military competencies. The military lifestyle offers opportunities to train and experience things that you don’t experience as a civvy.”

“I don’t think it takes a different type of nurse just a different sort of mind set in that you have to be prepared to work in any environment (and often at short notice). It’s not just about being good at nursing but being able to utilise your military training to maximise the effect you are trying to achieve. “I enjoy the people I get to work with and the variety that comes with being in the military. “Having the opportunity to serve as a military nurse is a great reminder of how lucky we are to live in a country like New Zealand.”
In August 1914 seven New Zealand nurses became the first to serve with the New Zealand Army when they served with the NZ Medical Corp (NZMC) in Samoa. Although a token group it was the first to do so.

The day before Great Britain declared war against Germany on 4 August 1914, Hester Maclean, the Matron-in-Chief of the New Zealand Medical Corps Nursing reserve wrote to the Adjutant General Colonel EWC Chaytor at Army headquarters about the impending need for nurses to serve overseas. For some time Hester Maclean had been trying, but without success to establish a New Zealand Army Nursing service (NZANS). She felt that now the matter was most urgent and to avoid delay she recommended that nurses be asked to volunteer to join immediately and accept the regulations when they could be formulated and passed.

The response she received came from Colonel Will, the Director of Medical Services, on the 6th of August informing her that there was no intention to send any nurses away. Due to the amount of applications being received by his department from nurses and the time taken to respond to them by his staff, he asked her to inform the nurses of this decision as soon as possible.

At the outbreak of World War One the New Zealand Government was requested to send a Force to seize the German wireless station in Samoa and to ensure that the area was secure. On the 15th of August the Samoan Expeditionary Force (SEF) sailed from New Zealand in two ships, the Monowai and the Moeraki. Each ship had three nurses on board.

Hester Maclean was ill in bed with a sore throat when she received a telephone call early one morning requesting her to report to headquarters immediately. Suddenly the sore throat was forgotten and on arriving at headquarters she was met by Colonel Will who told her of the decision to send six nurses in two groups of three aboard two ships to an unknown destination in three days.

Because of the short notice given to prepare for the journey the nurses selected were all within a day’s journey of Wellington, if not in Wellington itself. The selection of nurses took place on the Saturday afternoon and Monday was spent organising uniforms which were supplied free of charge. However, as the destination was not known the uniforms decided on had to be suitable for both hot and cold climates. Even though the NZANS had yet to be formed Hester Maclean used the same colour she had included in regulations yet to be approved for the new nursing service. Two uniforms were made, the first being a winter weight uniform consisting of a dark grey dress and cloak with a touch of scarlet on the collar, cuffs and cape and plain grey bonnets. The winter weight uniform was supplied by the Drapery and General Importing Company of New Zealand Ltd, better known as DIC. The second uniform of a lighter weight consisted of two grey cotton dresses and a Panama hat.

By Tuesday afternoon the nurses were ready and proceeded to the barracks to be sworn in and issued with the first NZMC regimental numbers.

On Wednesday morning they assembled at the barracks with the rest of the contingent and while the men of the contingent marched down to the ship the nurses went by car. The transports moved into the stream but did not receive them with NZMC regimental numbers.

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On Wednesday morning they assembled at the barracks with the rest of the contingent and while the men of the contingent marched down to the ship the nurses went by car. The transports moved into the stream but did not receive orders to sail and were still to be seen next day. They finally departed in the early hours of 15 August. This was the first time in New Zealand military history that nurses were sent away as part of the NZDF.

The three nurses who sailed aboard the Monowai were Bertha Nurse, Sister in charge of the Unit, Vida Maclean and Louie McNeil. The three who sailed aboard the Moeraki were Eva Brooke, second in Charge; Fanny Wilson, and Louise Brandon. All were Wellington based except Louie McNeil who was from Christchurch. Notification of Louie McNeil’s selection came when she was away on her day off. She had to travel on the overnight steam ferry to Wellington which normally sailed at 8pm but on this particular night the sailing was delayed and did not depart until 11pm. This delay gave her excited friends time to pack for her while she went to stay farewell to her family. She arrived safely in Wellington the next morning. The voyage took them first to Noumea, New Caledonia arriving on the 20 August for coaling. It was here the Monowai had the misfortune to run aground. To free the ship it had to be lightened therefore 900 ton of coal, cargo and ammunition had to be discharged into lighters to enable her to be pulled free. The ship was reloaded with the cargo and troops and continued as planned with the fleet.

The next port of call was Suva, Fiji arriving on the morning of 26 August. It was here six became seven when Ida Willis, of Wellington, who had become stranded while holidaying in Fiji, joined the group. She was delighted when she arrived in Wellington and put us to work immediately.
NURSE’S EMPLOYER RECEIVES TF EMPLOYER SUPPORT AWARD

The employer of Major Sally Dobbs, a Reservist nursing officer with the Army’s 2nd Health Support Battalion, has won an award for supporting her in her Army nursing work.

Major Dobbs works for Southern Institute of Technology (SIT) as an Academic and Relationship Leader in the School of Nursing.

The Territorial Forces Employer Support Council announced its 2015 Employer of the Year Awards last month.

The council is an independent body chaired by Peter Townsend, Chief Executive of the Canterbury Employers’ Chamber of Commerce. Its role is to promote and facilitate employer support for part-time military personnel, and to develop initiatives to raise public awareness and support for New Zealand Defence Force (NZDF) Reserve Forces and youth programmes. SIT, Otagopu, was judged the best large organisation for the support it offered the Territorial Force.

Major Dobbs was in the British Army, QARANC, for 16 years, beginning in Catterick, N Yorks and then becoming a nurse teacher where she covered students in UK, Germany, Cyprus and Northern Ireland. In 1996 she had a six month tour to Bosnia as part of Op Resolute, and in 1990 was awarded the Royal Red Cross in the New Years Honours List.

She left the QARANC in 1999 and followed her husband (also in British Army), for a three year tour to Pohkara Nepal, where she continued working as a nurse with the local community hospital, and teaching the Nepalese nurses and medics employed by the British Army.

She has lived in New Zealand since 2008 and has served in a variety of ways, including in Pacific Partnership in the South Pacific. She has recently submitted her doctorate in education “SIT has been extremely supportive of my reservist activities,” she says.
Thick began her military Nursing career which would continue long after her service in the NZANS had ended due, in effect, to her continuing to care for military personnel at Rannerdale Veterans Home.

In the January of 1915, the NZANS was formed and all the Samoa based nurses became members of the new service and were issued with new regimental numbers, Eva’s being 22/103.

Three weeks after her return from Samoa, on 6 July 1915, she was posted as Matron on the New Zealand Hospital Ship (NZHS) Maheno. The Maheno sailed on 11 July 1915 with a compliment of 14 members of the NZANS with Eva Brooke as Matron. The ship arrived at Suez on the 16th of August and proceeded to Mudros. On the 26th of August Maheno sailed to Anzac Cove. Maheno did a total of five trips to Anzac Cove with one trip in September being one of the busiest with a total of 746 patients; 300 more than they had taken on any previous trip.

The Maheno returned to New Zealand in January 1916 and Eva Brooke reported for duty as Matron at Trentham Military Hospital. She was posted on 11 October 1916 as Matron to the NZHS Marama sailing on 7 November 1916 to England. However, due to a high activity of German submarines in May 1917 and the sinking of several hospital ships, it was decided to remove the nurses from the Marama and they were subsequently disembarked at Alexandria, Egypt. In a letter to Hester Maclean, the Matron in Chief, Eva wrote “Here we are dumped off our beautiful Hospital Ship – we were all very sad yesterday morning when we were told & in fact nearly said that we would not leave, but being military could not do so – we nearly all wept and so did the OC despite all its little ups and downs we’re, very sad.”

After her time on the Marama Eva was sent to England and in June 1917 was posted to the Officers’ Convalescent Hospital, Brighton, England. While in England she was awarded the Royal Red Cross (RRC) 1st Class (RRC): “In recognition of her valuable services with the Armies in France and Flanders.”

Eva returned to New Zealand in 1919 for duty and was posted to the Featherston Military Camp Hospital followed by a posting to Narrow Neck Military Hospital at Devonport, Auckland. She was Struck-off-Strength in February 1920.

On the 10th of June 1921 she was appointed the first Matron of the Rannerdale Veterans Home in Christchurch. On 12 June 1921 she married William John Brown but she remained known at Rannerdale as ‘Matron Brooke’.

She retired on 3 July 1935 to the Lady Freyberg Servicewomen’s Home in Wellington until her death on 11 February 1962. She is buried at the Karori Soldiers’ Cemetery, Wellington.

www.nzans.org

100 YEARS OF ARMY NURSING

Off the back of medical, surgical and emergency nursing, I began my career with the Army as a civilian nurse, working with the Forward Surgical Team (FST) in East Timor in 2001. I saw the diversity that Army nursing could bring; providing medical and surgical services out of tents to our Kiwi soldiers, fellow peacekeepers and East Timorese locals, all which inspired me to join up soon after returning home. I spent three years working in the Territorial Force, whilst continue to keep my clinical skills up, working in Christchurch’s busy Emergency Department. Being unable to resist the lure of Waiouru no longer, I was posted there (voluntarily) for two great years. I ended up leaving NZDF in 2004 to take on another nursing challenge, working for one year, in ‘Emergency Hospital - for victims of war and trauma’ in Kabul, Afghanistan. I believe my military nursing background held me in good stead for what was a career highlight.

Since Sept 2012, I have worked as the Army Liaison Officer for Injured Wounded Ill (I.W.I) service personnel. This role facilitates, co-ordinates and advocates for the care requirements of individual NZ Army personnel who are identified as requiring rehabilitative care. My original focus was to work with wounded soldiers returning from operations, their families and the soldiers’ unit command team. My focus has since broadened and I am focused on personnel who were Injured, wounded or ILL on operations or at home. This role works across all facets of the health care delivery system within both the NZDF and civilian health care providers (private and public).

One day is never the same as the next and I especially enjoy advocating for soldiers. I am involved with events for our I.W.I such as the Invictus Games and the USMC Wounded Warrior Trials, which celebrate rehabilitation through adaptive sports. I am also finding opportunities across NZ with agencies who can offer sporting support and training for our I.W.I, eg. Paralympics NZ, Parafed NZ and Achilles NZ. Recently, I heard someone say, “We train together, we fight together, we recover together.” It is important that we look after our people at all times, whether they are fighting fit or during their rehabilitation process. This role is unique, mostly non-clinical and there is a lot of scope to use your initiative and implement change.

I still work at Christchurch Hospital on weekends, to maintain my clinical competence which I believe is beneficial to this role and NZDF.”

Nursing Officer Captain Rebecca Maddaford
Coming off seven days of section assaults and ambushes and barely having time to shower, the Army Officer Cadets threw themselves into the intense competition and responsibility of hosting Junior Officer Inter-Service Sports Tournament (JOIST) in Waiouru. The tri service Tournament runs annually with two big prizes on the line, the JOIST Cup and the infamous Weka Trophy which has been defended by the Navy for the past three years.

The weekend proceedings were kicked off by a powhiri, welcoming the Navy and Air force onto the National NZ Army marae. This gave the individual services the first chance to eye up the competition. A shared lunch was an opportune time for cadets and midshipmen to tell stories of their experiences and progress since the Joint Officer Induction Course (JOIC) in January.

The first sporting event was the netball. The Army started off strong, delivering the Air Force their first defeat. The Navy put up fierce competition in the second round, matching the Junior officers under training Army blow for blow with the game ending up in a draw. Facing off in the final bout, Navy managed to put the Air Force team down with some skilful late goals.

During the Soccer the Navy fielded an excellent team with semi-professional players, winning all three games. Air Force didn’t quite make the grade, narrowly losing both games after putting up a respectable fight. The Army team also put on a strong performance beating the Air Force and narrowly losing their second match to the Navy.

Next up was the assault course. All teams were seven aside, mixed gender, and all participants had very little experience of the course. The teams displayed determination, fitness and teamwork as they tackled the various obstacles. The Navy’s sea legs paid off, making up excellent time on the large stream section putting them a hard earned 19 seconds in front of the Army at the finish line, with the Air Force close behind.

The sporting events came to a climax with the tri service rugby tournament. Unfortunately the Air Force didn’t have the numbers to field a team and were grounded (from the competition). An excellent game of rugby between Army and Navy was played. Maximum aggression along with short tempers, red cards, broken bones and all manner of other injuries led to the whistle being blown just shy of 80mins, ending in a decisive victory to the Army 43–9. Any hard feelings were left behind as the dinner and function kicked off at the Malone bar. The Navy surrendered the Weka trophy to the Army and memorable night was had by all.

In accordance with tradition, the Weka trophy was pilfered during the evening, but was recovered quickly by some determined officer cadets.

The highly competitive environment generated a great deal of esprit de corps and gave potential junior officers from all three services the chance to meet, build relationships and give time to develop understanding of their respective roles within the NZDF, making JOIST 2015 an incredibly successful event.

Next month: Exercises Le Bas Ville and Nemesis
The Army’s latest recruits graduated in chilly conditions in Waiouru earlier this month. The ceremony marked the culmination of an intensive 16 week course in which the recruits have undergone instruction in all the basic skills required of a soldier. Private Karl Cosgrove topped the recruit course and was presented with the Top Recruit Award.

Gunner Elia Fata won the Sergeant Major of the Army Award.

Recruits showed their families and friends some of what they had learned on their basic course.
By Corporal Tim Watt

As part of this year’s ANZAC Centenary commemorations the international Australian Army Skill at Arms Meeting (AASAM) included a joint Kiwi and Australian team called the ANZAC Combat Shooting Team.

AASAM is an annual combat shooting competition held at Puckapunyal Military Area in Victoria, Australia. The competition encompasses all aspects of combat shooting, from rapid, close quarters shooting with pistol and rifle to long range shooting under duress and fatigue. Each year, upwards of a dozen international teams attend the three week long competition, including all the Five Eyes nations, several countries from South East Asia and a number of our Pacific partners. AASAM is widely regarded as the premier competition of its type in the Southern Hemisphere.

The team consisted of six Australian firers and six Kiwi firers with a Kiwi captain and an Australian coach. All members of the team quickly developed into a cohesive unit when they were brought together in Puckapunyal and it soon became clear that there was a good cross section of experience, different corps, age and ability. Firers from both countries contributed to improving the standard of the team as a whole; the Australians with their skills in marksmanship and mental preparation, and the Kiwis with their tactics and strength in the more strenuous physical matches.

During the week of build up training the team had at Puckapunyal before the start of competition, we were training alongside the Australian Army Combat Shooting Team (AACST). This was extremely beneficial, especially to the Kiwi firers, as the Aussies had a lot of different ideas and techniques when it came to combat shooting (particularly pistol shooting) which the team was able to use to supplement their own skills to become better shooters. Throughout the training period, practice matches were run regularly and during this phase, all firers went from strength to strength, regularly setting personal best scores (PB).

When the competition phase of AASAM started, it became clear early on that the ANZACs were not merely going to be an exhibition team but stood a decent chance of doing well in the competition overall. This was particularly evident when the team won Match 17, the team aggregate of the CQP match. This was the first time in at least the last six years that the match was won by anyone other than Indonesia or Malaysia.

Throughout the course of AASAM, our firers continued to post good results with most of them shooting PBs in different matches, which is quite rare when trying to deal with the mental stress of shooting in an international competition. The new Kiwi firers in particular showed a lot of mental fortitude, with no one “dropping their bundle” at any stage or falling to pieces after a bad shoot, something that often happens with new and relatively inexperienced firers.

By the end of the competition, strong bonds had been formed within the team, a great deal of training had been achieved, contacts had been made for future joint activities and the final results were a testament to the value and success of the ANZAC Combat Shooting Team concept. The highlight of the competition for me was winning the Section Match, a test of soldiering as well as shooting. Being able to work together in a section with a mix of Australians and Kiwis made the win all the more special. The final team medal tally was 10 international teams’ medals, with half of them being gold, which was more than any other country, most notably, Indonesia, Australia, Malaysia and the Philippines. After a tie for first place overall, the ANZAC Combat Shooting Team came second to the AACST by less than a point on a count back.
Below is a breakdown of the team medal tally and the numbers of Kiwis and Australians in each match team:

<table>
<thead>
<tr>
<th>TEAM</th>
<th>MATCH</th>
<th>EVENT</th>
<th>PARTICIPANTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gold</td>
<td>17</td>
<td>Close Quarter Practice Aggregate</td>
<td>5 x Aus 3 x NZ</td>
</tr>
<tr>
<td>Silver</td>
<td>22</td>
<td>Rifle Close Quarter Engagement</td>
<td>1 x NZ 1 x Aus</td>
</tr>
<tr>
<td>Bronze</td>
<td>45</td>
<td>LSW Match</td>
<td>2 x Aus</td>
</tr>
<tr>
<td>Silver</td>
<td>48</td>
<td>LSW Team Championship</td>
<td>2 x Aus</td>
</tr>
<tr>
<td>Silver</td>
<td>51</td>
<td>Obstacle Course – Beat the Butts</td>
<td>4 x Aus 4 x NZ</td>
</tr>
<tr>
<td>Gold</td>
<td>53</td>
<td>Section Match</td>
<td>3 x Aus 5 x NZ</td>
</tr>
<tr>
<td>Gold</td>
<td>56</td>
<td>Machine Gun Falling Plate</td>
<td>2 x Aus</td>
</tr>
<tr>
<td>Gold</td>
<td>59</td>
<td>The ANZAC Challenge (versus world coalition team)</td>
<td>6 x Aus 6 x NZ</td>
</tr>
<tr>
<td>Gold</td>
<td>87</td>
<td>The ANZAC Cup</td>
<td>Spread over five matches involving almost whole team</td>
</tr>
<tr>
<td>Silver</td>
<td>80</td>
<td>International Teams Championship</td>
<td>The overall championship involving the whole team</td>
</tr>
</tbody>
</table>

This was an unprecedented result seeing Australia win for the first time since 2004. The score: 10669.217 points to Australia and 10669.197 points to ANZACS. Only 20 v-bulls separating us with over 10000 points!

Overall, I believe that the ANZAC Combat Shooting Team concept is a very promising one, and one that should be continued into the future. The training value was excellent, with many lessons learnt by both nations throughout the training period and competition. Training with the Australians enhances camaraderie and interoperability across our two armies which is shown in the success achieved by the team, and I believe effort should be made to equal or better this in years to come.

By the end of the competition, strong bonds had been formed within the team, a great deal of training had been achieved, contacts had been made for future joint activities and the final results were a testament to the value and success of the ANZAC Combat Shooting Team concept.
WHY ARE WE DOING THIS? THE NEW APPROACH TO TALENT MANAGEMENT

The new NZDF Talent Management system went live on 23 March. This tool provides 3 components to better support and develop our people: The Performance and Development Report (PDR), the Career Development Plan (CDP) and the Talent Profile (TP).

We are now defining our performance and development expectations at the start of the PDR cycle. This is a big change for us, but forward looking Talent Management is critical to help us retain and develop people with the right capabilities for our missions.

This new approach means that Commanders and Managers need to discuss aspirations, goals and performance expectations with you and use the new tools to define and support these discussions. We are shifting towards a culture that better develops our people, and this is where we start.

NOTE: Due to the transition into the first PDR cycle, those in the ranks of SSGT – CAPT (Reg) and LTCOL – BRIG (Res) have a condensed PDR cycle for the first year. Moving forward, those ranks

PDR ACTIVITY TIMELINE

<table>
<thead>
<tr>
<th>Rank</th>
<th>First PDR Cycle</th>
<th>Goals agreed &amp; finalised</th>
<th>Interim PDR Review</th>
<th>Self-Appraisal</th>
<th>Part-Appraiser Feedback</th>
<th>End of Cycle Appraisal Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>SSGT (E) – CAPT (E)</td>
<td>23 Mar 15 – 31 Oct 15</td>
<td>23/03 – 30/04</td>
<td>01/05 – 30/06</td>
<td>01/10 – 07/10</td>
<td>08/10 – 14/10</td>
<td>15/10 – 21/11</td>
</tr>
<tr>
<td>MAJ (E) – BRIG (E)</td>
<td>23 Mar 15 – 30 Nov 15</td>
<td>23/03 – 31/05</td>
<td>1/06 – 31/07</td>
<td>01/11 – 07/11</td>
<td>08/11 – 14/11</td>
<td>15/11 – 21/12</td>
</tr>
<tr>
<td>LTCOL (E) – BRIG (E)</td>
<td>23 Mar 15 – 30 Nov 15</td>
<td>23/03 – 31/05</td>
<td>01/06 – 31/07</td>
<td>01/11 – 07/11</td>
<td>08/11 – 14/11</td>
<td>15/11 – 21/12</td>
</tr>
<tr>
<td>PTE (E) – MAJ (E)</td>
<td>1 Jun 15 – 30 Jun 16</td>
<td>01/06 – 31/07</td>
<td>01/12 – 31/01</td>
<td>01/06 – 07/06</td>
<td>08/06 – 14/06</td>
<td>15/06 – 21/07</td>
</tr>
<tr>
<td>CPL (E) – SGT (E)</td>
<td>1 Aug 15 – 31 Aug 16</td>
<td>01/08 – 30/09</td>
<td>01/02 – 31/03</td>
<td>01/08 – 07/08</td>
<td>08/08 – 14/08</td>
<td>15/08 – 21/09</td>
</tr>
<tr>
<td>PTE (E) – LCPL (E)</td>
<td>1 Feb 16 – 28 Feb 17</td>
<td>01/02 – 31/03</td>
<td>01/08 – 30/09</td>
<td>01/02 – 07/02</td>
<td>08/02 – 14/02</td>
<td>15/02 – 23/03</td>
</tr>
</tbody>
</table>

NOTE: Due to the transition into the first PDR cycle, those in the ranks of SSGT – BRIG (Reg) and LTCOL – BRIG (Res) have a condensed PDR cycle for the first year. Moving forward, those ranks

PDR cycles will move into their normal cycles commencing in October for SSGT – CAPT (Reg) and November for MAJ – BRIG (Reg) and LTCOL – BRIG (Res).
WHERE TO GO FOR HELP

- **Online training** – Available via LMS or externally via train.myplace.mil.nz
- **HR Toolkit** – This is a one-stop shop of all HR information, processes and user guides
- **PDR User Guide** – Has clear instructions on completing a PDR
- **CDP/Talent Profile User Guide** – Has clear instructions for completing a CPD and inputting information into the Talent Profile
- **Career Managers and HRAs** – Have the knowledge to provide support.
The quandary facing all instructors is how to make the training as realistic as they safely can.

“Over the past month we’ve been training our soldiers to operate in a complex and challenging urban environment at the UTC (Urban Training Centre) in Burnham. Everyone soon knew where all the corridors and doors led so when we were offered the deserted parts of the Islington Freezing Works south of Christchurch, we jumped at the chance,” said the Officer Commanding Alpha Company 2/4 RNZIR, MAJ Kendall Langston.

“I purposely didn’t allow myself or any of the company HQ staff or Platoon commanders to recce the site beforehand because I sought to make the exercise as realistic as possible. If and when the Reserve Force soldiers are called on to assist on NZ Army operational deployments or exercises they will surely come across situations like this.”

The Islington site turned out to be a very challenging and realistic location for urban combat training as the Reserve Force soldiers from Christchurch, Timaru and Nelson soon found out.

“Islington is a great place to train in and we were very privileged to get the opportunity to train here, as it has offered us a high level of realism to allow the soldiers to operate in a complex multi-room environment.

“We spent the morning shaking out at the UTC and for me it was a unique opportunity to have under my command two full strength Platoons,” admitted MAJ Langston, “It’s something that hasn’t happened for me in a quite a few years and it was good to see the Company HQ staff step up and manage the numbers and the company work as one when we deployed from Burnham late in the afternoon to a site nearby the AO at Islington.”
After an extensive safety brief covering everything from earthquakes to ammonia gas leaks, battle orders were given to his platoon commanders, 2LT Penny Roy and LT Adam Friend, then things happened quickly as with the setting sun behind they soon had their platoons moving onto the site in force and discovered how dark and almost claustrophobic building searches can be.

They had only small head lamps to guide them through the smoke filled entrances as they entered the pitch black cavernous interiors of meat processing rooms and huge coolers that hid an elusive enemy party. The latter sought to impede the progress of the soldiers at every bend in the rabbit warren of corridors and doors that needed to opened with force.

Outside pyro explosions and machine gun fire caused nearby demolition workers to briefly stop their work to watch as the soldiers battled their way through the first of three buildings as darkness fell. Many soldiers later admitted enjoying the prospect of finally getting the opportunity to use all the urban assault tools they usually just carried through the UTC.

"The soldiers all performed very well as they coped with often tight, confining and very dark locations. It was good to see them all respond well to the tasks undertaken and all displayed a new higher level of confidence to operate in an urban environment," MAJ Langston said in his summary of the weekend’s exercise.

"The next phase of training will see us work on our open country battle drills and live firing skills as it allows these soldiers to operate effectively in support of the regular army and is also a lead up to our participation in the New Zealand Army’s major field exercise: Southern Katipo, being held in November in the Nelson Marlborough area."
The explosion of the steel, concrete and mud wall charges from 1,200m away

EX PHOENIX BLAST
TESTS 3 FIELD SQUADRON ENGINEERS

SPR Whitehead and SGT Crampton observe a detonation of a basic charge from the firing point

SPR Whitehead investigates a metal signature from his F3 Metal Detector

SPR Almond giving the thumbs up to show he's ready to go

SPR Maaka, SGT Sclater, Mr Ron Smith and SGT Crampton. Mr Smith, an ex sapper and honorary member of the Burnham WO’s and SNCO’s mess, came out to see how the sappers of today operate during demolitions. Mr Smith hadn’t been into the Tekapo Military Training Area for 40+ years.
3 Field Squadron, 2 Engineer Regiment recently deployed to Tekapo Military Training Area for their second major exercise of the year. Exercise Phoenix Blast was a regular force exercise which was rounded out by reservists and was based around two major elements of the Combat Field Engineer trade – demolitions and search.

Phase one of the exercise focused on conventional demolitions. The squadron went back to basics and honed in on the fundamental skills required for demolitions. The first skill revised was the making of basic charges. Sappers were required to cut, test and record the burn time of Safety Fuse in order to make non-electrical initiated charges from PE4. These charges were required to initiate within five seconds, either side, of two and a half minutes in order for a sapper to pass. Once all sappers had passed making basic charges, the focus of the demolition phase moved onto constructing firing lines and fixing charges to different targets. The targets encountered by the sappers included steel pipes, heavily reinforced concrete slabs and compacted earth walls, similar to an Afghanistan Mud Wall. This meant sappers were required to use different charges to achieve their desired effect on a target. This exposed the sappers to new techniques that they had not used before and provided valuable information for commanders to take away.

Phase two of the exercise saw the sappers training on Explosive Method of Entry/Light Urban Breaching. Sappers conducted live breaches with a variety of charges in order to remain current in the skill set. Sappers were exposed to different types of doors so to learn the effects that different charges have on different targets. Being taught this now allows sappers to confidently advise combat units they are supporting on what would be the best way to attack an entry point. This build up training will now lead into Exercise Alpha Talon with 2/1RNZIR.

The final phase of the exercise focused on obstacle reduction and search. The first task the sappers faced was a clearance of a Main Supply Route that had been suspected of having mines laid throughout. This task involved a search team identifying and marking mines, followed by a breaching team using explosive reduction techniques to clear the route.

The culminating task for the phase was a route clearance along a winding 15 km road in the Canterbury High Country which led to five unoccupied buildings which required searching. The section, although fatigued from the activities of the week, were able to systematically approach the mission which allowed for a well executed task and all finds being made.

Overall, Exercise Phoenix Blast was demanding and a good experience for all personnel involved. It now puts 3 Field Squadron in a good position to support Burnham based units for the remainder of the year.
EXERCISE WHAKATIPU HONES 3CSS BN SKILLS

by Captain Shane Baird

3 CSS Bn deployed on Exercise Whakatipu last month to practise deploying a Combat Service Support Team (CSST) prior to our participation in Exercise Southern Katipo in November this year.

The exercise started with a deployment into the training area next to Burnham Camp to allow the initial set up to occur, close enough that personnel could easily obtain equipment found to be missing. The CSST then redeployed down to Omarama for three nights followed by another redeployment to Tekapo for five nights.

During the exercise CSST personnel conducted a wide range of tasks including:
- Refuelling a convoy of vehicles.
- Repairing of vehicles and equipment.
- Establishing a field shower for personnel.
- Catering for 100 personnel using the Tactical Field Kitchen.
- Transporting personnel, stores and equipment.
- Recovery of immobilised vehicles.
- Conduct of Combat Logistic Patrols.
- A large convoy of logistic task vehicles with integral force protection vehicles.
- Manning a Command Post to command and control all CSST tasks and personnel.

Using the full capability of our 4WD vehicles, the exercise also conducted three real-time tasks for the Department of Conservation (DOC) which included:
- Replacement of mattresses to Monument Hut in the Ruatanuiha Conservation Park north of Lake Ohau.
- Delivery of a long drop toilet to Green Point Hut in the Gamack Conservation Area north of Lake Pukaki.
- Uplift of stores and concrete culverts from Lake Ohau Road.

The exercise was a success with all desired outcomes achieved. Even the weather was reasonably kind – only two small periods of rain and a light dusting of snow but cold enough to make everyone feel alive.

I would like to thank all participants for their efforts into making the exercise a success.
## Train Safe Case Study 11

Well disciplined individuals take ownership of and properly care for their equipment. This sense of stewardship avoids costly and unnecessary expenditure on/for replacements. Mission accomplishment requires individuals to be physically and mentally ready with equipment properly functioning and maintained. This state of readiness ensures individual safety and security, as well as everyone else in the organisation. Good equipment stewardship is learned through tough training in which individuals learn to respect and trust themselves and their leaders. Good training also develops an appreciation for the importance of well maintained equipment and other resources.

### The Incident
- A vehicle, container and equipment associated with General Engineering (GE) were destroyed by fire during an Exercise in Linton Camp.
- All vehicles were draped with scrim and camouflaged with cam nets.
- A soldier was cutting angle iron with a Drop Saw outside of the GE container.
- The operator of the Drop Saw was alerted by another soldier that a fire had started.
- The operator of the saw immediately stopped what he was doing, picked up the fire extinguisher and tried to extinguish the fire to no effect.

### Facts
- Sparks were landing on dry scrim approximately 3m away during the cutting process of angle iron.
- Smouldering scrim and cam nets quickly ignited and spread the fire further.
- The Linton Fire Service was alerted.
- A SNCO took initial control of the fire by employing the Quick Reaction Force (QRF) until the 2nd Emergency Response Troop (Linton Fire Service) arrived.
- All equipment including the vehicle, GE Container, its contents and personal issue items were destroyed or rendered unserviceable.

### Findings
- The sparks generated while cutting angle iron landed on dry scrim.
- The GE Container contained an assortment of solvents, compressed gases and hazardous substances that acted as accelerants and due to their nature a decision was made to discontinue fighting the fire.
- There was no damage control plan promulgated apart from generic common sense awareness and pre-positioning of fire extinguishers.

### Conclusion – Fault Checking and Individual Responsibility

The following areas were addressed to prevent further occurrence of this type of incident:
- A review of FRG/Wksp SOP’s regarding Damage Control (DAMCON) plans are clearly defined and briefed.
- All members of the unit are made aware of the potential hazards through training and fire drills.
- Fire fighting equipment be located near to work and accommodation areas.
- A review of safety distances between equipment and flammable materials to minimise the risk.
- Identification of suitable fire fighting equipment capable of containing fires until appropriate fire fighting support can resume responsibility, and
- The introduction of fire/spark arrestors to be utilised when power equipment that may cause sparks are being operated.

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## Train Safe Case Study 12

Officers and soldiers never cease to train, changes to modern warfare, new equipment, and new teams mean conditions never remain constant. The emphasis is on training teams to optimal effectiveness. Professional judgement is an essential ingredient in this development, as it helps us to develop skill sets to cope with new situations. At all levels, learning from one another is the key to mastering and maintaining the skills sets necessary to win in war.

### The Incident
- A unit was conducting a Live High Explosive (HE) Grenade Practice on the Purpose Built Grenade Range in Waipoua.
- Refresher training including dry training and a practice throw for all participants was conducted prior to the live practice.
- All participants received the Grenade Range Safety Brief including the procedure to be taken on the command ‘Down’.
- All safety staff including the two Range Conducting Officers (RCO’s) were aware of their duties and responsibilities.
- One of the RCO’s who threw a HE grenade at the time, was struck in the neck by a small grenade fragment.

### Facts
- A full safety brief was given by one of the RCO’s to all participants.
- The officiating RCO, and Throwing Bay RCO failed to give the command ‘Down’ at the appropriate time, instead observed the grenade land.
- The thrower was injured.
- Range staff were unaware the DM61A1 Grenade throwing procedures had superseded the M6 Grenade.
- Before training was conducted, none of the Range Staff had referred to the applicable orders.

### Findings
- The RCO’s and Safety Staff neglected to familiarise themselves with correct procedures and drills required to conduct a Grenade Purpose Built Range Practice with the DM61A1 Grenade in accordance with DFO (A) Vol 2, Part 2, Book 1, Safety in Training and Range Standing Orders.
- The order ‘Down’ was not given once one second had elapsed after the throwing action.
- All range staff were unaware of the one second rule for the DM61A1 Grenade.
- The Unit did not initiate a preliminary investigation of the accident as required by DFO (A) Vol 2, Book, Safety in Training.

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### ‘Safety’s not a job, it’s our way of life’.

This case study is based on real events. Some details have been omitted to protect privacy.

### ‘A bruise is a lesson, and each lesson makes us better’.

This case study is based on real events. Some details have been omitted to protect privacy.
The scenario was based around conventional operations against a peer threat. The Live Field Firing (LFF) component of Exercise Cassino 2015 consisted of LFF battle runs, and included NZLAV from QAMR, infantry and anti-armoured elements from RNZIR, engineer elements from 2ER, artillery from 16 Field Regiment and logistics support from QAMR Support Squadron. The key blank-firing activities included building clearance drills, urban sweep, urban defence, and combined-arms close country skills rehearsals.

The Combat Team trained at the Moving Target Range (MTR) for the LFF, in Karioi Forest for Troop level close country training, and in the Urban Container Village (UCV) for Troop level defensive training. The MTR was predominantly controlled by Regimental Head Quarters (RHQ), while Squadron Head Quarters (SHQ) controlled the Karioi and UCV training.

For the troops, the biggest highlight was to fire live in a combined-arms environment. With such a focus on training prior to this exercise it was good to finally see indirect and direct fires going down range at the same time. Training together in a combined-arms environment allowed everyone to experience and refine their respective roles in the field, from battle prep through to H-Hour all call-signs learnt something new, and the result developed greater coherence and interoperability throughout the combat team.

Concurrently a QAMR Family Day was organised by RHQ in Waiouru for the family members of our soldiers. Families bussed from Linton to Waiouru and started their day at Paradise Valley and the MTR. From Spectator Hill the families were able to watch Lt Morton’s Troop conduct a LFF battle run with Offensive Support provided by mortars from 16 Fd, and culminating in a dismounted assault supported directly by NZLAV and the engineers from 2ER. This was an ideal opportunity for the families to see their loved ones operating at the sharp end of the NZ Army’s capabilities. From all accounts the families had an awesome time; from observing LFF at the MTR, firing weapons at the simulation centre to sharing common experiences unique to all NZ Army families over a hot brew on a cold day.

In conclusion, Exercise Cassino 2015 was a success in preparing for the international ‘Exercise Talisman Sabre’. Developing and refining our skills in a combined-arms setting during the build up training will put us in good stead to conduct the exercise alongside the Australian Army and other nations.

WEC INTEGRATES WITH 3/6 BATTALION

By A/OC Captain Steffan Wuts, WEC SQN, QAMR

Wellington East Coast Squadron, QAMR with 3/6 Battalion, RNZIR conducted Exercise Cassino, a tactical field exercise in May. The key aim of the exercise was to conduct Reserve Force integration with 3/6 Bn; establishing a Combined Arms Combat Team who would conduct a series of tactical manoeuvre tasks by day and by night across the Kaingaroa forest area.

It began in Taumarunui with NZLAV marry up briefs at the Hauraki HQ, before a preliminary move to the Rotorua Racecourse for tactical orders and subsequent rehearsals, with the intent to conduct a cordon and search mission at dawn. A turn out of more than 40 personnel from 3/6 Bn generated the ability for the Combat Team to resource an inner cordon, dismounted cut offs and vehicle check points on the outer cordon.

The dismounted platoon achieved a tactically sound move to and securing of their form up point utilising night vision equipment, whilst the NZLAVs manoeuvred cut-offs into position and formed an outer cordon utilising dismounted infantry and NZLAV. The mission was a great success, with a number of enemy, having displayed clear hostile intent, killed or captured.

The mission was debriefed by the Reserve Force Cadre staff before the majority returned back to their civilian jobs or to continue with their university studies. We were fortunate to retain a section sized element from 3/6 Bn who continued to combine with the Armoured crews and NZLAV to conduct urban patrolling, forward operating base security and the establishment of close country observation posts, from which the servicing of named areas of interest and the answering of key information requirements led to another successful dawn strike.

WEC Squadron and the remaining personnel from 3/6 Bn then moved south to Waiouru Military Training Area to conduct joint grenade and anti-armour weapon qualifications the following weekend. The exercise and weekend culminated in a conventional combined arms assault in Waiouru.

The exercise provided a great opportunity to integrate Reserve Force elements and displayed the utility and adaptability inherent in a Cavalry organisation. Congratulations to the personnel from 3/6 Bn for their enthusiastic attitude and first-rate turnout.
Junior sports award

Hockey player Sig Krishan Gajadhar won the Junior Sports Player of the Year in the Army Sports Awards.

He’s been playing hockey since he was in primary school. “I enjoy most sports as I’m pretty competitive and enjoy the challenge; it’s also a great way to keep fit whilst avoiding ordinary cardio. Last season we won the NZ services tournament and I was lucky enough to receive the MVP trophy for the tournament. In the Manawatu club competition our team made it to the final but fell short. I got MVP as well as player’s player for the team and MVP trophy for the competition.

Sig Gajadhar says he trains up to six times a week, depending on how many teams he’s playing for at one time. “It’s always good going to regionals and seeing the new talent coming through or getting people along who are keen to try a new sport. The inter service tournament is a great catch up with other service members on and off the field. There’s always plenty of banter thrown around which makes for a competitive but enjoyable environment. Earning your NZDF tie and playing alongside fellow service members is a great way to network and another chance to catch up with everyone.”

At the end of the 14 week placement, applicants receive a final report/reference from their sponsor branch. The report is detailed and covers Position Title, Position Description, Experience Gained, Task/Projects completed, Skills Acquired, Strengths Displayed and a general comment from the supervisor.

Eligibility Criteria

Twelve internships are available to tertiary students who:

a. are NZDF Reservists, of PTE or LCPL rank and are from either the Navy, Army or Air Force,

b. are in their 2nd or final years of study,

c. are available for 14 weeks from 16 November 2015 to 26 February 2015, individual start and finish dates are able to be negotiated to suit academic commitments,

d. are not in paid civilian employment,

e. and who agree to wear civilian clothes for the duration of the internship.

Remuneration

a. Interns will be paid their Reserve Force salary, up to a maximum of 8 hours per day.
b. Interns are not to work weekends.
c. All public holidays are unpaid.
d. Interns are offered full board accommodation at the nearest military base to their place of employment.
e. Interns are offered a daily train pass to and from their place of work to their nearest military base.
f. Travel expenses are to and from home location (stated on initial application form) will be met by NZDF for Christmas leave. Christmas leave is unpaid.

Administration

The Reserve Force Internship Scheme is managed by the Directorate of Reserve Forces and Youth Development (DFRYD), Freyberg House, HQNZDF, Wellington.

For any queries please email reserves@nzdf.mil.nz.

Selection Criteria

Applicants from any academic discipline will be considered. Specific placement opportunities exist for law, HR, science and commerce graduates.

1. Security Clearance

Interns must have an NZDF (CV) security clearance prior to application.

2. Application Process

a. Applications are available by emailing request to reserves@nzdf.mil.nz

b. Applications to be endorsed and sent to reserves@nzdf.mil.nz by applicant’s chain of command

c. Applications to include:

i. Completed application form available (by email request to reserves@nzdf.mil.nz),

ii. Covering letter, outlining why you would like to work at NZDF on a Reserve Internship,

iii. CV – current, including all academic, sporting and cultural achievements.

iv. Interviews will be held for short-listed applicants.

v. Final day for applications: 02 October 2015

HQ NZDF INTERNSHIPS 2015

Are you a serving Reservist about to complete your university studies?
Want to learn more about what the NZDF does in your area of study?

The HQ NZDF Reserve Force Internship Scheme (RIS) will provide selected NZDF Reservists with an internship at NZDF bases across New Zealand.

Interns will be placed where their individual skills can best be used and the intern can be exposed to opportunities to further a military or civilian career with the NZDF.
Did you know that in 80% of reported incidents during training, the rules have been broken? Yet if we were to look at ourselves in the mirror and ask ourselves about our effectiveness as leaders, would we all put up our hands and admit honestly that we don’t know all of the rules and that only by the grace of some higher authority and a dash of good luck have we so far managed to avoid a catastrophe?

OPERATIONS FIRST – SAFETY ALWAYS is our bread and butter as leaders and soldiers. If we are incapable or unwilling to serve, we will soon be informed and others will go. If we are incapable or unwilling to apply good health and safety procedures during training, the likelihood is that one day we will be caught out with dire consequences and repercussions.

The onus is on us to train today, the way we intend to lead on future operations.

The role of the OFSA team at HQ TRADOC is not to usurp your own leadership responsibilities but to support, reinforce and enhance. Over the coming years, our role is to do ourselves out of a job and put health and safety firmly back in the laps of all leaders and soldiers; where it belongs.

The role of Army Health and Safety at all levels is to provide the tools and advice which will assist you in making the right decisions.

A very good example on measuring and mitigating risks is that provided by our white water rafting cousins who in all seasons, terrain and weather, take untrained people down narrow strips of often freezing, cascading waters, for fun! Ten minutes of training, and then straight into it. How do they ensure the health and safety of their clients and what can we learn from it?

The secret is in the risk management up front, supported by the intense focus on risk mitigation before and during every trip.

The secret is in the risk management up front, supported by the intense focus on risk mitigation before and during every trip. Every river is graded and Grade Five is the highest commercially raftable river. Rivers exceeding Grade Five are exceptionally dangerous. My personal experience from over four hundred white water rafting trips is that on a Grade Five river, if you come out of your raft, the chances are you can end up in a seriously life threatening situation, and now and then people drown.

I liken the risk in a Grade Five river to that which we face on operations. No matter how well we plan and prepare, if someone else is having a go at you, the playing field isn’t always level. I refused to go Grade Five and over twenty six years and with more than 10,000 customers, did not have a single, even moderately serious incident.

Now, here is the secret and what we might learn from river rafting and can apply to everything we do in training and in life in general. Why go up the creek without a paddle? In other words, make sure we are prepared and equipped to be able to mitigate any risk, be it weather, terrain, or other factors. But even before this, we need to ask ourselves why we are on a Grade Five river in the first place.

We would most likely compare ‘operations’ to a Grade Five situation. Things will very likely go wrong and we may have people injured or even worse, even though we plan and execute to the best of our ability. In training, we don’t and cannot allow a loss quota. If we limit the risk level in training to a Grade Four river equivalent, the chances of a catastrophe become minimal. The reason being that just by doing this we have placed a twenty percent safety buffer between us and danger. A Grade Three river would provide a sixty percent barrier and this would be as far as we would push things during say basic training when we crawl, walk, run.

So now we understand why we wear hearing protection at the range, why we have a reserve parachute, why we wear a life vest and why we teach drills and procedures that keep our people safe and well. But more than this, if you go Grade Five, you are abdicating your responsibility as a leader. You will eventually be up the creek without a paddle. Stay well, stay healthy, stay safe, stay Grade Four maximum in training.
SUPPLY TECHNICIAN RICKSHAW COMPETITION

28TH JULY
TEAM EVENT
1 DAY
7 EVENTS
ENTRIES CLOSE 21ST JULY
MORE TO FOLLOW – OVER!
FIND OUT MORE ON THE TTS SUPPLY WING PAGE (HTTP://ORG/L-TTS/PAGES/RICKSHAW)

KEY DATES
Regionals: Linton Military Camp 26–31 Jul 15
Training Camp: Trentham Military Camp 20–23 Aug 15
Services: Trentham Military Camp 24–28 Aug 15

REGIONAL REPS
Northern: Miss Tamara Hamiora DTELN: 347 8136
Miss Melanie Chase DTELN: 496 0513
Central: Mrs Jackie Fenton DTELN: 369 7790
Southern: Mrs Chloe Waititi DTELN: 337 7364
Code Chairperson: WO1 W.E. Cross DTELN: 347 7693

Netball Womens & Mixed

Nominations are now open for players, coaches, managers and strappers for the 2015 tournaments. Please send these through to the Regional Reps.
The Linton Military Camp gymnasium was transformed into a boxing arena with 22 NZDF Force staff taking to the ring for Fight Night 2 recently. Hundreds of people were in attendance to watch the fighters battle it out for The Fallen Heroes Charity.

**Official Results:** Conducted by the New Zealand Professional Boxing Association (NZPBA).

**CORPORATE BOUTS:**

**Bout 1:** Women’s Super Featherweight Contest, 3 x 2 minute rounds

- **Makarena Ratima** v **Shaye Campbell**
  - Referee: Robert Revill
  - Judges: Geoff Georgetti, Graham Smith, Pat Leonard
  - Result: Win to M. Ratima by Unanimous Points: 30/27, 30/27, 30/27

**Bout 2:** Super Middleweight Contest, 3 x 2 minute rounds

- **Ian Hall** v **Carlos Mita**
  - Referee: Jim Comp
  - Judges: Geoff Georgetti, Graham Smith, Shelley Ashton
  - Result: Win to C. Mita by Unanimous Points: 30/27, 30/27, 30/27

**Bout 3:** Heavyweight Contest, 3 x 2 minute rounds

- **Isaac Peter Hori** v **Levi Callaghan**
  - Referee: Robert Revill
  - Judges: Geoff Georgetti, Graham Smith, Jim Comp
  - Result: Win to L. Callaghan by Unanimous Points: 30/27, 30/27, 30/27

**Bout 4:** Women’s Light Heavyweight Contest, 3 x 2 minute rounds

- **Adrienne Davis** v **Ruth Tautari**
  - Referee: Shelley Ashton
  - Judges: Geoff Georgetti, Graham Smith, Robert Revill
  - Result: Win to A. Davis by Unanimous Points: 30/27, 30/27, 30/27

**Bout 5:** Women’s Welterweight Contest, 3 x 2 minute rounds

- **Connie King** v **Micya Jane Clark**
  - Referee: Shelley Ashton
  - Judges: Geoff Georgetti, Graham Smith, Jim Comp
  - Result: Win to C. King by Unanimous Points: 30/27, 30/27, 30/27

**Bout 6:** Cruiserweight Contest, 3 x 2 minute rounds

- **Joshua Heremaia** v **Cam Peato Perez**
  - Referee: Jim Comp
  - Judges: Geoff Georgetti, Graham Smith, Shelley Ashton
  - Result: Win to C. Perez by Unanimous Points: 29/28, 30/28, 30/28

**Bout 7:** Cruiserweight Contest, 3 x 2 minute rounds

- **Ian Grant** v **Johnny Sinton**
  - Referee: Shelley Ashton
  - Judges: Geoff Georgetti, Graham Smith, Robert Revill
  - Result: DRAW: 29/28 (Sinton), 29/29, 29/28 (Grant)

**Bout 8:** Heavyweight Contest, 3 x 2 minute rounds

- **Nathan Thompson** v **Angus Wells**
  - Referee: Jim Comp
  - Judges: Geoff Georgetti, Graham Smith, Shelley Ashton
  - Result: Win to A. Wells by Unanimous Points: 29/28, 30/28, 30/28

**Bout 9:** Cruiserweight Contest, 3 x 2 minute rounds

- **Zacharia Turnbull** v **Jin Choi**
  - Referee: Shelley Ashton
  - Judges: Geoff Georgetti, Graham Smith, Jim Comp
  - Result: Win to J. Choi by KO1.

**Bout 10:** Heavyweight Contest, 3 x 2 minute rounds

- **Sione Mataele** v **Elisha Talto**
  - Referee: Robert Revill
  - Judges: Geoff Georgetti, Graham Smith, Shelley Ashton
  - Result: Win to S. Mataele by Unanimous Points: 29/28, 30/27, 30/27

**Bout 11:** Cruiserweight Contest, 3 x 2 minute rounds

- **Mathew Ball** v **Te Pumautanga Campbell**
  - Referee: Shelley Ashton
  - Judges: Geoff Georgetti, Graham Smith, Jim Comp
  - Result: Win to T. Campbell by Unanimous Points: 29/28, 30/27, 30/27

**Suspensions:** Zacharia Turnbull – Knockout Suspended to 28 June 2015

**Association Fight Supervisor:** Pat Leonard

**Time Keeper:** Army

**Doctor:** Dr. Robert Duncan
by SSGT Reijo Kokko (2 Workshop Coy)

Manfield Race Course in Feilding is synonymous for fast cars, thunderous engine sounds and the smell of burning rubber and high octane fuels. However, these sounds and smells soon changed when approximately 300 lycra clad cyclists of all ages, genders and abilities descended on Manfield for the annual six hour Cycle Challenge. The event involves teams of up to four cyclists racing around a three km circuit completing as many laps as possible within six hours. The rules are simple, the team with the most laps over 6 hours of racing wins their category. There are a multitude of team categories to register into such as, social, school, workplace and University teams. There is a solo male and female category for those who prefer to test their bodies and minds a little further. LT Ian Eagle (QAMR), SGT Paul Jones (2 Workshop Coy) and myself entered into the Services category of the event. This category is reserved for members of the NZDF, NZ Police, Fire Service, St Johns and the Prison Service.

On the morning of the event everyone was vying for the best spots within pit lane to prepare themselves and their speed machines for the race ahead. Once this hectic part of the morning was complete, a final race brief was given by the Event Organiser. This was also the part where the first rider would vie for the best position behind the pace car, prior to heading out on to race course. The first lap is always conducted under the control of the pace car to introduce cyclists to the layout of the track and to quell any nerves riders might have. Some cyclists call this intro a “Gentleman’s Lap”, however there are always tactics, strategies and psychological games going on within the peloton to disrupt an unwary cyclist. As the pace car increased its speed to signal the start of the six hour Challenge, the pace of the main peloton intensified to drop any cyclists who were not up to the task of staying with the group. LT Eagle was our first team member to lead out and apply the strategy we spoke of for the race ahead. We had decided to race a very fast and intense race, changing team members every five laps. This ensured that each team member was out racing for approximately 20 – 25 mins while maintaining an effort of about 80 – 90% intensity. After an intense five laps, we would then have around 42 mins to hydrate, consume a high calorie snack, rest and conduct a quick warm up prior to completing yet another five laps of hard intense cycling. This strategy proved to be very effective for us as we felt energised throughout the race, over taking scores of lonely cyclists in our path.

Our team, New Zealand Army (Central Region) completed a total of 75 laps (225 km), with SGT Jones completing our fastest lap in four minutes 12 sec. This was enough for our team to secure the Services Category six hour Challenge trophy for 2015. In the other categories, MAJ Rob Te Moana’s team, New Zealand Army Cycling (Wellington Region) competed in the Social Male Team Challenge. Their strategy was to stay with the main peloton and rotate approximately every hour. This proved to be a very good and effective strategy for their team as they were able to maintain contact with the main peloton, and at times control the peloton throughout the race. However, due to a very strong category with the main peloton, and at times control the peloton throughout the race. However, due to a very strong category this year, MAJ Te Moana’s team once again had to settle for an honourable 3rd place. Overall the whole day went very well, as always made possible by all the hard work from the volunteers, support by the sponsors and everyone who participated on the day.

Both road cycling and mountain biking are official sports within NZ Army, and they cater for all ages, genders and abilities. If you are interested in either of these sports, each region has their own point of contact you can approach and talk to. They are more than happy to answer any questions, share their experiences and also take you out on some scenic bike rides through our picturesque country side.

Regional POC’s for road cycling and mountain biking are:

Burnham:

Road Cycling: MAJ Brett Grieve, SSGT Wayne Anderson
Mountain Biking: LCPL Matt Reid.

Trentham:

Road Cycling: MAJ Rob Te Moana, MR Tom Hurst
Mountain Biking: TBC

Linton:

Road Cycling: LT Ian Eagle, SGT Paul Jones
Mountain Biking: SSGT Kurt Newlands, SGT Paul Dowman

Waiouru:

Road Cycling: PTE Megan Watson
Mountain Biking: TBC

Did your Great Grand father or Great Great uncle join the Army between September 1915 and 1918? If he did he is likely to have done “The Crossing” the trek from the Featherston Military Camps to ships waiting in Wellington Harbour. The first group to march was the 7th Reinforcement and the last was the 38th Reinforcement. If your ancestor was part of any reinforcement group between these numbers it is likely he marched. If you would like to take part in a re-enactment of this march on 22nd September 2015 read on...

The event is scheduled for 27 September 2015 and as numbers representing current NZDF personnel are limited you will need to register your interest early. All participants will need to be physically capable of the 21 kilometre march over the Rimutaka Hill Road which will depart Featherston Military Camp at 7.00am.

Other options for involvement with the commemorations are:

• Joining the march from the Featherston Camp to the Featherston Cenotaph where there will be a dedication.
• Joining the march through the Upper Hutt Central Business District
• March on to Davis Field at Trentham Camp culminating in an open day
• Contribute in kind with services or goods to support the march

POC
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AGS – WO1 I Davis
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VOLUNTEERS WANTED

armysport
Linton Military Camp played host to the latest round of the Loaded Tough Guy & Gal Challenge series recently. Just under 1000 competitors from all over New Zealand took part in the event and soldiers from the camp also competed alongside them. Other camp staff supported event organisers to make the day a success. 2015 marks the 13th year the Tough Guy & Gal Challenge has been running.