THE NZ Army Current State

Our Vision and Mission
Our vision is a World-Class Army with Mana – we deliver the right effect with respect and pride.

Our mission is to provide world-class operationally focused land components as part of a Joint Force that are led, trained and equipped to win.

Creating a Joint Effect
The vision and mission of the Army is to maintain its world-class standards while seamlessly integrating with our sister Services.

Alignment within the maritime, land and air environments will secure our future as a force for New Zealand.

On the Land

6613 MIL/CIV/RES Personnel

44 Trades

Preparing
All capabilities prepared for joint operations so they can be deployed, sustained, recovered and regenerated at the scales of effort required to meet the government's objectives.

Protecting
Operations to protect New Zealand and New Zealanders. Support foreign policy objectives that strengthen security and avert conflict.

Projecting
Operations contributing to New Zealand's security, stability and interests.

Informing
Provision of advice and military intelligence services to government to support decision making for the defence and security of New Zealand.

Our Outputs

Domestic Activity
Annual Report for year ended June 2016

International Exercises
We are involved in many exercises here and overseas involving militaries, partners and allies from our region, including:
- Exercise JASCO BLACK 17-2 (USA / Sth Korea / NZDF)
- Exercise TALISMAN SABRE 17
- JAC Training 17
- Exercise TAFAKULA 17 (France / USA / Tonga / NZDF)
- Exercise LIGHTNING WHAIMITI 17 (USA / NZDF)
- Exercise LULUAI 17 (PNG / NZDF)
- Exercise LION WALK 17 (Singapore / NZDF)
- Exercise SOUTHERN KATIPO 17
- Exercise HUS MERE 17
- Exercise CEELO 17 (France / NZDF)
- Exercise CROIX DU SUD (New Caledonia / NZDF)
- Exercise JAYFA 17 (Australia / NZDF)
- Exercise STEEL KNIGHT 17 (USA / NZDF)
- Exercise THUNDER WARRIOR 17 (Singapore / NZDF)
- Exercise WORTHINGTON CHALLENGE 17 (Canada / NZDF)
- Exercise CAMBRIDG PATROL 17 (UK / NZDF)
- Exercise BOLD QUEST 17 (USA / NZDF)

Output Four
Domestic Response

Output Five
Land Combat / Stabilisation and Support Operation

Mānawatu:
- 1 (NZ) Brigade HQ
- 1 Brigade units
- Land Operations Training Centre
- Collective Training Centre

Waiouru:
- TRADOC HQ
- Army Schools
- Waiouru Training Area

Auckland:
- Special Air Service Regiment

Wellington:
- HQ NZDF
- Army General Staff
- HQ Joint Forces
- Logistic Command (Land)
- Base Depot

Canterbury:
- 1 Brigade units
- Tekapo Training Area

Output FOUR – £500

Output FIVE – £1850

Our People

13% of the NZ Army is female.

COURAGE | COMMITMENT | COMRADESHP | INTEGRITY
THE NZ ARMY FUTURE STATE – ARMY 2020

STRATEGIC DELIVERABLES

SUCCESS FOR ARMY 2020 WILL MEAN:

FORCE GENERATED
- We have established an engaged career management framework that takes a more individualised approach.
- We have developed a Personnel Plan aligned to the 4 YRP and DMRR steady state FY 24/25.
- We have optimised the training pipeline to align to the DMRR growth plan and Army demand.
- We have retained the core nucleus of knowledge and experience at CPL, SGT, CAPT & MAJ level to meet operational outputs utilising a ‘Just in Time’ force generation model.

TRUSTED PARTNER
- We are in the top five of most trusted professions.
- We are sought by other government agencies for our professional skills.
- We have implemented an effective engagement framework that includes regional and international communities.

FORCE RESOURCED
- We proactively assess the future combat environment as part of Business as Usual.
- We critically assess programmed capability delivery.
- We have implemented and introduced a framework to ensure that the right operational capability is available as required.
- We’ve introduced agility in capability management to accept risk with introduction.
- We have an established operational evaluation framework for capability introduction and outputs within the Joint Interagency Multinational environment.
- We’ve embedded the task group structure with the right equipment available to support capability brick deployment and sustainment.
- We embrace an evidence-based governance system to support the organisation.
- We’ve established a consistent footprint baseline for our Camps beyond 2020 to enable Defence functional services that support NZ Army.
- Army support families or wounded and sporting excellence.

JUMP EFFECT ENHANCED
As a sustainable, professional force for New Zealand, we are enhancing land combat capability enables the New Zealand Defence Force to win on operations.

Our deployable ground forces work within a well-defined, integrated and enabled operations model.
We are sought out by our military partners, engaged in communities around the globe, and we are trusted to bring our expertise across the South West Pacific.

OUR PEOPLE
Our demographic will better align with NZ population.
Our personnel retention will increase.

44 TRADES

ENHANCED COMBAT CAPABILITY

WEAPONS
REPLACED:
- 40mm grenade launcher
- 5.56mm rifle
- pistol
- sniper rifle

UPGRADED:
- 84mm anti armour weapon
- sustained fire machine gun

NEW:
- anti-material weapon

COMMUNICATION
- Network enabled Battalion HQ and rifle company
- Network enabled light task group
- Sensor systems
- Modernised Special Forces command & control

LOGISTICS
- AMHOV full capability delivered
- Special Ops vehicles
- Aircraft refuelling tankers
- RHIBs tractor trailer vehicles
- Garrison and training support vehicles

MANAWATU:
- 1 (NZ) Brigade HQ
- Collective Training Centre
- 1 Brigade Units Land Operations Training Centre

WAIOURU:
- Waiouru Training Area

AUSTRALIA:
- Special Air Service

WELLINGTON:
- HQ NZDF
- HQ Joint Forces Base Depot (Base Trentham)

CANterBURY:
- 1 Brigade units
- Tekapo Training Area
## What has Army 2020 done so far?

### Force Generated

Maximising our people capability to meet future challenges.

### Land Effects Enhanced

Being more effective in the generation of warfighting capability.

### Force Professional

Working with New Zealand and South West Pacific communities to secure a strong and stable future.

### Trusted Professional

Strengthening Army’s operational worthiness.

### Resource Management Enhanced

Optimising Army’s resources, infrastructure and logistics.

### Trust Partner

Working with New Zealand and South West Pacific communities to secure a strong and stable future.

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**Operational Testing and Evaluation (O&TE)** provides a way to identify risk and assess the true implications of newly acquired capabilities. The O&TE process confirms equipment meets the user requirements and ensures that the introduction into Service (IIS) is conducted in a safe and effective manner.

**In Service Weapon Replacement and Upgrade Programme (ISWRUP):** Glock 17 delivered to 600 pistols to replace the aging fleet of Sig Sauer P226. Modern MOLLE compatible holsters have been supplied as part of this project, which are a huge improvement on the old Bianchi holsters.

**Army Innovation and Battlelab:** Reinforces an adaptive and innovative culture in the NZ Army. Defence is going through unparalleled change, and there is a requirement to do our work better and smarter. The Army Innovation Scheme is all about capturing ideas and implementing them if they offer value for money or enhance effectiveness.

**Futures Forum** provides a regular review of the future operating environment and trends to ensure Army is structuring, equipping and training to meet emerging threats. The Futures Forum guides new equipment purchases for Army and ensures we remain relevant with up to date doctrine, tactics, techniques and procedures (TTP), and standard operating procedures (SOP).

**Land Professional Military Education (LPME):** Successfully reviewed and replaced the Army Qualifications Framework (AQF). Army ‘All Arms’ training now consistent with the Joint Professional Military Education (JPME), which allows Army to produce officers and NCOs capable of performing in any land operating environment.

**Land Warfare Instructor:** Evaluated issues in instructor development, training and management. It considered military and civilian factors that impacted on the Army and designed a comprehensive instructor framework that promotes a culture of instructor excellence. This is particularly important for training organisations like the Army Depot (TAD) and the Army Command School (ACS).

**Professional Forum (Adaptive Warfighting Centre):** Provides a mechanism for professional development and on-going education for the Profession of Arms. This includes the adaptive warfighting outputs and professional journals.

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**Land Professional Officer Career Model:** Model is a more individualised career management model that enables recognition of performance without time bars in the Lieutenant and Captain ranks. This reduces the barriers to reaching the rank of Captain where officers have greater opportunities for operational deployments and wider employability in professional appointments (e.g. Capability Branch) resulting in retaining greater numbers of junior officers in the NZ Army.

**Revise Career Management Structures and Policy:** The creation of the Directorate of Army Career Management (DACM) enables Army to apply policy more consistently across the officer and soldier ranks, which increases fairness. In time, it will provide a better quality career management, assisting individuals to reach their potential and enabling the Army and the NZDF to make the best use of our people.

**Direct Entry of Trade Qualified Personnel:** Provides an alternative option to reduce hollowness by recruiting personnel who are already trade qualified, and awarding them with rank commensurate with their qualifications and experience after they have completed basic training. This will reduce the workload stress experienced by our NCOs, whilst improving our sustainability of operational outputs.

**Humanitarian Aid and Disaster Relief:** We responded when called up upon to provide assistance to natural disasters in New Zealand and the South West Pacific. We supported post-cyclone relief efforts in Vanuatu and Fiji. Support was also provided following the Kaikoura Earthquake and during the fires in Christchurch’s Port Hills.

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**PHASE 2**

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<tbody>
<tr>
<td>FORCE DESIGN</td>
<td>Future force structure of the Army confirmed</td>
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<td>NEA</td>
<td>Common digital command post introduced into service</td>
<td>New digital radios introduced into service</td>
<td>Digitisation of a Task Group Headquarters, Light Infantry Company and Special Operations element</td>
<td>First armoured vehicles and vehicle replacements for LOV introduced into service</td>
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<td>PMCP</td>
<td>MARS-L issued to remainder of 5 BDE and TRADOC (less ARG)</td>
<td>MARS-L issued to regional MFU equipment pools and ceremonial pool</td>
<td>New sniper rifle and anti material weapon (Barrett M109) introduced into service</td>
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<td>ISWRUP</td>
<td>MARS-L issued to T6c, NZCTC, RNZIR, 2/1 RNZIR and QAMR</td>
<td>New short range handheld observation device introduced into service (replaces N/CROS binoculars and Vector LF)</td>
<td>EWS-TI: New thermal imager thermal weapon sights introduced into service (replace CVN2-T2)</td>
<td>Advanced Combat helmet (ACH) and Releasable Ballistic Armour Vest (BRAV) replacement introduced into service</td>
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<tr>
<td>SOLDIER SYSTEMS</td>
<td>HHOD-SR: New short range handheld observation device introduced into service (replaces N/CROS binoculars and Vector LF)</td>
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<td>EWS-TI: New thermal imager thermal weapon sights introduced into service (replace CVN2-T2)</td>
<td>HNV: New night vision device introduced into service (replace Mini N/Seas)</td>
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<td>PLAN MERE</td>
<td>NVD: New night vision device introduced into service (replace Mini N/Seas)</td>
<td>Papakura: New barracks accommodation completed</td>
<td>Linton: New military and dental centre facilities completed</td>
<td>Linton: QAMR’s new unit lines completed</td>
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<td>CONSOLIDATED LOGISTICS PROJECT</td>
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<td>Burnham: Construction begins on new Health and Rehabilitation Centre</td>
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<td>Burnham: New workshop, warehousing and MFU facilities completed</td>
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<td>INTOPEERABILITY</td>
<td>Exercise Southern Katipo 2017: Participants from numerous partner militaries and other New Zealand government agencies</td>
<td>New Zealand hosts the ABCANZ Executive Council meeting in Christchurch</td>
<td>New Zealand hosts the ABCANZ Annual meeting</td>
<td>Exercise Southern Katipo 2020</td>
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<td>LANDWORTHINESS</td>
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<td>Landworthiness Project completed and onwards</td>
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<td>MISSION COMMAND TRAINING CENTRE</td>
<td>Mission Command Training Centre (MCTC) established in the Manawatu</td>
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**WHAT DOES ARMY 2020 STILL HAVE TO DO?**

**FORCE DESIGN PROJECT** This project will determine an affordable and sustainable Army structure, and produce a plan for Army to achieve it before 2025. It will identify the trades that need to grow and those that need to shrink. It will then synchronise these changes with the introduction of new capabilities, such as NEA and PMCP. The Force Design Project is scheduled to be completed by the end of 2018.

**FORCE RESOURCED**

**NETWORK ENABLED ARMY (NEA)**. This programme will introduce a digital Command, Control, Computers, Intelligence, Surveillance and Reconnaissance (C3ISR) capability that will enhance the command and control of land based forces. As part of this new network communication equipment, digital radios and Remotely Piloted Aircraft System (RPAS) sensors will be delivered. It will be delivered in four tranches between Dec 14 and Jun 26.

**PROTECTED MOBILITY CapABILITIES Project (PMCP)**. PMCP will provide the NZDF with a protected land mobility capability. Minor upgrades will be made to the NZLAV fleet to ensure operational effectiveness is maintained. PCMP will also deliver vehicles to replace the armoured LOVs; these new vehicles will provide a much better level of protection for troops against ballistic and blast threats. Also included will be vehicles to replace the unarmoured LOVs and remaining Unimogs; these vehicles will be capable of carrying out a variety of tasks in a lower threat environments.

**ISWRUP**. This project will deliver the new individual weapon system for the NZDF. MARS-L will be delivered in four tranches between Apr 17 and Aug 18. MARS-L has twice the effective range of IW Scop, which is a huge increase in combat capability. ISWRUP will also deliver the new .338 caliber sniper rifle and introduce a new 9x39 caliber anti-material weapon capacity by mid 2018.

**SOLDIER MODERNISATION** This project will deliver the replacement for the current Advanced Combat Helmet (ACH) and Releasable Body Armour Vest (RBAV) by Dec 15. It will also deliver new night vision equipment (NVE), thermal weapon sights (EWS), and handheld observation devices (HHOD) to replace such items as the Mini N/Seas, CVN2-T2 thermal imaging sights, N/CROS binoculars and Vector Laser Range Finder starting early in 2019.

**TABLE OF EQUIPMENT ENTITLEMENT (TOEE)** The TOEE Project will deliver a complete Army equipment table with the authorised equipment holdings for each unit in the Army. This will assist in ensuring that units have the equipment they need to support their DLOC training. The TOEE project is scheduled to be completed by Jul 17, transitioning to business as usual from this point onwards.

**PLAN MERE**. MERE provides the plan for the future development of all Army camps and training areas. In Papakura, additional accommodation will be constructed by mid 2018, and a new medical/dental facility will be completed by mid 2019. In Linton, QAMR’s new unit lines will be completed by mid 2019 and a new camp headquarters constructed by the end of 2020. In Burnham, construction of a new Health and Rehabilitation Centre commences mid-2018.

**CONSOLIDATED LOGISTICS PROJECT (CLP)**. The CLP will deliver a mixture of logistic support infrastructure improvements. In Linton, new MHV hangars and CSSB workshop facilities will be completed towards the end of 2019. In Burnham, MHV hangars will also be finished late 2019, and upgrades to 3 CSSB workshop facilities will be completed by the end of 2020.

**TRUSTED PARTNER**

**ARMY INTEROPERABILITY** From 2017 onwards a number of joint exercises occur under the America, British, Canada, Australia, and New Zealand (AB CANZ) Armies Programme, the Five Powers Defence Arrangement (FPDA), and with nations in the South West Pacific region to enhance interoperability, help build capacity and assist in forming partnerships. NEA will be a core contributor to this.

**TRUSTED PROFESSIONAL**

**LANDWORTHINESS** The purpose of the Landworthiness Project is to define and enforce the professional standards of the Army. It also provides the framework to make sure the practices and processes for land based activities are as safe as practical across the NZDF. The Landworthiness project is scheduled to be completed by Dec 17, transitioning to business as usual from this point onwards.

**MISSION COMMAND TRAINING CENTRE (MCTC)**. The MCTC will create a centre of excellence that will develop leaders’ decision making abilities and teach common command post procedures. This will allow Army to make the best use of the digitised command and control capability that will be delivered by NEA. The MCTC will incorporate the School of Signals, the School of Military Intelligence and Security, the Tactical School, the Simulation Centre, and the Adaptive Warfighting Centre. The MCTC is scheduled to be established by Jan 18.