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ISSUE479 | FEBRUARY2017



BETTER TOOLS

The Army's new rifles are here

SAPPERS TO SINAI

Building a security fence for international peacekeepers

FIGHTING FIRES

Emergency responders work throughout the country

NZARMY NEWS

FEBRUARY 2017
ISSUE 479
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COVER: Army firefighter Corporal Alex Walker takes a break from battling flames in the Coromandel. Photo: LAC Chad Sharman

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TAKING CARE OF SOLDIERS

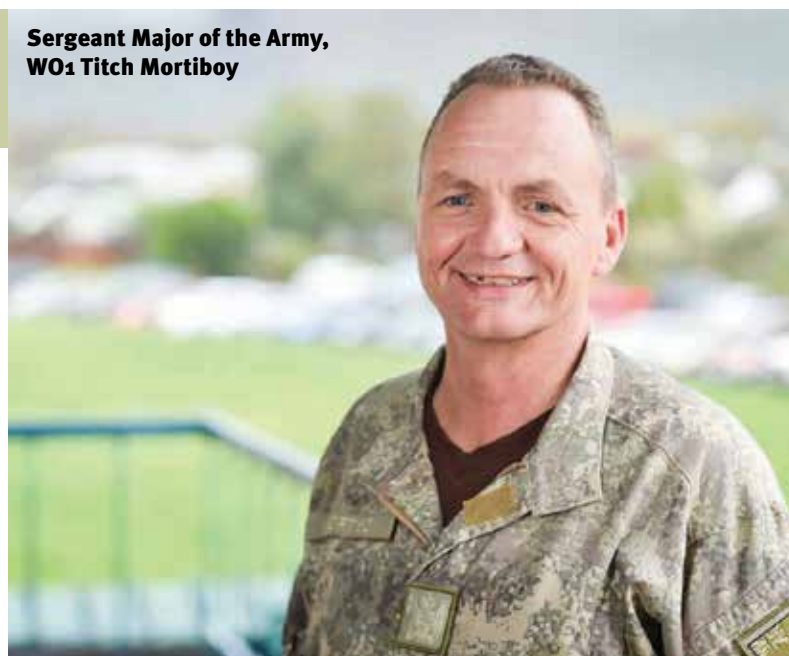
Nga Mihi o te Tau Hou – Happy New Year one and all! I trust you and your family are refreshed from the leave break. For those who were on duty throughout, thanks for your efforts. Regardless of the sort of break you had, I hope you are ready for 2017. As I begin my year as the SMA it's my responsibility to you and CA to set some objectives and work streams to keep taking Army and soldiering forward. I would like to share some of these with you in this forum which focuses on messaging our NCOs and soldiers.

The first is the requirement to be ready. What does "ready" mean? To me, as a soldier, being ready simply means being deployable (in New Zealand and offshore) to get out and achieve the mission. It demands that I understand the purpose of the unit I'm serving in and what my role is. Being ready is a mindset and there were indicators last year that not enough of us were deployable at any one time. At its base are currency requirements, but readiness goes further into areas of staying healthy, keeping our affairs on track and our family lives in order. It is a constant aspect of soldiering you need to keep on top of. It's the mark of a professional who can be trusted when we get the nod to move out. For our NCOs, be the example and then set about sorting out those soldiers who are habitually non-deployable.

Next is the quest to keep on learning. For some that means building on their area of expertise. For others it's about seizing opportunities to gain different experiences. I want to encourage our NCOs to think about education and streams of study. We (NCOs and soldiers) need to take account of our own professional development more than what we have been doing. This isn't about being spoon-fed on courses and getting ticks in the box. Admittedly we do a lot of courses up front; but there comes a point we where have to broaden and get the big picture whilst refining our prime roles. We are progressing a new model for enlisted development and working through those areas that need attention. In the meantime, we all have a responsibility to be as proficient as we can in what we do, especially if soldiers' lives are counting on it.

Another area of work I wish to highlight is in the area of mental health. Specifically I want to help to erode the stigma associated with this aspect of our wellbeing by promoting awareness at command level, and educating us all as leaders and mates. I want to encourage and reinforce to those suffering that they can reach out and someone will be there to support them in getting the help or treatment they require. If any one area requires us to embrace our core values of courage and comradeship, this is it and we all have a part to play. It covers the whole spectrum: people may be depressed,

Sergeant Major of the Army,
WO1 Titch Mortiboy



lonely or stressed. At the NZDF-level we will get the results of the survey from last year and look at what needs be done within the organisation. Fit to fight needs mind, body and spirit all to be well, not just one of these.

As I write this I have learned of the passing of WO1 'Rusty' Taylor, MBE, BEM, RNZIR – our first SMA. I had the pleasure of being in his company many times, none more important that when I first became SMA. He retold the story of how the appointment began, and what the purpose of the SMA is. Rusty epitomised a key NCO responsibility, and that of every commander: to care for and look after soldiers and their families. This is the central theme that collectively as RSMs we have set for ourselves in 2017. It is even more poignant that we do this now in SMA Taylor's memory.

Forty years on and 14 SMAs later, it's up to us now to continue the legacy through our actions. You will hear more about this theme as we track into the year. For now I want all commanders and leaders to ask themselves:

- How well do I know my soldiers?
- How much time am I spending with them daily? Weekly?
- What do I need to do more/do less to better take care of my soldiers?
- How do we involve and connect with our military families so that they know we value their support and will look after them?

Ka maumahara tonu tatou ki a ratou – In death a warrior still... Stand Down Sir – RIP.

Let's have a great year and enjoy our soldiering. Be professional; get ready; take care of your soldiers and your mates.

Soldier on – Nga Mihi.

TEEN TAKES SONG CONTEST WITH SONG OF ARMY DAD'S RETURN

A song she wrote about how hard it was not knowing when her Army officer father would return from Afghanistan war duty has turned Jessica Weston into the Voice of Upper Hutt.

Jessica, 13, won the senior competition at the Little City Big Bash Festival, Upper Hutt's celebration of 50 years as a city.

Her win came with her solo delivery of "How Long?", a song she wrote two years ago, after the safe return of her father to her Maymorn home.

It was the first time the song had been performed live. Jessica brought it out after playing covers in the qualifying rounds.

"I'd only been playing guitar for six months when I came up with some chords I thought were cool and I put the words to that," she said.

Her father, Richard Weston, was Commander of the New Zealand Mission Closure Team to Afghanistan in 2012–13.

He was away for several months with no guaranteed return time, missing the family Christmas and Jessica's 10th birthday.

"I wrote the song from my memory of that time," Jessica said. "That's what it is about, not knowing when he would be back."

Jessica, a Year 9 Heretaunga College student, headed off several finalists in the afternoon semi-final and final of the competition.

"I was quite nervous but I was friends with the other contestants, so that helped. I was so proud – I thought I wouldn't win," she said.

Her parents watched her winning performance and the public debut of a song close to their hearts.

"We are both very proud of her. She was nervous but once she got on the stage she was in charge," mother Kerry Weston said.

"Richard was blown away the first time that he heard the song.



Jessica Weston with her dad, LTCOL Richard Weston

There were tears."

Jessica plans to study music at NCEA level and at university. She has taken piano lessons for eight years and weekdays are busy with guitar, piano, singing and dance lessons.

She also plays keyboards and sings in Organised Chaos, a four-piece college band.

"She's always loved music," her mother said. "As a five-year-old she nagged and nagged us, because she wanted to learn an instrument. She never stops singing.

"I don't know where she gets it from, because neither her father nor I are musical."

Jessica's success earned her four recording hours at the Prime Music Academy studio and the opportunity to perform at Upper Hutt's Carols in the Park concert next month.

"I've never been in a studio, so it's going to be exciting. I will try to take the band there," Jessica said.

Story courtesy of Fairfax Media



New Director Defence Legal Services, Colonel Lisa Ferris with the Chief of Defence Force, Lieutenant General Tim Keating

COLONEL FERRIS NEW HEAD OF LEGAL

Chief of Defence Force, LT GEN Tim Keating, has welcomed Colonel Lisa Ferris to the role of Director Defence Legal Services.

Colonel Ferris holds a Master of Laws and a Bachelor of Commerce and Administration from Victoria University. She completed United States Marine Corps Staff College in 2014.

“I congratulate Colonel Ferris on being appointed Director Defence Legal Services – an appointment well earned,” says LT GEN Keating. “Lisa is the best person to have in this role.”

Colonel Ferris has held many legal roles within our Defence Force. These include: Legal Staff Officer Army Training Group, Deputy Chief Legal Advisor Joint Forces New Zealand, Assistant Director Legal Services – Northern Region Legal Office, and Deputy Director Personnel Law. In 2013 Colonel Ferris was promoted to Lieutenant Colonel and appointed as the Deputy Director Operations Law and the Chief of Staff for Defence Legal Services. From April 2016 Colonel Ferris was promoted to the rank of Acting Colonel and became the Acting Director of Defence Legal Services. Colonel Ferris also has extensive operational experience.

In 2008 Colonel Ferris was deployed to the Arabian Gulf as the Legal Officer aboard Her Majesty’s New Zealand Ship TE MANA where she provided legal advice to the Commanding Officer primarily on matters of operational and international maritime law. In late 2009 Colonel Ferris was deployed to Afghanistan as the legal officer advising the New Zealand senior national officer on rules of engagement, law of armed conflict, and general military law issues. Colonel Ferris was deployed to Afghanistan again in 2012 as counsel assisting a Court of Inquiry, and to Iraq in 2015 to support the planning for the deployment of NZ force elements.

“I am delighted that we have a woman in this senior role, the first woman to be Director of Legal Services. Lisa is also of Ngati Porou (Ngati Konohi/Ngati Oneone) descent,” says LT GEN Keating.

“Colonel Ferris’ appointment adds value to our Defence Force because of who she is, and the unique perspectives she is able to bring,” says LT GEN Keating.

A MESSAGE FROM CHIEF OF ARMY



Welcome back and I hope you all managed to take a break over the Christmas period and chill out. Now if, like me, you were in Wellington for the break then no doubt you were left wondering when the sun would turn up as it was mostly wet and miserable to say the least. Notwithstanding the bad weather, I did enjoy the holiday and taking a break away from work and am looking forward to 2017.

Last year was a very good year for our Army with many achievements to be proud of. This year will be another busy year with a number of significant events to look forward to. With regards to my first priority of Joint Land Operations and being ready for whatever comes our way, we have two major collective activities to test this. The first one is a very large multi-lateral exercise called Talisman Sabre in Australia, which will enable our Combined Arms Task Group to deploy and participate in a peer-on-peer warfighting activity that will really test and push all our soldiers and capabilities to the limit and will help us maintain our core combat skills. Then at the end of the year we will deploy on Exercise Southern Katipo 17 and participate in our own large-scale multi-lateral exercise that will test our ability to fight in a Combined Joint Amphibious Task Force similar to SK15. It will involve many of our partner nations from around the world.

We will continue to work on improving how we look after all our, soldiers, sailors, air men, and civilian employees and the recent announcements around the accommodation policy is an example of this. We obviously need to fine tune our personnel reporting processes as it is crucial to managing careers; however, the most important point here is that commanders at all levels must talk to their direct reports regularly. As an Army we will continue to grow this year, not as fast as we would all like, but as fast as we can afford and train people. In growing the Army we all have a role to play because outside in the real world we are all role models and recruiters and our actions will either encourage or discourage the key influencers of potential new recruits from joining.

This year we will continue to deliver new capabilities starting with the roll out of the new LMT MARS-L (see page 8), which is a fantastic rifle incorporating two excellent sights that will really improve the operational standard of our shooting skills from close in out to 600m. Trust me on this one, this is a great weapon, best of its kind and will stand the test of time. We will also continue to test, experiment and roll out parts of the NEA programme which will improve our situational awareness and ability to make decisions on the battlefield. Some of this we will see on SK17.

Finally, the planning for Plan Mere continues and is closely synchronised with the Estate Regeneration Planning. This year I expect to see detailed plans drawn up for those camps where work is plotted to start during the period 2018–20 such as Linton and Papakura. For the others camps 2020–25 is where the majority of the works are scheduled to occur.

The SMA and I will get out and about a lot this year to catch up with you all so if you see us do stop and talk as we are always interested in what is happening in your area of the Army.

**Major General Peter Kelly
Chief of Army**

FIRST SMA, WO1 RUSTY TAYLOR, DIES

The Army’s first Sergeant Major of the Army, Warrant Officer Class One Lawrence Melville (Rusty) Taylor, MBE, and BEM, died on January 31.

WO1 Taylor enlisted in Miles Company Regular Force Cadets, Trentham, in July 1948. He spent 18 months as a Regular Force Cadet reaching the rank of Cadet Company Sergeant Major (CSM) and graduated to Infantry as the Most Efficient Cadet in December 1949.

He deployed three times; first as a Platoon Sergeant, in the Mortar PL and 3 PL Alpha Coy, 1st Battalion New Zealand Regiment Malaya in 1957–58. His second deployment was as the Platoon Sergeant/Commander for 6PL Bravo Company, 1 NZ REGT, Malaya/Thai Border in 1961–63; and finally as the CSM for Victor 5 Company, ANZAC Battalion, Vietnam 1970–71.

Postings as a WO1 after Vietnam included RSM National Service Training Unit, Burnham; Senior Weapons Instructor RF Depot, Waiouru; RSM The Army Schools,

Waiouru; RSM Logistical Support Group, Palmerston North; and as the first Sergeant Major of the Army on 10 January 1977.

WO1 Taylor was awarded the British Empire Medal (BEM) Military Division on the New Year Honours List in 1964. This was awarded in recognition of his leadership as a Platoon Commander in anti-terrorist operations in Malaya. On the 3 October 1969 the Long Service and Good Conduct Medal was awarded. On the 7 June 1977, WO1 Taylor was awarded the Elizabeth II Silver Jubilee Medal and on the 1 June 1979 WO1 received the Meritorious Service Medal. In 1979, WO1 Taylor was appointed Ordinary Member of the Most Excellent Order of the British Empire (MBE) Military Division on the New Year Honours list.

WO1 Taylor retired from the Regular Force of the New Zealand Army on 24 August 1981. He was the Patron of Taylor Class, RF Cadets 1989 and selected to visit Vietnam with a Veterans’ Delegation led by the Minister of Veterans’ Affairs Rick Barker in 2008. He was a Life Member of the Richmond Waimea Returned Services Association.



YOU ASKED FOR IT!

Ideas from personnel have guided work on a number of NZDF support packages. Some of the suggestions made at a series of workshops last year have already been delivered; for example, a range of discounts and a discount card are now available. But there are plenty of other services offered by NZDF that you may or may not be aware of.

FINANCIAL MANAGEMENT

You asked for more help with home ownership, professional financial and budgeting advice and more flexibility with superannuation schemes.

We've ramped up our work on the financial support and advice available to help you and your families make good financial decisions.

WE HAVE:

- joined forces with the Commission for Financial Capability to improve your financial know-how. A programme is being rolled out to all camps and bases;
- engaged Milestone Direct Ltd to provide you and your families with professional financial advice and mortgage brokering services at no-cost or reduced cost;
- introduced FlexiSaver and NZDF KiwiSaver schemes to help you get into your first home. The NZDF KiwiSaver has low fees and also comes with an additional CDF contribution of \$3,000 over seven years;
- provided additional tools to assist with your financial planning.

BUT DID YOU KNOW:

- you can access government employee special banking rates with Westpac and special home loan rates with ANZ;
- the NZDF Superannuation Scheme (Cats A, B and C) allows members to withdraw their funds to purchase their first home.

FIND OUT MORE:

Check out the Force Financial Hub on the ILP.

FAMILY SUPPORT

You asked for more support to build resilience in individuals and families, and to build a sense of community and social connection. So we've:

- set up an integrated wellness programme that takes a preventative, early-intervention approach to all aspects of personal health and wellness – physical, mental, spiritual and social;
- established better support for families with enhancements to parental leave introduced this year. We are working on a new breast-feeding in the workplace policy to be delivered early in 2017.

BUT DID YOU KNOW:

- a range of discounts from well-known businesses throughout New Zealand are available to NZDF personnel and their families. Have a look at the Force4Families page on the ILP;
- flexible working arrangements are available to help people balance personal obligations and interests with work commitments. To find out more, look at the HR Toolkit on the front page of the ILP.

FIND OUT MORE:

The Force4Families site on the ILP has plenty of useful information on support for families.

POSTING

You asked for more planning around the frequency and timing of postings, more support and information around relocation, transport, travel home, storage and family.

WE HAVE:

- scheduled a comprehensive review of posting policies. This will start with a review of DFO5 chapters 3 to 6 (travel and removal expenses).

BUT DID YOU KNOW:

- DSSG have produced an information booklet on the posting process;
- your Career Manager and local HR Advisor can provide additional information and advice;
- the NZDF contributes to the cost of posting.

FIND OUT MORE:

- the HR Toolkit on the front page of the ILP has information on posting entitlements including the Posting Booklet;
- the Force4Families site has information on postings and on camps and bases as well.



NZDF SENDS ENGINEERS TO SINAI

by Luz Baguioro, Public Affairs Manager –
Joint Forces New Zealand

The New Zealand Defence Force (NZDF) sent 33 engineers to Egypt's Sinai Peninsula for a six-month stint in mid-January to build a fence that will help improve security for international peacekeepers.

Major General (MAJGEN) Tim Gall, the Commander Joint Forces New Zealand, said engineers from the New Zealand Army's 2nd Engineer Regiment would be building a fence around the Multinational Force & Observers' (MFO) South Camp.

"The security fence will improve physical protection at South Camp, where our personnel and troops from other contributing nations that make up the MFO's Force are now based," MAJGEN Gall said.

The MFO is an international organisation with peacekeeping responsibilities in the Sinai Peninsula.

The NZDF has been contributing a transport section, a training and advisory team, and a number of key staff positions to the MFO since it was established in 1982. The New Zealand Government recently extended the NZDF's contribution to the MFO mission to July 2018.

At present, 26 NZDF members form part of the MFO's Force comprised of around 1700 personnel from 11 other countries.

After operating at North Camp for over 30 years, the



LT Tom Gilbert

mission's headquarters and a number of troops from the 12 nations that make up the MFO's Force moved to South Camp in mid-2016 due to the deteriorating security situation in North Sinai.

The MFO is building new facilities to accommodate the influx into South Camp and had requested assistance with some of the infrastructure improvements.

Leading the NZDF engineering contingent – which comprises combat engineers, carpenters, plumbers, maintenance fitters and electricians – is Lieutenant (LT) Tom Gilbert, a 23-year-old Army engineer.

"It is a massive honour to lead NZDF personnel on operations overseas. A position of leadership comes with a unique set of challenges that I very much look forward to. Every officer aspires to lead soldiers on operations and few get this opportunity," said LT Gilbert, who was a Troop Commander in the Army's 2nd Field Squadron until late last year.

"I am very humbled to be chosen to lead the contingent. It is my last year of troop command so this deployment is the perfect way to finish my term as troop commander."



SPR Brendan James

One of the Army combat engineers who form part of the contingent is Sapper Brendan James, who enlisted in the Army to fulfil a childhood dream to follow in his father's footsteps.

"I'm excited and am looking forward to doing my job overseas. Getting this opportunity will allow me to gain new skills and build on the ones I already have," the 21-year-old combat engineer said before the contingent deployed.

"Having been selected to go on this deployment after being in the Army for only two years is a massive boost to my confidence and shows that my superiors also have confidence in me," said SPR James, who was the former house captain of Karamea Area School on the West Coast.

During their six-month deployment, the engineering contingent will get to experience Sinai's colder winter temperatures and its hot and dry weather during the summer months.

"The heat will take a bit to adjust to but I'm sure we will get through that," SPR James said.



ARMY FIRE-FIGHTERS HELP OUT AS CHRISTCHURCH, HASTINGS AND THE COROMANDEL BURN

A large team of soldiers, including fire fighters, infantry, logisticians and support personnel, have deployed to help evacuate residents and get the fast-spreading scrub fire on Christchurch's Port Hills under control.

As Army News went to print, Lieutenant Colonel Rob Loftus, who is overseeing the NZDF's relief operations in Canterbury, said Army personnel from Burnham Military Camp had been tasked to help Police evacuate residents from Westmorland, a suburb on the outskirts of Christchurch.

"We are poised to provide additional assistance if required and have a number of capabilities on standby," Lt Col Loftus said.

The Christchurch deployment comes just weeks after Army emergency responders were sent to the Coromandel and Hawkes Bay respectively to help extinguish bush fires.

Sergeant Ben Lockton, who lead the NZDF's firefighting crew in Hastings, said the initial crew of six – five from the New Zealand Army and one from the Royal New Zealand Air Force – assisted local firefighters for over 12 hours after arriving in Hastings.

"We were directly involved in fighting the fire and on many occasions, were only about 20-50 metres away from the flames. We stayed vigilant because there were big balls of fire as some treetops were engulfed in flames," Sergeant Lockton said.

"There was a lot of smoke and it was pretty hot. We had brief breaks throughout the night so we could have a quick bite and drink heaps of water. Once we get a few hours' rest, we'd be ready to go back to work."

Sergeant Lockton said three of the Army's new detachable fire pods were used at Hastings. The pod can be transported on a variety of vehicles and uses an ultra high-pressure hose with a pointed nozzle that can pierce the ground and douse burning roots.



HELO CRASH PILOT AN SAS HERO

The helicopter pilot who died in a crash while fighting fires in the Port Hills on 14 February was a decorated soldier who served with 1st New Zealand Special Air Service Regiment in Afghanistan.

Corporal David Steven Askin was awarded the New Zealand Gallantry Star in 2014 for service in Afghanistan, including the incident at the Intercontinental Hotel in Kabul in 2011. During the incident at the Intercontinental Corporal Askin was wounded by grenade and rifle fire, yet carried on his mission and rescued guests from the hotel as fire broke out. He was also cited on a number of other occasions for exceptional bravery during operations in Afghanistan.

The Gallantry Star is New Zealand's second-highest gallantry award, presented for acts of outstanding gallantry in situations of danger.

The Chief of Army, Major General Peter Kelly, said Corporal Askin had lived up to the finest traditions of New Zealand Army.

"Our thoughts are with his family, friends and comrades at this time," Major General Kelly said. "He was an outstanding soldier who served his country with bravery and commitment – the same bravery and commitment he

showed in helping his community fight these fires.

"His performance was of the highest order and was in keeping with the finest traditions of New Zealand's military record.

"During his time in Afghanistan, Corporal Askin displayed great gallantry and leadership in the face of the enemy. He put himself in the line of fire, and put the objectives of the mission before his personal wellbeing."

Corporal Askin's medallic recognition was announced, without his identity being made public, in December 2014 by the Minister of Defence Gerry Brownlee. Corporal Askin enlisted in 1998 and left the Army in 2013, though he remained an active member of the SAS Reserves.

The citation for his NZ Gallantry Star reads:

"Serviceman D displayed outstanding gallantry on several occasions in Afghanistan in 2011. Serviceman D repeatedly faced heavy fire from determined enemies and sustained several wounds in the line of duty, while contributing to the resolution of several incidents, the protection of civilian life and undermining enemy operations. Serviceman D's performance was of the highest order and in keeping with the finest traditions of New Zealand's military record."





Gordon Benfell as a 20 year old corporal in V Coy Lines, Nui Dat



With Geoff Dixon in Malaysia just before deployment to Vietnam



1 Pl V4 Coy ready for light order patrol



We survived! Just minutes after arriving in the admin area after first six week operation

STEPPING ASIDE AFTER A LIFETIME OF SERVICE

By Judith Martin

After 52 years in an Army uniform, Gordon Benfell – Vietnam veteran, sharp shooter and a mate to many – is calling it a day.



Gordon Benfell's section

There's nothing frivolous about this gnarly sniper who has been the Army's sole remaining Vietnam War veteran in service for some years. The son of a freezing works manager and a whiteware dispatcher, he first donned a uniform at just 15. He was actually recruited before his 15th birthday to ensure all his documentation was ready before the January 1964 intake.

"I know it sounds corny these days but I joined for patriotic reasons – I really did want to serve my country."

He admits though it was hard work for a skinny kid who hadn't yet stopped growing and was at great risk of blowing away in a high wind.

Originally recruited to be a radio technician he realised soon after joining that he leaned more to the outdoors and the lure of a life based around weapons. "I'd had several iconic infantry mentors and knew I was in the Army for the long haul and needed to be doing something that thrilled me. I made the change and have never regretted it."

After three years as an RF Cadet he graduated as a Lance Corporal. His first RF infantry posting was to the National Service Training Unit in Burnham. He was nearly 18, had several infantry qualifications under his belt and was well prepared as an instructor, despite his age. Those skills were noticed, and he was quickly promoted to Corporal and soon found himself part of the Training Wing of the nearby First Battalion Depot. "It was a challenge, and a whole new standard. Soldiers from the Malaya and Borneo tours and the first returning Vietnam veterans did not readily accept an 18-year-old corporal telling them how it was. Thankfully I survived, somehow gained acceptance and mentally prepared myself to join the queue for overseas service."

The Vietnam companies were put together as training platoons in Burnham. What was to become Victor 4 Company was assembled in January 1968, trained together for 10

months and then deployed to Terendak Camp in Malaysia where the training intensified in the jungle heat.

Major Benfell had been married for just a few weeks when he deployed to Vietnam. "I never saw my beautiful son Andy until arriving home on the eve of his first birthday. Communication was by letter and there was no leave allowed back to New Zealand."

He served in Phouc Touy Province with V Coy 6RAR/NZ (Anzac) Bn within the 1st Australian Task Force, as Section Commander of 3 Sect 1Pl. "We had been Alpha Coy in Burnham, Charlie Coy and Victor 4 in Terendak and deployed to Vietnam as V Coy 6RAR/NZ (Anzac) Bn." He was the youngest Anzac Sect Comd of the Vietnam War, a detail he is very proud of.

"I believe the New Zealand companies (Victor 1-6, Whiskey 1-3) were as well trained for the Anzac role in the Vietnam War as they could be. In combat they performed admirably, with great courage and were held in high esteem by our allies.

"Our 'contact' reaction and other operating drills were instinctive. We had trained, practised and been tested ad infinitum for nearly 18 months to ensure this was the case. Our veteran trainers had pushed us hard in every aspect and hammered into us that nothing less would be good enough. They were right. We were in action just a couple of hours into our first operation and within a couple of weeks V Coy had been in combat many times. The nature of the fighting was varied and usually occurred within 10-20 metres. These were very intense on both sides and were sometimes over before anyone had time to do more than initial, immediate actions."

There were exceptions though. "Into the third week of our first operation our platoon engaged a regular North Vietnamese battalion of approximately 250-300 soldiers across a clearing some 250m away. Quite a battle followed involving great courage from our soldiers, very brave chopper crews free-dropping ammunition resupplies to us several times and expending several US and Australian helicopter gunship teams onto the enemy. Now supported by a second NZ platoon, we conducted a bayonet assault on the enemy position.

"NOTHING FOCUSES THE MIND BETTER TO WHAT IS TO FOLLOW, THAN BEING TOLD TO 'FIX BAYONETS'."



Major Gordon Benfell today

"I only ever heard the 'Fix Bayonets' command in combat that one time. It chills me to think about it even now. Many years later I was in a formal meeting and the question arose whether a new rifle being considered should be equipped with a bayonet. I was in no doubt whatsoever and would always advocate in its favour. The bayonet is an international symbol of the infantry and I have vivid recall all these years later that in the unlikely event that it was needed, nothing focuses the mind better to what is to follow, than being told to 'fix bayonets'."

On a later operation, he and an Australian Warrant Officer were accompanying a Vietnamese company as advisors. "On just one day we were ambushed three times. The first two were simply chaotic exercises in survival, a bedlam situation to get out and get others away from the total physical and mental disorientation of high explosives and all manner of small arms fire coming in from 10-15m away. On the third occasion we fought back and though still lacking the organisation that might have equipped us to do better, gave a good account. In hindsight I recall the experience of being ambushed to be the most horrific combat experience of all. Regardless of the amount of training, even the instinctive reactions that we prided ourselves on; nothing prepares a group unlucky enough to be caught in properly set ambush, to be immediately aggressive. The survival instinct can be very brief but it is addressed first.

"Nothing really prepares a soldier completely for actual combat as training can't quite duplicate it and nothing certainly prepares us to carry some of the later burden of simply doing our duty. I found that I could handle all of the activity involving operations against male enemy combatants. Engaging with them is what we trained for and there is a quick maturing effect; a coming to terms with the sights and sounds involved. I am however deeply saddened by the inadvertent involvement of innocents, particularly women and children in any conflict."

While well-trained, the experience was to leave an indelible mark. "We are civilised and educated people within a society of values. Our duty requires us to carry out actions that are absolutely necessary at the time and in accordance with our training and at the direction of our government. Those who have been involved in combat as we were can be very proud of doing their duty but do carry an additional, inescapable emotional burden."

Major Benfell eventually returned to New Zealand. "I felt good about surviving and going home but such a deep sense of guilt about leaving my mates behind."

On his return he was appointed platoon sergeant of a newly assembled platoon, taking them through the same training he did less than two years earlier.

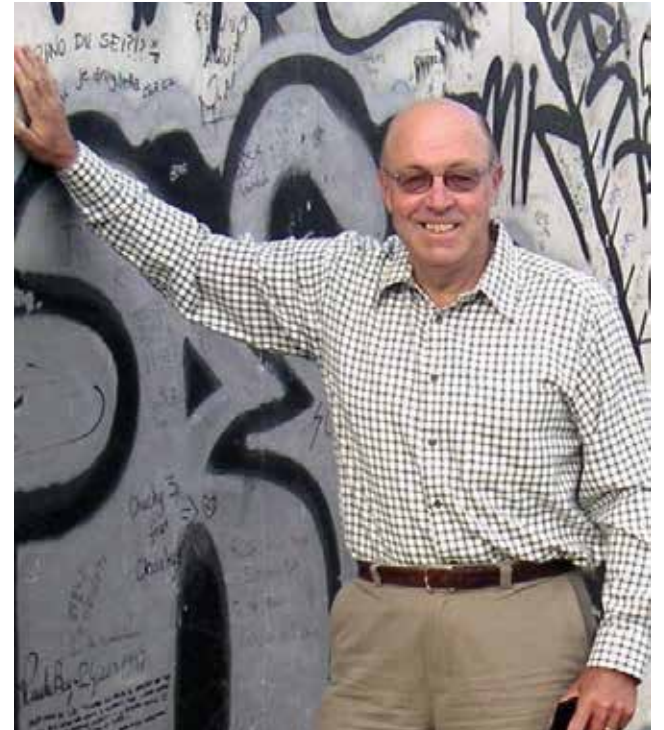
"We stayed together as before and prepared for Vietnam at Nee Soon Camp and Dieppe Barracks in Singapore. This company would have been next into Vietnam but the Government announced an end to the military commitment to the Vietnam War."

He went on to deploy to Singapore again as a platoon sergeant with 1 RNZIR and later as CSM Charlie Coy. In 1979 he was attached to the UK School of Infantry to assist with the development of sniping and a formal Sniper Course. At that time New Zealand's reputation in sniping was well established. This tour eventually involved mentoring work with teams from Australia, US and Canada. He deployed to East Timor as OC of the Small Arms Training Team in 2003 and joined Crib 18 in Afghanistan in 2011 to introduce the new Designated Marksman's Weapon, which he had been closely involved in developing.

In recent years he has focused on the development of shooting skills and the small arms weapon capability of the NZDF. He holds the Queen's Medal as an Army Champion



Preparing for a short vehicle escort patrol in Vietnam



At the Berlin Wall during a break in the Small Arms Conference, 2008

Shot, and captained the highly successful New Zealand Army Combat Shooting Team between 1995 and 2005. He was made a member of the New Zealand Order of Merit in 2007.

So how do today's soldiers differ from those of yesteryear?

"I have the utmost respect for our soldiers of today. Soldiering is significantly more complex now with more technology for and against us; personal and collective responsibilities are more complex but conducted within the same life-threatening backdrop of 'kill or be killed' that has not changed over the history of combat. I believe our soldiers have always been as good as any anywhere, and better than most. New Zealand is so well served by its Defence Force and can be rightly proud of its service people."

While Major Benfell is bidding farewell to the Regular Force, he is not making a total departure from all things military. He is becoming a Reservist and will be involving himself in welfare matters and advocating for ex-soldiers in his community. He will be working with international manufacturers and writing privately about weapons, hunting and shooting matters, generally.

"I also intend to do more fishing and hunting, and being a grandfather that my grandchildren love and are proud of."



With a fellow international team captain at Bisley, 2004



Chatting with Prime Minister Helen Clark at Vietnam Welcome Home function

BETTER TOOLS

THE MARS-L ASSAULT RIFLE SYSTEM

The first shipment of the MARS-L weapon system arrived in the country last year, and is the first of four tranches to be rolled out to New Zealand Defence Force personnel during the next 18 months.

Two container loads of the MARS-L assault rifles and ancillaries have been shipped to New Zealand so far, and these weapons have been inspected, entered into the system and stored in the armoury.

Late last year soldiers in Linton, Waiouru and Burnham Military Camps were given a first-hand look at the new weapons as part of a series of roadshows around NZDF's camps and bases.

The weapons will be toured around to Navy and Air Force personnel early this year.

In total, NZDF will have 5568 weapons across the three Services plus 3472 in a pool for spares and repairs, and deployments.

Major John Lawrey, the Programme Manager for the In-Service Weapons Replacement and Upgrade Programme, says the feedback from personnel during the roadshows has been very positive.

"Everyone who has had the opportunity to handle the weapon so far has really liked what they've seen, and they're really looking forward to being assigned a weapon of this quality," MAJ Lawrey says.

The MARS-L was selected as the NZDF's new individual weapon after the Ministry of Defence led a tender process on behalf of NZDF to determine a weapons system to replace the Steyr rifles, which had been in service since 1987 and had reached their end of life of type.

Eight of the world's leading arms manufacturers were selected to submit rifles. From there, NZDF carried out an evaluation trial before a final recommendation was put forward.

At the end of 2015, the Government announced the \$59 million purchase of the new weapons system and associated equipment. At the heart of the system is the new rifle but the whole package also includes advanced day optics, a detachable grenade launcher that can be used independently of the rifle if required, and other ancillaries such as combat

torches and sound suppressors.

The MARS-L is a modern, modular weapon that came out on top after a rigorous period of testing.

This testing involved personnel from all three Services, and in a range of conditions, with the MARS-L consistently in the top three rifles for each evaluation criteria and the overall weapon of choice in the final analysis.

With the first shipment of weapons now in the country, training is getting underway for the personnel who will then train units in using the weapons system. This training will be carried out at Burnham and Waiouru and is being organised by the transition into service team, which also carried out the 'train the trainers' for the roll out of the Glock 17 Gen 4

pistol. Training for maintainers will be carried out at selected workshops.

The transition from the Steyr to the MARS-L begins in March, with units trained as the weapons are progressively rolled out during the next 18 months.

1Brigade will be the first Army unit to get the new rifles, around April this year.



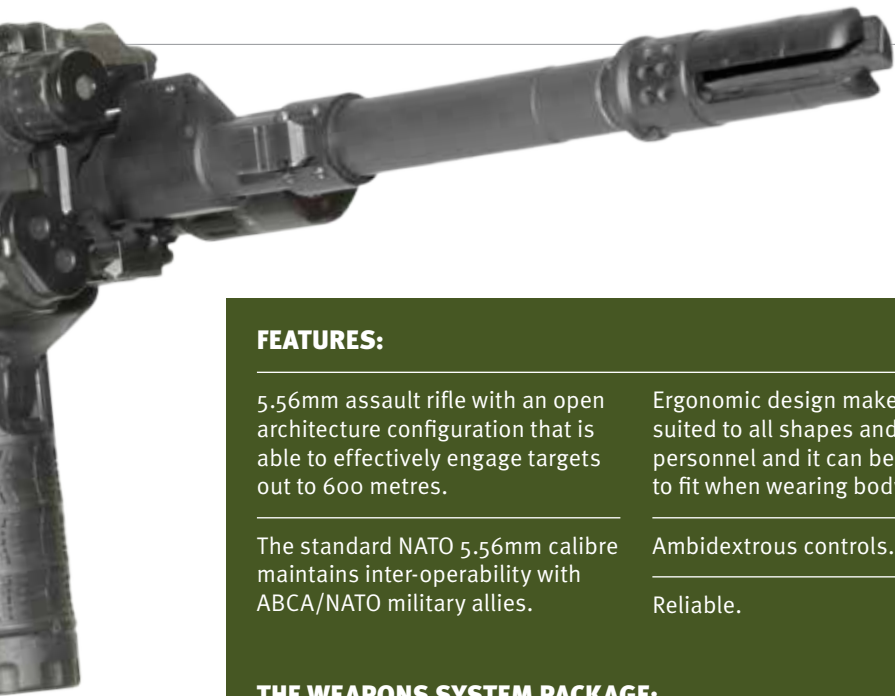
Storing the new weapons ready for distribution

The MARS-L, or Modular Assault Rifle System – Light, manufactured by Lewis Machine and Tools, will be rolled out across all three Services of the New Zealand Defence Force during the next 18 months. The first shipment has arrived and the weapons are in the armoury. The second tranche of weapons are due to arrive this month.



BETTER TOOLS

2020READY



FEATURES:

5.56mm assault rifle with an open architecture configuration that is able to effectively engage targets out to 600 metres.

The standard NATO 5.56mm calibre maintains inter-operability with ABCA/NATO military allies.

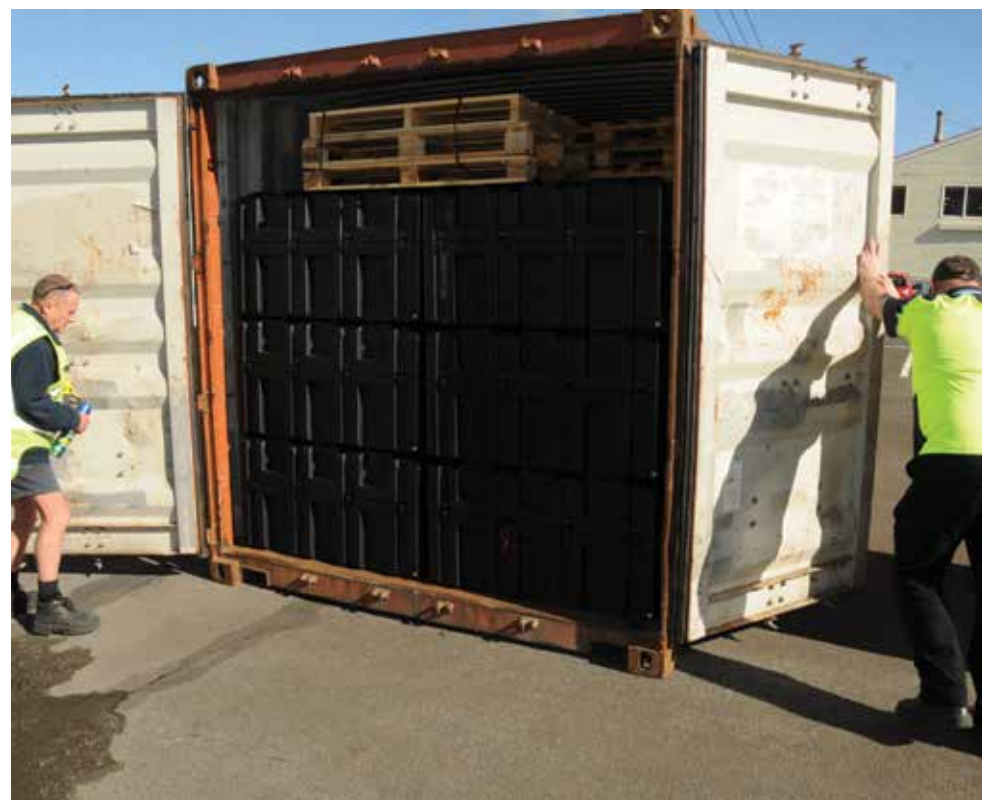
Ergonomic design makes it suited to all shapes and sizes of personnel and it can be adjusted to fit when wearing body armour.

Ambidextrous controls.

Reliable.

THE WEAPONS SYSTEM PACKAGE:

At the heart of the system is the new rifle but the whole package also includes advanced day and night optics, a detachable grenade launcher that can be used independently of the rifle if required, and other ancillaries such as combat torches and sound suppressors. It includes initial spare parts, storage/shipping solutions, armoury upgrades, blue weapons (plastic replicas of the real thing), training and maintaining manuals, introduction into service training, and marking and simulation systems.



GLOCK 17 TRAIN-THE-TRAINERS COURSE ROLLED OUT AROUND COUNTRY



Groups of trainers from the Navy, Army and Air Force have completed their qualification shoots in the new Glock 17 Gen 4 pistol and will soon start training their units to use the new weapons.

The New Zealand Defence Force has bought about 1600 of the new-generation Glock 17 pistols to replace the Sig Sauer P226 pistol, which was introduced in 1992.

As part of the introduction into service of the new pistol, a tri-Service training team has been going around the country training the trainers.

WO1 Andrew Price, training manager for the land training transition into service team, says two-day courses have been held in Auckland, Waiouru, Linton, Trentham and Burnham.

The first day involves classroom-based theory and practical lessons, with the second day on the range involving progressive drills before a qualification shoot.

WO1 Price says there is a new feature to the training – adopting a high-ready position during drills as part of operation readiness.

“For all intents and purposes in that high-ready position you have an imaginary box in front of your line of sight. A pistol is a close-combat weapon and firers need to have that situational awareness. They need to be aware of what’s going on in front of them or out to the side. Conducting the drills in the high-ready position achieves that.”

Personnel assigned a pistol will be required to undergo the weapons qualification every two years, although unit commanders may still require their units to complete annual qualification. The weapons qualification ensures a basic level of operational capability and there is subsequent training for personnel deploying on operations.

This type of tri-Service training is also likely for the introduction into service of the new individual weapon, the Modular Assault Rifle System – Light, or MARS-L. The MARS-L will be rolled out to all three Services this year.

As for the Glock 17 pistol, WO1 Price says it was chosen because it’s been proven, with a number of other militaries, as well as the New Zealand Police, using it.

“The Glock itself is great pistol. It has significantly less recoil than the P226 and as a result it’s a lot more accurate and there’s less muzzle climb,” he says. “All the trainers who have gone through have enjoyed shooting it.”

SGT Aaron McLean, Security Forces Flight Force Protection, RNZAF Base Ohakea, has experience with the Browning, the P226 and now the Glock 17.

“It’s not only a proven platform, it’s easy to get replacement parts, it’s easy to use, the functionality for the firer is simple,” SGT McLean says.

Where the P226 was all metallic, the Glock is made of a composite material and hardened steel, making it lighter. It’s a modular weapon, so the handgrip can be adjusted to the size of the firer’s hand, and it comes with magazine pouches and holsters.

“I definitely like the Glock,” SGT McLean says. “Having a new piece of kit to train with is a good thing. For me personally, having a weapons system that’s easy to utilise takes you away from having to think too much when having to employ it.”

“In that heated moment when you potentially have to employ that weapons system, knowing exactly where things are, knowing where you need to be drawing from, and then with the weapon itself, means you can have faith in your own ability and skills to employ that weapons system effectively.”

“It’s really good to see those technological advances and equipment upgrades for the Defence Force. It all comes under that tri-Service umbrella, interoperability, making sure that we can all deploy as one and all have the same equipment.”



KIWI MAGAZINE INNOVATION ATTRACTS WORLD INTEREST

The Defence Excellence (DX) Innovation team, with the assistance of the Defence Technology Agency (DTA) achieved commercial success last year with a rifle magazine innovation that is now receiving international interest.

Last year NZDF signed a contract with Wanganui-based company Ordnance Development Ltd (ODL) to create a training magazine for the Steyr rifle that exactly duplicated the weight of a magazine loaded with live or training rounds.

On December 1, NZDF received its first-ever payment from a civilian entity for licencing a concept originating from the Defence innovation scheme, with royalty payments to follow.

The innovation came from a 2011 logged Army Innovation Idea from Lance Corporal Joll Leighton, HQ1 Signal Regiment, which outlined an issue with wasted live and blank 5.56mm ammunition. It was noted that during exercises, not all the ammunition removed from packaging was used. Following on, a lot of unused ammunition returned to depots was deemed unserviceable because of damage or corrosion, particularly in the case of blank rounds. The wastage meant an inevitable cost.

But did soldiers on training always need to have a fully loaded magazine? It was important that soldiers training in the field were operating with the correct

weight of equipment, including the weight of their rifle’s magazines. The logged idea suggested that if a plastic magazine was developed, matching the weight of a Steyr magazine loaded with 30 rounds of 5.56mm ball, soldiers could still train with the right weight without exposing ammunition to the weather.

Another advantage was that soldiers were only issued with five magazines, but frontline soldiers received eight. Therefore actual frontline weight could be simulated for all training exercises by issuing an additional three training magazines, with no extra ammunition issued.

It was suggested the top cavity of the training magazine be cut lower. Soldiers often damaged their magazines when first learning their weapons drills during Live Firing Training Tests (LFTT). This could be avoided by using a training magazine that allowed the working parts of the weapon to travel forward uninterrupted.

In July the Defence Technology Agency (DTA) brokered an agreement with Ordnance Development Ltd (ODL), who have identified potential customers around the globe. Assistant Director Defence Excellence (Innovation), Adam Harvey, says this proves that with the right market research, dedicated resourcing, and time, it is possible to convert ideas into revenue that can be re-invested into NZDF.

Air Commodore Andy Woods, Chief of Defence Strategy and Governance, described it as a “small but significant step in NZDF leveraging innovation. The crux of the process is for the Defence Excellence team to take ideas generated from the organisation and do the work required to turn it from an “idea” into a practical benefit for NZDF. That benefit may be internally for NZDF, or in this case also through commercialisation, where DTA apply their expertise in intellectual property, technology transfer and licencing. Although the Steyr rifle is in the process of being replaced in the NZDF, for us this success paves the way to duplicate the process with larger projects across NZDF. All credit to Adam Harvey from Defence Excellence (Innovation) and Tony Cooper from DTA who have driven this work.”

WHEN MILITARY MUMS ARE AWAY, MILITARY DADS RISE TO THE CHALLENGE

by Luz Baguioro, Public Affairs Manager –
Joint Forces New Zealand

They may be adept at dodging bullets and running for cover but even seasoned soldiers find the coalface of childrearing tough.

For military parents, deployments and temporary separation from family are a given. And with women now making up about 16 per cent of the New Zealand Defence Force, more female service members are deployed overseas, sometimes to active war zones, leaving their husbands or partners to take care of the children.

Fathers have taken on the functions that are traditionally associated with motherhood following their wives' deployments, and two of the military dads *Army News* spoke to for this story have clearly risen to the challenge.

"My experience was likely to be very similar to the hundreds of other military spouses who have had a partner deployed. Full credit to anyone who keeps the home fires burning – it's certainly not without plenty of challenges," Lieutenant Colonel (LTCOL) Anthony Childs said.

When his wife, LTCOL Mel Childs, was deployed to South Sudan for six months early last year, LTCOL Childs had to juggle the demands of a full-time job as senior operations planner at HQ Joint Forces NZ with those of caring for their two children – four-year-old Lily and six-year-old Hunter.



Lieutenant Colonels Justin and Ruth Putze with sons Jacob and Ethan

With a dependable after-school care service and a cleaner helping out during weekends, LTCOL Childs took charge of cooking, doing the laundry, ironing school uniforms and preparing lunch boxes. He attended parent-teacher meetings and drove his children to swimming lessons, rugby practice and their friends' birthday parties.

"One of the challenges was marking and celebrating milestones. One of these was our daughter's first day at school," LTCOL Childs said.

"My other challenge was that I am not naturally communicative. It is usually mum who does most of the talking, so I had to constantly remind myself that the kids have an appetite to communicate and I had to make an effort to do it."

LTCOL Justin Putze was relatively fortunate in that his father stayed with him and his two sons when his wife, Colonel Ruth Putze, deployed to Lebanon in February 2015. Apart from managing the demands of work and childcare, he was also finishing his master's degree in International Security.

"When someone deploys, the whole family deploys," LTCOL Putze said. "Everyone is affected. In my case, my parents went on a 12-month deployment with us."

His manager and colleagues at the NZ Command and Staff College were also very supportive, and even arranged for him to fly home from a study tour in Australia for his eldest son's 10th birthday.

But even with the extra help, it was anything but smooth sailing.

"Every time we did homework was like the outbreak of World War III. It was a challenge for the boys and myself and after some consideration, I enrolled them at a tutoring centre," said LTCOL Putze, who is the Joint Staff Officer –

Current Operations (Plans) at HQ Joint Forces NZ.

"The toughest part is you don't get a break. You're on the job 24/7. You cannot tune off from your duties, unlike when your partner is here."

Throughout his wife's 13-month deployment, LTCOL Putze filled a big jar with lollies to help their sons – Jacob and Ethan – count down visually to the day they would see mum again.

"We made a decision before Ruth was deployed that we would have family trips every three to four months. Every day I let the boys take out a lolly each from the jar. So they got excited when it was nearly empty because it meant we were about to see mum again," LTCOL Putze said.

Deployments are clearly a challenging time for families, especially when violence erupts in theatre, as it did in the South Sudanese capital of Juba in July, or in Lebanon.

"It was a pretty gnarly situation," LTCOL Childs said.

"I was naturally worried but at the same time I knew Mel was trained to handle those types of situations. I also trusted her ability and judgment to make the appropriate decisions."

LTCOL Childs has two "jungle tips" to parents who stay behind to care for the family.

"First, set and maintain a strict routine. That way, the kids know what's coming up and stick to the plan. Second, be prepared to lift your game, especially when it comes to communicating with the kids."

"Do not hesitate to ask for help," LTCOL Putze said.

"Having a family member deployed is like losing a team member to a yellow card in a game of rugby. Everyone in the team needs to lift their game to cover the gap of being one team member down."



Lieutenant Colonels Mel and Anthony Childs with their children Lily and Hunter

KIWIS IN IRAQ

PROUD TO BE MAKING A DIFFERENCE

The integration of New Zealand and Australian troops working together in Iraq will have huge and long-lasting benefits, writes the New Zealand Senior National Officer for Op Taji IV

Op Manawa IV's journey to Iraq began in early August 2016, when the RSM and I hosted the Australian Defence Force (ADF) Command Team visit. Once we'd broken the ice with a bout of Hogan's personality testing and an opportunity to have a laugh at one another's strengths and vulnerabilities, we set off together on the reconnaissance into theatre. This saw us in Iraq for a short period with Op Manawa III over the peak of the summer. The 50°C heat made me glad we were undertaking a winter rotation (please note that at this stage I had yet to experience the infamous Taji mud...).

Op Manawa III and the remainder of the Task Group hosted our reconnaissance superbly. The RSM and I then returned to New Zealand, back briefed COMJ and LCC, and proceeded on pre-deployment training (PDT). The training began in mid-September and was the first opportunity for the New Zealand contingent to get together, set some ground rules, and form a

cohesive team over a matter of weeks.

Op Manawa IV's culture is built on a foundation of unity, excellence, and being fit to fight (physically and mentally) – the goal being to produce a high-performance team that respects and looks out for one another. The many trades and ranks of the contingent gelled together well and demonstrated a positive attitude that exceeded my expectations. The contingent took the opportunity to coach and assist each other using their own subject matter expertise. For many of the soldiers this was their first deployment and they were happy to drop their guard and learn from those around them. I was happy with the product that emerged from PDT and knew from that point on that the attitudes I had witnessed meant we were set up for success.

Arriving in Darwin we encountered heat and vampire-like mosquitoes; however, we pushed on and quickly integrated into the Anzac force of Task Group Taji IV.

This rotation has consciously chosen to integrate our nations to a greater degree throughout the organisation and we see the personal and professional development of this choice as a huge and long-lasting benefit. We kicked this theme off on day one in Darwin with a deafening haka to be proud of, thereby challenging the ADF to accept us into their ranks. With the scene set, we haven't looked back, and the Anzac integration has been a great success. Every Kiwi has an Australian above, and many below them, in the command chain. This forces us all to learn, adapt and develop ourselves in order to accommodate the differing systems, cultures, and challenges of interoperability. Ultimately it is this learning and these relationships that will be the enduring value that

both nations will bring away from this operation.

After a couple of challenging weeks in Darwin and a successful completion of the Mission Rehearsal Exercise the Task Group was certified by both ADF and NZ authorities. The NZ Mounting HQ had been in location and supported us proficiently throughout, thereby enabling us to focus on the job at hand. We consequently boarded our plane and departed for the Middle East. Upon arriving in Taji we were once again ably hosted by our Op Manawa III counterparts. The contingent was formally welcomed into the camp and exchanged hakas, much to the amazement of many coalition personnel who had never witnessed such an event – weeks on we still hear Americans talking about it. After a short handover, our NZ friends departed for a well-earned break with their families, having completed a magnificent training effort during their tenure. At the time of writing we have just received in the first group of our Task Group Taji IV ADF mates.

As we look to fulfil our mission I am cognisant of the many subtle complexities involved in the operation that we are undertaking. I would like to say Task Group Taji is simply The Army Depot operating in an isolated and disconnected location in Iraq; however, it is not.

THE NEED TO ENGAGE HEAVILY WITH OUR IRAQI COUNTERPARTS IS VITAL TO EARNING THEIR TRUST AND ASSURING THEM THAT WE ARE WORTHY TO TRAIN THEIR PEOPLE.





This relationship building is no rapid activity. The Iraqi culture is not one to rush into trust and, as Task Group Taji IV, we are trying to transcend the cultural gap and demonstrate that our warrior culture is something that can add value and strength. It is only through establishing this connection that we can fully carry out our training mission and achieve success.

The Anzac force is also ably supported by a number of other nations, all working within a diverse coalition environment. This assists us greatly in gaining a richer understanding of the wider situation and how it impacts on us, our ongoing security, and the needs of our training audiences. This information allows us to be flexible and agile, thus ensuring we can adapt to both changes in security situation and the rapidly moving needs of an Iraqi fighting force that is in the midst of a war and heavily committed to a Mosul offensive. The needs of this force, by way of training activity, duration

and timing, can change overnight and we must engage, anticipate and deliver value at every opportunity.

The Task Group Taji IV team is a positive, motivated, and industrious group of professional Anzac men and women from 28 different trades. We are delivering on our respective governments' promises to build the Iraqi Security Force's (ISF) capacity, so as to allow them to defeat Da'esh and establish a secure environment within their country.

The value we add is clear and tangible – every piece of training ultimately enhances the chances of ISF success against Da'esh, saves the lives of ISF personnel, and impedes the further growth of Da'esh and its intent.

We know that being here is the right thing for New Zealand and Australia to do and we're proud to be making a difference.

Photos: ADF



TE KAPA HAKA O KAIRANGA TO PERFORM AT TE MATATINI



Linton's kapa haka group, Te Roopu o Kapa Haka o Kairanga, is looking forward to representing the local Defence and civilian community at Te Matatini 2017 in the Hawke's Bay.

Te Matatini is a festival which fosters and develops the grace and strength of kapa haka, and showcases the best of kapa haka in New Zealand.

About 48 teams from New Zealand and Australia are expected to participate, and up to 50,000 people are expected to attend. Kairanga spokesman Selwyn Ponga-Davis says the festival is a "big ticket" item on the Maori

calendar. "It is a privilege for Te Kapa Haka o Kairanga to be able to represent the Rangitane Rohe and Te Iwi o Ngati Tumatauenga."

The group's performing uniform has particular significance. The current design is derived from the kakahu worn by the Maori Cultural Group (MCG) in Southeast Asia.

During the Vietnam War, a marae was established called 'Tumatauenga' in Terendak Camp, Malaysia, for the soldiers of the 1st Battalion, Royal New Zealand Infantry Regiment. This marae provided a refuge for serving soldiers and families to mourn and celebrate those who fell

in battle before being conveyed back to New Zealand.

In 1969 post Vietnam, New Zealand maintained its operational commitment to Southeast Asia moving from Terendak to Singapore which eventually saw the marae reestablished at Dieppe Barracks.

Although the MCG came into existence in Waiouru in 1957, the group would become an integral part of the 1st Battalion's establishment in Southeast Asia by providing vital support to the ceremonial activities on the marae, and entertainment to the troops in garrison and abroad.

16TH FIELD REGIMENT SUPPORTS THE ROYAL NEW ZEALAND NAVY'S 75TH ANNIVERSARY

By Second Lieutenant Peter Choi, RNZA

Soldiers and officers from 16th Field Regiment played a significant role in supporting the Royal New Zealand Navy's 75th anniversary celebrations.

161 Bty was delighted to receive an invitation to conduct a gun salute for the RNZN and visiting nations as part of the 'Arrival of the Fleet' ceremony, by international and RNZN ships. Visiting the Waitemata harbour in Auckland for the International Naval Review were ships from Japan, China, Australia, Chile, Singapore, India, Indonesia, Samoa, Tonga, the Cook Islands, and the Republic of Korea. The custom of the gun salute originated from a 17th century maritime practice. Warships visiting ports would fire their cannons into the sea thereby expending all of their ammunition; this action demonstrated that the ship was disarmed and that it had no hostile intentions. The host port would then return the salute to demonstrate that they were also empty of ammunition,

thus displaying their friendly intentions.

On the 16th November, 161 Bty began work early in the morning in preparation for the gun salute. Two L119 guns were positioned astride the historical eight-inch disappearing gun located at the top of North Head, Auckland. North Head has a historical significance to gunners as it was once a coastal defence installation. North Head provided an excellent view of the arrival of the fleet for spectators, and an excellent position for 161 Bty to salute the visitors. Once the preparations were complete, we welcomed the Royal Regiment of New Zealand Artillery's Colonel Commandant, Lieutenant Colonel (Rtd) Barry Dreyer, on to the position. Nearing to the 'Arrival of the Fleet', to our surprise, the Chief of Navy, Rear Admiral John Martin, arrived at North Head. We were honoured to be able to invite the Chief of Navy to the gun position and to take part in the gun salute.

The flag ship, HMNZS TE MANA, initiated the ceremony at 1127hrs, by firing a 19-gun salute. In response, 161 Bty fired 11 blank rounds. The last rounds from the two guns were fired by the Chief of Navy and the Colonel Commandant



respectively. In the interview prior to the gun salute, the saluting officer Captain Poriwira Kahura stated that: "The gun salute is the highest honour the New Zealand Army can offer the Royal New Zealand Navy on their birthday". The salute ran smoothly in front of a crowd of approximately 100 people.

After successfully completing ceremonial duties 161 Bty was invited to participate in various activities hosted by RNZN. Some of the memorable events included the haka powhiri, all ranks function, and the sporting tournament. All of these activities allowed people from the visiting nations, government agencies, and services within NZDF to come together and develop a stronger friendship. The RNZN 75th anniversary not only commemorated the services of men and women since the inception of the RNZN, the success of Operation Neptune exemplified the strength of the relationships that the RNZN has forged over 75 years.



OUR NEWEST OFFICERS GRADUATE



The Governor General Dame Patsy Reddy reviewed the Officer Cadet School graduation at Waikouaiti in December last year. The graduation ceremony differed slightly from previous years, with more of an emphasis on the family and friends who had supported the cadets throughout their training. In previous years graduating cadets had been “pipped” or given their first rank at midnight after their graduation. This year Dame Patsy, along with the Chief of Army, Major General Peter Kelly presented the pips to the cadets. The cadets marched onto the field in their corps, and their parents and friends attached their pips to their uniform. The ceremony was followed by a dinner and graduation ball, where a cake was cut with the Sword of Honour.

AWARDS

Sword of Honour for the top student
Officer Cadet Ryan Baker

Sergeant Major of the Army's prize
OCDT Ryan Siebert

Massey University Military History prize
OCDT Alexander Embury

Commander Training Doctrine Command prize
OCDT Embury

Lieutenant Tim O'Donnell, DSD, Memorial Leadership Award
OCDT Baker

Commandant's prize
OCDT Hamish Gawn

Corps of Officer Cadets Officer Commanding's prize
OCDT Matthew Perry

The Field Wing Trophy
OCDT Matthew Wall

The Sergeant Vaney Trophy
OCDT Baker

The J.K. Williams Trophy
OCDT John Simpson

The Regimental Sergeant's Cup
OCDT Joshua Morete

The Nemesis Trophy
3 Section Cassino Platoon: OCDTs Alexandre Barreto de Paiva, Josh Elton, Hamish Gawn, Samuel Groot, Lisa Kenny, Keun Woo Kim, Connor McGechan, Jason Todick and Rory Wilkinson



NEW CENTRE OF EXCELLENCE FOR ARMY CAREER MANAGEMENT

A common working area between the Military Secretary (MS) and Military Career Management (MCM) branches has been established so that the operations of both career management branches within the Army can be merged. The new entity is known as the Directorate of Army Career Management (DACM).

Why the change? At the heart of the New Zealand Army's ability to operate is the effective and timely career management of service personnel and their skills. The establishment of one centre of excellence for Army career management will increase fairness, consistency, transparency and efficiency for all New Zealand Army personnel regardless of rank or role. It will provide commanders with a one-stop shop for advice on career management for all of the uniformed people under their

command and provide more robust and aligned processes for everything from postings to promotion boards.

In short, DACM will provide a better quality of career management, assisting individuals to reach their career potential, and will enable the Army and NZDF to make the best use of their capabilities.

Apart from working in one shared space there will be an alignment of the two branches, enhancing the effectiveness of staff through a combined Operations Cell. The career management groupings will remain largely intact, but they will be supported by this combined Operations Cell, made up of information management, administration, and decision support elements to provide common data bases and fast access to career management information. There will not be any change to the individual's ability to discuss their career with their career manager, nor will it affect a commander's ability to talk directly with the Military Secretary or the command Sergeant Major DACM.

There were many steep changes for the Military Secretary and Career Management, ranging from re-evaluating the conduct of the many different types of career board to reviewing and aligning the structure, role, and principles of career management.

The year ahead will enable DACM to settle in to the changes and optimise career management processes. Key to this will be a number of information technology tools

allowing DACM staff to collate, process, store, and retrieve career management information. Soldiers and officers will be able to take control of their careers, with an emphasis on career management education. This will be achieved in a number of ways, including an improved website, the production of an online and hard-copy career management handbook, and through DACM's engagement with students attending promotion courses.



Military Secretary LTCOL Kent Collard with Sergeant Major DACM WO1 Shane Vooght

ARMY CAREER MANAGERS

WO1 Craig Winter	RNZIR
WO1 Nick Shields	RNZAC, RNZA
WO1 Jeff Vickers	RNZE, Health
WO1 Shaun Forsyth	RNZSigs, NZIC, RNZMP, NZSAS, EOD
WO1 Vance Thompson	RNZALR ES
WO1 Tim Kareko	RNZALR supply Tech, AT
WO1 Leon Whitelaw	RNZALR Transport, Movements, Catering
WO1 Travis Amorangi	Army Band, YDU
WO1 Arron Taylor	ARes
WO1 Tyrone Howard	OPWO

ASSISTANT MILITARY SECRETARIES

MAJ 'Tricky' Cunningham	ARes
MAJ Michelle Williams	Special List Officers
MAJ Valanda Irwin	RNZALR
MAJ Shane Ruane	RNZIR, RNZA, RNZAC, RNZE, NZSAS

BENEFITS OF UNIFIED HEALTH AND SAFETY SYSTEM

NZDF Safety Person of the Year for 2016, Major Tim Woodman, Manager Health and Safety, 1Bde Linton, says a team approach raised the profile of safety at Linton and within the Manawatu community.

Taking up his new appointment in July 2015, Major Woodman put in place a number of safety initiatives to raise the profile of health and safety and the importance of reporting safety events.

Working with his colleague, Selwyn Ponga-Davis, who was named as NZDF Civilian of the Year for 2016, Major Woodman generated a joint Health and Safety Committee with Massey University and raised the safety message within schools in the surrounding district.

"The award was recognition of a team effort in encouraging greater appreciation of the need for attention to health and safety," he says.

Presenting the award, Director of the Safety Directorate, Susan D'Ath-Weston, said the actions of Major Woodman and his team represented the benefit of a unified health and safety management system across the NZDF.



Susan D'Ath-Weston presents the award to Major Tim Woodman

"Major Woodman and Selwyn have made safety and health an important part of everyday work at 1 Brigade. In doing so they have also provided an example of what can be achieved and the value to the NZDF of a consistent approach to Safety Management.

"The NZDF Safety Person award is made to an individual who has demonstrated commitment to improving safety, leadership of a significant activity, achieved qualifications, or who has made a significant contribution – Major Woodman has gone far and beyond the minimum expected of him and

his team," she says.

Commander 1 Brigade Colonel Ben Wellington says the award was richly deserved because of the efforts to raise awareness of health and safety, mitigate risk, and to look after our people at Linton.

Other NZDF Safety Award winners were for the Best Initiative to Address a Safety Hazard, Miss Sally Garrett, and for Best Significant Safety Initiative, Mr Malcolm Parkes. Finalists for the awards included Gerard Jackson, RNZN Devonport; WOWT Nicholas Rowe, RNZN Devonport; Lisa Ross, DASH, Ohakea.



THE END OF AN ERA FOR RNZE DEMINING INSTRUCTORS

By Warrant Officer Class Two Evan Windleborn

In 1996 the famous picture of Princess Diana walking through a minefield in Angola brought the horrific impact of landmines to the world.

Eighteen months later the United Nations passed through one of the quickest-ever resolutions to ban anti-personnel landmines. That same year in 1998 the New Zealand Defence Force posted its first RNZE instructor to the United States Humanitarian Demining Training Centre (HDTC) at Fort Leonard Wood, Missouri.

Ever since then the NZDF has been rotating a RNZE Warrant Officer on a non-operational posting to HDTC every two years. These instructors, with their previous prerequisite demining and explosive remnants of war (ERW) experiences from deployments such as Cambodia, Angola, Mozambique, Bosnia and Lebanon, have been a vast source of knowledge and experience to the US Department of Security and Co-operation (DSCA) Humanitarian Mine Action (HMA) program.

After several years of conflict in Iraq and Afghanistan the US Forces have by far the most operational “combat clearance” knowledge and experience of any nation. However, due to various laws and policies they are restricted to conducting any “hands on” humanitarian landmine or UXO clearance operations as part of their Security and Co-operation HMA Program.

At the initial beginning of the Training Centre the unit consisted of several multi-national engineer instructors including German, Canadian, British and Australians who, over the years, have slowly left the Training Centre with the RNZE instructor being the only remaining foreign visiting instructor for the past eight years, including when the unit recently moved to Fort Lee, Virginia.

The time now however has also come for the RNZE instructor to be withdrawn as the NZDF looks to re-orientate the funding of the position to other priority areas it wishes to participate in in the US.

So what does the demining training centre do? The unit’s main role is to conduct Train the Trainer-type courses for all branches of the US Forces and prepare them to go into countries with landmine, UXO and ammunition storage problems and assist those countries in building their own national capacity in these humanitarian mine action programs. It focuses on humanitarian-type operations based upon International Mine Action Standards (IMAS) for landmine and UXO’s (ground and underwater) and International Technical Ammunitions Guidelines (ITAGs) for ammunition stockpile storage and destruction. The unit is also the focal point for all the HMA initiatives and programs in which the various US Combatant Commands from around the globe would like to participate. It liaises with the US State Department on its political HMA Programs and sees where it can leverage and/or assist at this level.

As the only remaining military uniformed person in the unit, the RNZE Instructor, as the name suggests, provided instructor support mainly in the technical clearance operations side of the program. The Kiwis were also well placed to provide input into the curriculum development, design processes and instructional techniques, as the majority of training was in the form of “train the trainer” missions.

The director of the HDTC, Mr. Jon Green, said the experience, technical knowledge and rank level that the RNZE Instructor brought to the training centre would never be able to be replicated and that they have been very fortunate to have a RNZE instructor for this long.

It has without a doubt been a career highlight for all RNZE Instructors who have had the honour and privilege to serve in this position and it is regrettable that it couldn’t continue but as they say “all good things must come to an end”.



AMPLIFY ENHANCING OPERATIONAL EFFECTIVENESS

By Amplify co-chair Lieutenant Colonel Andrew Fox

The Chief of Army has made the prime objective of Amplify clear – to promote the operational effectiveness of the Army by means of an integrated and diverse total workforce.

For those of you that have deployed on operations you would have seen first hand the practical advantages that a diverse team can bring when it comes to relating to locals, gathering intelligence and achieving our missions.

The same is also obvious here in New Zealand, our day to day effectiveness is improved by including different perspectives and view points when it comes to problem solving and decision making. Common sense and a huge amount of research tell us that teams operate far better when we use those differences to get the job done. (Have a look at the Amplify website if you need the studies to prove it.)

One of our challenges however is that although we say we understand the advantages of a diverse team, we are still a long way from achieving it. You would think the obvious place to start focusing on is the minorities and without doubt there is real value in having an Army and Defence Force that accurately reflects the people of New Zealand. Just ask the Police about the benefits they have seen over the last few years thanks to their focus on diversity.

The surprising thing we don't often discuss or realise is that we are actually failing to engage a majority – 51.3% – of the New Zealand population. As we know New Zealand's population is getting older, in addition to the advantages highlighted above if we fail to attract and retain recruits from over half of the New Zealand population we will simply not be able to do our roles be they combat, combat support or

combat service support.

Let's get a couple of things straight though, increasing female and minority participation is not about quotas – forcing people into roles they are not prepared or qualified for at the expense of others better suited. It doesn't take a rocket scientist to work out that is not going to do either the individuals or the organisation any good. Given the responsibilities and potential consequences of our business that remains unacceptable.

However not making the best of the resources we have at our disposal is also unacceptable for exactly the same reasons. We do have clear goals to increase female participation but they are modest – 20–30% by 2020. (As a reference point, at the beginning of 2016 it was 12%, we have raised it to 13% now).

The difference between a quota and goal is significant. Promotion and appointments within the Army are based on merit backed up by a comprehensive and transparent reporting system. We can't afford for that to change.

Last year we saw some significant measures put in place to support our women: The Army Leadership Forum, establishment of a mentoring programme, networking events across the camps, the introduction of new kit and professional development opportunities both within and external to defence.

This year will see an increase in networking events around the country, an expansion of the mentoring programme and the introduction of a range of new policies designed to provide a more inclusive work environment. These initiatives are all based around our Army values; in particular,



LTCOL Andrew Fox

comradeship. It is about looking after our mates and ultimately ensuring we are placing our organisation in the best position possible for operational effectiveness.

EX WISDOM TOOTH WINS AWARD FOR DEFENCE DENTAL WORKERS

An NZDF dental team has won a Collaboration Award in the Northland Health and Social Innovation Awards 2016 for the work it did in 2014 in Kaitaia on Exercise Wisdom Tooth.

Northland District Health Board, NorthAble Disability Services, Manaia Health and Te Tai Tokerau PHOs came together to host the bi-annual Northland Health & Social Innovation Awards 2016 to celebrate quality, innovation and integration across the Te Tai Tokerau health and social sectors.

The event showcased achievements from across the Northland Health and social sectors over the last two years.

Access to affordable adult oral health care is a difficulty for many. Before Exercise Wisdom Tooth, about 70 percent of low-cost adult dental services were provided in Whangarei, and access to the Northland DHB Whangarei-based Relief of Pain "low-cost" dental treatment service was difficult for adults living in communities of the Far North.

In 2012, discussions, facilitated by the Associate Minister of Health, Tariana Turia, explored the possibility of the NZDF conducting a field-training exercise that could provide free dental assessment and treatment for low-income adults. Northland was suggested as an area of high deprivation that might benefit from the opportunity.

Exercise Wisdom Tooth was designed to increase NZDF service capabilities to provide dental treatment and health promotion activity while deployed on military exercises in the Pacific region.



More than 30 NZDF personnel (supported by the Northland DHB oral health team) participated in the exercise based at Kaitaia Hospital.

Over two weeks the free service packed in 750 consultations and more than 2000 treatments (including a clean and scale, fillings, x-rays and extractions).

"The objective of the project from Northland DHB's perspective was to kickstart a low-income adult dental service in Kaitaia for people who live in the Kaitaia region," said Northland DHB Dental Service Manager Pip Zammit.

"Since the NZDF left Kaitaia late October 2014, 1600 low-income adults and hospital patients have accessed care in Kaitaia. For these patients to have access to a service in Kaitaia means a lot as many of these patients require two to three appointments, which has meant two to three less trips to Whangarei. The oral health service in Kaitaia for low-income adults is now sustainable and has become business as usual for the service."



Defence health professionals at work in the Far North



PARE DEDICATION

By Lieutenant Colonel Kate Lee and Captain Bernard Redshaw

A pare has been gifted to 3 (UK) Div Sig Regt by 1 NZ Sig Regt. The pare, or carved door lintel, has been officially handed over, blessed and named in honour of the Kiwi soldiers who served in Bulford Camp during World War One.

The pare blessing was an opportunity for staff at the New Zealand High Commission and the New Zealand Defence Staff to thank the Regiment for their ongoing support to NZDF, as well as to introduce them to New Zealand's Maori culture.

Staff from the New Zealand High Commission and New Zealand Defence Staff London, together with Ngāti Rānana, the London based Māori Cultural Group, and 3 (UK) Div Sig Regt participated in the blessing of the pare.

The acting High Commissioner, Mr Rob Taylor began the ceremony by unveiling the Pare, and this was followed by a blessing conducted by Ngāti Rānana. The Defence Attaché, Brigadier Evan Williams, spoke on behalf of the New Zealand High Commission and Defence Staff. He thanked the Regiment for their continued commitment to maintaining the Bulford Kiwi that was carved into the side of the hill in 1919. He also explained the significance of the Pare, and



The dedication ceremony

its purpose. LTCOL Kate Lee, the Military Advisor, spoke on behalf of the CO of 1 NZ Sig Regt, and in particular talked of the importance of the land around Bulford, where New Zealand soldiers served during World War One. The blessing service concluded with a morning tea and discussions between the New Zealand High Commission guests and officers and soldiers from the Regiment.

Among those attending the Pare unveiling, were 3 (UK) Sig Regt's CO, LTCOL Jim Barber and RSM, WO1 Kerry Mills, Mr Danny Fisher, a previous OC of 249 Sig Sqn (who was

responsible for reinvigorating the maintenance of the Kiwi in the 1980s), and Mrs Colleen Brown, a New Zealander with a keen interest in the history of the Bulford Kiwi. Colleen is currently in the UK undertaking interviews for a book on the subject.

The blessing coincided with the final day of the Tab and Shoot competition known as the Kiwi Trophy. The Defence Staff and Ngāti Rānana had the opportunity to head up to the Kiwi, to watch many individuals cross the finish line.



10th International Lessons Learned Conference

Queenstown New Zealand
15 – 18 May 2017

Interested in Professional Development and enhancing our organisation?

Conference Focus Areas:

- Leadership in crisis and complex operations
- Defence Engagement
- Working in an Interagency environment
- Red Teaming (Enhancing our critical thinkers)

The 10th International Lessons Learned Conference (10ILLC) will take place in Queenstown on the 15 – 18 May 2017.

The aim is to share lessons and best practices, innovative approaches to critical thinking, influence and adaptive change. 10ILLC is open to all NZDF and governmental agencies. Registration forms can be found on the 10ILLC webpage.

If you are interested in presenting on one of the focus areas to an international audience, submit an abstract on the registration forms or consult the 10ILLC coordinators. Registration closes on 15 March 2017.

Don't miss out on this fantastic Professional Development opportunity!

10ILLC details can be found on the 10ILLC webpage: <http://www.nzdf.mil.nz/corporate-documents/illc2017.htm> Or email: 10ILLC@nzdf.mil.nz

ARMY NON-PUBLIC FUNDS AND ARMY CENTRAL WELFARE FUND

SUMMARY OF 2015/16 ANNUAL REPORTS

ARMY NON-PUBLIC FUNDS

Army Non-Public Funds provides a collective banking service for a variety of Army non-public fund organisations and these funds are invested in fixed interest investments and in loans to qualifying Army employees. Monthly interest is paid to all Army NPF organisations and if there is an adequate surplus at year end a bonus payment is made. Members with account balances of \$20k-plus were paid an average return of 4.125% for 2015/16 (down from 4.25% paid in 2014/15). This was considered an acceptable return bearing in mind ongoing fiscal conditions that recently led the RBNZ to reduce the OCR to a new record low.

NPF Personal Loan Scheme

Army personnel are able to borrow at concessionary rates of interest from the Army NPF using a streamlined application process. Repayment calculators and application forms are available on Army Central Welfare's Intranet site. During 2015/16 81 loan applications were received (97 in 2014/15) and the average loan advanced was around \$6,600. 42% of borrowers used their loans to refinance credit card or other high interest rate debts with another 26% purchasing or repairing motor vehicles. The number of refinance applications confirms the need for the NZDF to continue providing sound advice to employees regarding personal financial matters. To assist individuals, a booklet containing a series of "Money Coach" articles can be found on the Army Central Welfare Intranet site. Financial literacy training sessions are also accessible through the ANZ Bank (NZDF's Personal Banking Package provider) and Westpac. These sessions are all useful tools for personnel wishing to understand the pitfalls of financial management and improve their money handling skills. It is pleasing to note that a number of personnel still chose to repay their loans early to both save on interest costs and improve their cash flow.

ARMY CENTRAL WELFARE FUND

During 2015/16 the Army Central Welfare Fund (ACWF) continued to provide real value for its members (the Regular Force and permanent civilian employees of the NZ Army). Members are able to take advantage of a range of services and benefits that include the ACWF network of holiday homes, welfare grants and loans. During 2014/15, the management of voluntary life and health insurance group schemes along with a banking and home loan package, all originally sponsored by Army Central Welfare, were handed over to the Defence Personnel Executive Wellbeing Directorate. These management changes coincided with the introduction of new NZDF Death and Disability Insurance cover options followed by NZDF's KiwiSaver and FlexiSaver Schemes.

ARMED FORCES CANTEN COUNCIL DIVIDENDS*

Decisions by the AFCC to outsource AFCC services occurred late in 2015. This has meant there has been a temporary pause in the annual dividend disbursements from ACWF's equity in the AFCC. The pause was required to allow the AFCC time to change to a new operating model. It is expected that dividend disbursements will resume during FY 16/17 and in the meantime the ACWF recently distributed funds to the regions to help them meet their regular commitments.

ARMY LEAVE CENTRES

Occupancy

During 2015/16 7,523 nights of accommodation were provided (7,936 in 2014/15). Reflecting the popularity of the Wellington apartments, these were occupied 84% of the time, followed by Wanaka 81%, Mount Maunganui 80%, Hanmer 73%, Rotorua 72%, Napier 70%, Waikanae 65%, Acacia Bay 65% and Akaroa 43%.



Leave Centre upgrades, refurbishments, acquisitions and disposals

Over recent years Army Leave Centres have completed most of its major objectives by rebuilding Rotorua and Mount Maunganui, purchasing three Wellington apartments, upgrading Napier and Wanaka bathrooms and kitchens plus various refurbishments at Hanmer. Following the sale of Turangi at the beginning of 2016, the proceeds are providing useful funding for the replacement of the Akaroa decks (necessary for health and safety purposes) and other improvements that are also being considered to help improve that location's occupancy. The ACWF continues to investigate further options for additional leave centres.

FUTURE DIRECTIONS

In addition to the ongoing leave centre refurbishment programme, Army Central Welfare continues to support worthwhile camp projects, such as the recently completed Elliot VC Complex and also the building of more garages at Linton to help benefit as many local Army people as possible. The other main focus and effort will be on maintaining the visibility of Army Central Welfare benefits and promoting the Army NPF Personal Loan Scheme as a worthwhile low interest rate borrowing option for Army personnel.

Army Central Welfare is very keen for members to use the available facilities and products as this support leads to further enhancements to the existing range of benefits and the development of new facilities. Comment, suggestions and enquiries regarding the activities and services of Army Central Welfare are always welcome and, even if we do not have precisely what members are looking for, we can usually provide some helpful advice.

ARMY NON-PUBLIC FUNDS

Army NPF Financial Summary	2016	2015
Operating Revenue	\$k	\$k
Term and Call Interest	455	514
Personal Loan Interest	55	61
Other Income	4	4
	514	579
Operating Expenses		
Interest Paid to Members	447	509
Bonus Interest Paid to Members	0	0
Bank Charges	30	31
Bad Debts and Provisions	2	(3)
Other Expenses	19	15
	498	552
Operating Surplus	16	27
Army NPF Financial Position		
Assets		
Net Cash at Bank	99	117
Term Investments	9,449	10,348
On Call Funds	475	400
Army NPF Personal Loans	492	587
Accruals and Debtors	41	71
	10,556	11,523
Liabilities		
Creditors Accruals & Provisions	24	19
ACWF NPF Account	4,048	4,834
Leave Centre Account	139	95
Other Members Accounts	5,696	5,942
	9,907	10,890
Army NPF Members' Equity	649	633

Risk averse, the Army NPF invests with main trading banks, bank-owned finance companies and local authorities rated A+ or better.

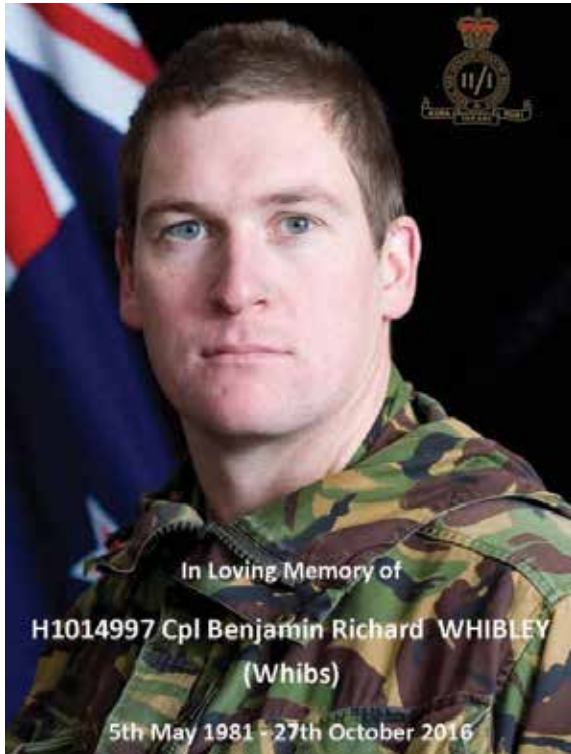
ARMY CENTRAL WELFARE FUND

ACWF Financial Summary	2016	2015
Income	\$k	\$k
ACWF Interest Income	197	242
AFCC Dividends*	0	116
Leave Centre Tariff Income	412	417
Leave Centre Interest Income	5	3
UPF Contributions and Other Revenue	337	3
	951	781
Expenditure		
Death Grants	56	68
Grants to UPFs from AFCC Dividends*	0	116
Regional, Sports and Other Grants	1,184	1,100
Leave Centre Operating Expenses	347	314
Property Maintenance Refurb/Disposal Costs	62	83
Leave Centre Depreciation	161	157
Other Expenses	18	29
	1,828	1,867
Operating Surplus	(877)	(1,086)
ACWF Financial Position		
Assets		
Leave Centre Fixed Assets	9,989	10,272
ACWF Cash at Army NPF	4,048	4,834
Leave Centre Cash at Army NPF	139	95
Prepayments and accruals	15	109
	14,191	15,310
Liabilities		
Creditors and accruals	130	352
Net Equity	14,061	14,958

ACWF has sufficient financial resources not to levy members.

REST IN PEACE CPL WHIBLEY

Corporal Benjamin Richard Whibley died following an illness on 27 October last year.



Commonly known as 'Whibs', CPL Whibley enlisted into the New Zealand Army as a Territorial Force rifleman on 29 August 2003.

After completing TF Combat Corps Training, he was posted to 6th Hauraki Battalion. In 2005 Cpl Whibley was posted to the Officer Cadet School of NZ as a member of the Support Section, until 2008.

He later transferred to the Regular Force Army. He completed RF Combat Corps Training and was posted to 2/1 RNZIR, where he would remain for the rest of his Army career.

CPL Whibley deployed on his first operational tour to the Solomon Islands in 2010 before returning to Delta Coy 2/1 RNZIR. Two months later he deployed again, this time to Timor Leste from November 2010 – May 2011.

Upon his return he was posted to Signals Platoon 2/1 RNZIR until December 2012, when he was promoted and posted into

Bravo Coy and during this time he also completed a Tour of Duty to Depot Coy where he commanded a Rifle Section in Cambrai Platoon. In 2016 CPL Whibley was posted back to Bravo Coy.

CPL Whibley epitomised junior leadership within the NZ Army; he was passionate about training and building his team and was diligent and technically proficient in applying SOPs and TTPs. He was a reliable JNCO with a no frills, get-it-done attitude. He was courageous during his brief illness and lived his short years to the fullest. In the months before he passed, he travelled the world and fulfilled some life-long dreams such as attending Formula One events and visiting historically significant sites in Europe. He will be sadly missed by the soldiers and officers within 2nd/1st Battalion.

KURA TAKAHI PUNI
ONWARD



TWIN PEAKS BATTLE TAB DUNEDIN

22 JULY 2017

- Fastest Individual
- Fastest Individual Female
- Fastest Open Team
- Fastest Mixed Team
- Fastest Female Team

2/4 RNZIR Internal Category:
Fastest Inter-company Team



**REGISTRATIONS
CLOSE**

30 APRIL 2017

**FOR FURTHER
ENTRY INFORMATION:**

SSGT Gareth Manson

M: 027 637 7894

E: gareth.manson@nzdf.mil.nz

See you on the startline!

THE BATTLE OF SIDI REZEZEGH

SEVENTY-FIVE YEARS ON



The Forgotten Desert Battle

The Battle of Sidi Rezegh was fought in 1941 by General Freyberg's 2nd New Zealand Division during the Eighth Army's Crusader campaign. More New Zealanders were killed or taken prisoner in Crusader than in any other campaign of the Second World War. Yet strangely, while many people know of, and understand, the significance of other battles such as Crete, El Alamein and Monte Cassino, awareness of Sidi Rezegh is relatively low, writes Peter Cox.



The BVC team



DW9 platoon

My father, Brian Cox, who died 40 years ago, fought at Sidi Rezegh with C Company, 27 (Machine Gun) Battalion, which was attached to 6 NZ Brigade. Many years later while researching his war history I came to understand the battle's importance. He had talked little of his wartime experiences, but once said to me, "I was at Sidi Rezegh", in a way that suggested it meant a lot to him. I was also often drawn back to a photo of him with his gun team at Sidi Rezegh in his battalion's official history.

Through some good luck I was able to locate several men from Brian's platoon and talk to them and other veterans about the campaign and the tough time that they had. The battle was fought on a barren desert landscape with little cover and few landmarks, against an enemy that was well led and equipped, had superior armour and anti-tank weapons, and who had been able to choose their defensive positions well. The New Zealanders, and especially 4 and 6 Brigades, were called on to overcome these positions in a series of night attacks in an attempt to link with men from the Tobruk garrison. They succeeded, but at a high cost: 879 New Zealanders were killed or died of wounds, 1699 were wounded and 2042 taken prisoner. These casualties were the highest of any Eighth Army division in the campaign.

On 23 November 6 Brigade attacked the Sidi Rezegh ridge which, although only some 30 metres high, was identified by Freyberg as being strategically important in relieving Tobruk as it overlooked two key enemy supply routes. Over the course of a week, the brigade attacked three significant targets: Point 175, the blockhouse and a little building called the mosque. All of these were eventually taken but the infantry battalions and supporting units all suffered heavily. In the attack on Point 175, 25 Battalion lost over 100 men killed in an afternoon; more in a single action than any other New Zealand battalion in the Second World War.

When visiting the battlefield in 2009, I was able to see for myself what these attacks entailed, as the scene is unchanged. The challenges were obvious: the desert provides little natural cover and the rock-hard surface meant that shelter from enemy fire was almost impossible to find.

My father's mates had vivid recollections of this fierce battle. For Phil Hammond from Christchurch, "a lot of bloody good blokes went west", while John Black, from Auckland who first went into action at Point 175, recalled thinking that "if this is action I don't have long to live". C Company was hard-hit, as Hammond recalled when a photo was taken of survivors after the battle: "I think there were 38 out of 134 who started out for this party at Sidi Rezegh". This battle loomed large in the memories of the men who fought there. Many of their mates who were killed are buried in the Commonwealth War Graves cemeteries around Tobruk, and when I returned to New Zealand with photos of their headstones, emotions ran high. No wonder they, and



General Bernard Freyberg (right)

my father, had not wanted to talk about what they had gone through.

This was a costly and complex battle; a series of fragmented actions without clear battle lines and the opposing forces often intermingled. It was also, however, an important victory for the Eighth Army. Freyberg saw the division's move west on 23 November as its most important action in the war: "if we had not done so the battle of Alamein would have been fought a year earlier and without the Sherman tank".

By taking over the attack after the armoured encounter had been lost, the New Zealand division had played a big part in the battle. In the view of Freyberg's GSO1, William Gentry, "it is doubtful that it ever fought again with the same fury and determination as it did in that short and confused campaign". As the New Zealanders' Corps Commander, General Alfred Godwin-Austen, said, "the story of this campaign is simple. Freyberg and the New Zealanders broke the Afrika Korps but in doing so destroyed themselves".

The battle – a brief overview

By mid-1941 German and Italian forces had reached eastwards into the Libyan region of Cyrenaica as far as the Egyptian border, except for the port town of Tobruk, which was still held by the Allies but surrounded by the enemy. The Eighth Army's objective for the campaign, code-named *Crusader*, was to attack and drive these enemy forces back to the west, relieve Tobruk and, it was hoped, ultimately to defeat the enemy in North Africa.

The battle began on 18 November with a 7 Armoured Division drive into Libya while the New Zealand and Indian Divisions attacked and sealed off enemy forces around the border. The British tanks suffered heavy losses and after three days were forced to withdraw. While 5 NZ Brigade and the Indian Division remained on the border, 4 and 6 NZ Brigades were ordered to march west to link with Tobruk garrison forces that had broken out of the town's perimeter. The New Zealanders carried out a succession of hard-fought and costly night attacks on enemy positions on the Sidi Rezegh and Belhamed desert ridges. On 27 November the link-up was achieved and a corridor into Tobruk opened.

Simultaneously Rommel had led an abortive attack back



Peter Cox

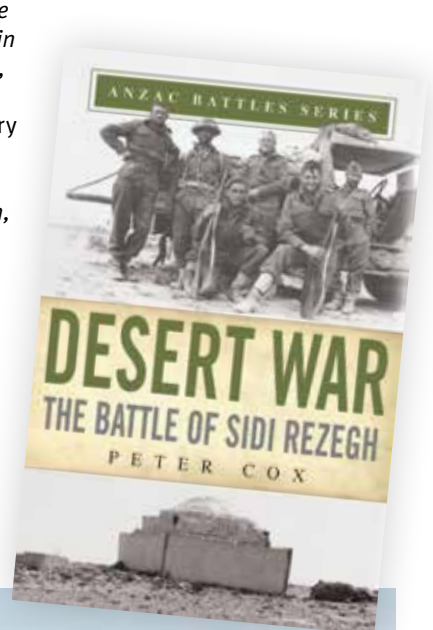
to the border and overran 5 Brigade HQ, but his tanks were ordered to return to Sidi Rezegh and counter-attack the New Zealanders. Now isolated, and with minimal armoured support, 4 and 6 Brigades were forced to withdraw to Egypt on 1 December and the Tobruk corridor was closed.

By then, though, the enemy forces had also been badly hit and were short of supplies. They withdrew westwards, pursued by Eighth Army forces, including elements of New Zealand's 5 Brigade. Tobruk was finally relieved and by late December the German and Italian forces were back at the western edge of Cyrenaica. The enemy remaining near the Egyptian border surrendered in mid-January 1942. In late January 1942 Rommel again counter-attacked and was soon back at Gazala, only some 65km west of Tobruk.

Although *Crusader* had not been a decisive victory, it had been a major setback for Rommel. In the words of General Claude Auchinleck, Commander-in-Chief Middle East Forces, the campaign was "a success, but rather slower, more costly and less complete than I had hoped". He praised the New Zealanders "for the finest fighting he had ever seen".

Peter Cox is the author of Desert War—The Battle of Sidi Rezegh. The book is the result of two visits made by Peter and his wife Robin to the battlefield near Tobruk in Libya. Peter's first book, Good Luck To All The Lads—The Wartime Story of Brian Cox 1939—43 records the war history of Brian and his platoon, who fought in the Sidi Rezegh battle. Peter subsequently met further veterans of the battle and was motivated to write a more complete account of the battle.

For further information visit www.sidirezegh.co.nz



Landmines



The blockhouse



The Mosque



SOUTHERN HEALTH PROS WIN WATERHOUSE TROPHY

There was fierce competition among the 11 teams who competed for the Waterhouse Trophy towards the end of 2016.

The Annual NZDF Waterhouse First Aid Competition was conducted in Linton Camp, and the eventual overall winner was DHO, Southern RF.

The Waterhouse First Aid Competition has been running since 1942 and is the longest running competition within the NZDF.

There are six activities to compete in, consisting of two teams tests, CPR, written test, pairs test and the transport Stand (stretcher carry).

The competing four- person teams are made up from RF and Reservist personnel from all three services.

Judges for the event came from all over New Zealand and comprised both past and present members of NZDF medical units.



RESULTS

TRANSPORT TROPHY

Awarded to the team that was the quickest and safest

- | | |
|-----|----------------------------|
| 1st | DHO – Central Army Reserve |
| 2nd | FHO – DHC Ohakea |
| 3rd | DHO Northern (Navy) |

WRITTEN TEST

Awarded to the individual scoring the highest in the written test

- | | |
|-----|----------------------|
| 1st | LCPL B. Cruickshank |
| 2nd | LCPL Z. Ansley-Brown |
| 3rd | LAC J. Den Harder |

BRIGADIER MCMAHON CUP

Pairs Test

- | | |
|-----|--------------------|
| 1st | DHO – Southern, RF |
| 2nd | Deplot Platoon |
| 3rd | Central |

GRIGG MEMORIAL CUP

Awarded to the team that has achieved the highest team score in CPR

- | | |
|-----|--|
| 1st | DHO – Northern Army Reserve, (R.A.T.S) |
| 2nd | DHO – Central (Waiouru) |
| 3rd | DHO – R2 |

GORDON WATT CUP

Awarded to the team with the highest combined team score

- | | |
|-----|---------------------------------------|
| 1st | DHO – Central, RF (Individual Prizes) |
| 2nd | 1RNZIR FSG and DHO – Southern, RF |
| 3rd | FHO – DHC Ohakea |

MEDXUS LEADERSHIP TROPHY

Awarded to the most effective team leader

- | | |
|-----|------------------------|
| 1st | CPL R. Merrett (Plate) |
| 2nd | CPL S. Cavill-Folwer |
| 3rd | CPL F. Hanton |

THE 2016 ANNUAL NZDF WATERHOUSE TROPHY

Awarded to the team that has accumulated the most overall points

- | | |
|-----|---|
| 1st | DHO – Southern RF |
| 2nd | Sponsored by Zoll is HPRO Depot Platoon |
| 3rd | DHO – Central (Waiouru) |

MAU RAKAU WĀNANGA 2017 Te Mauri o Tu Te Kawa o Tangaroa

The aim of the wānanga is to instil and teach the Taiaha art style of *Te Kore* enabling the mana of Ngāti Tumatauenga, Te Taaua Moana, Te Taaua a Rangi and Te Ope Kaatua to be maintained during ceremonial occasions. Facilitated by Mr Rehua Kereama and Mr Heemi Te Peeti, both are leading tutors in the field of Maori Weaponry within New Zealand.

Nomination forms are to be forwarded through your normal command chain for consent, and then forwarded to NZDF HR Service Centre for action onto ATLAS. All participants are to be male members of the NZDF (including civilian employees).

This course encompasses three separate phases of learning. It is expected that students will complete all three phases in order to achieve competency.

Course Information:

Cse short title	A4015
Noms Close	NLT D-40
Dates	Tauira (L1) 03 April 2017 Pou (L2) 01 May 2017 Kaiwero (L3) 12 June 2017
Where	Rongomaraeroa o nga Hau e Wha Marae, WMC.
Enquiries contact:	
Marae Staff Officer	SSGT Mike Te Hau ph: 021986925
Marae Educator	Mr Steve Bethell ph: 021914068
Maori Cultural site	http://communities/mcg/default.aspx



3+2+1=CHARITY – MAJ HUMPHRIES CHALLENGE FOR THE CHILDREN OF THE FALLEN HEROES

After completing Ultraman Australia in May of last year Major John Humphries knew he'd have to come up with something more interesting to further test himself. He wanted to raise more funds for his chosen charitable cause 'The Children of the Fallen Heroes'.

"The 515 kms of Ultraman certainly tested me to the limits. It was a 10-km swim followed by a 140-km cycle on day one, a 280-km cycle on day two, and a double marathon run of 84.4 kms on day three, compounded with the Queensland heat.

"I ran an idea to my coach, Ray Boardman of Qwik Kiwi

and an Army PTI. My idea was 3+2+1=Charity, being three Half Ironman events over three consecutive weekends – the Iron-Maori event in Napier, followed by 70.3 Ironman New Zealand in Taupo, followed by the Rotorua Half Ironman. The two became two full Ironman distance events over two weeks, being Challenge Wanaka on 18 Feb 2017 and Ironman New Zealand on 4 March 2017. The one was simply to return to Australia to defend my title of winning the Military and Emergency Services Division which I won at Ultraman Australia 2016.

"The total distance of the six events is 1306 kms of swimming, cycling and running. With Coach Ray on board,

and the blessing and support of my superiors, peers and subordinates, and wanting to test myself now that I am 50, it's game on to raise funds once again for the Children of the Fallen Heroes."

Army News will run further updates as the journey progresses.

If you wish to donate to Major Humphries' charity of the Children of the Fallen Heroes, which is what the 3+2+1=Charity is all about, then please use the enclosed link. One hundred percent of the funds raised will go to the cause: <https://givealittle.co.nz/cause/ultrahumps>

NEW ADDITION TO THE SEXUAL ASSAULT RESPONSE TEAM

Dan McGrath has recently joined NZDF as a Sexual Assault Prevention & Response Advisor.

Dan is 26 and graduated from Massey University with a B.A (Psych) and subsequently went on to gain a Certificate in Public Health. For three years prior to joining NZDF he has been working in the area of rape prevention and education.

National SAPRA, Kerrin Humphrey, believes the appointment of Dan introduces a wealth of knowledge and skill to an already successful team. "Our team is really excited to have Dan on board. His knowledge and skills in prevention and education will support our initiatives to eliminate harmful sexual behaviours within NZDF."

Dan will be based at Whenuapai; however, he will also cover Papakura and be working closely with Hala Nasr at Devonport. Together they will ensure the Northern Region is well supported.

Part of Dan's role is also delivering the national rollout of the Sexual Ethics and Respectful Relationships (SERR) programme which will be presented at every base and camp (incl HQ) in 2017. He's hoping that by attending the programme, NZDF staff will be far more aware of unacceptable behaviours and attitudes they observe and speak out about them.



You can contact Dan on 021 908 424 or any of the other SAPRAs listed below for confidential support and advice. For support for personnel based in the South Island, please call 0800 693 324.



Kerrin Humphrey
National SAPRA
(based at HQ Wellington)
Phone: **021 991 928**



Melanie Calvesbert
Wellington Region
(based at Trentham)
Phone: **021 913 673**



Angelique Walker
Central Region
(based at Linton)
Phone: **021 913 645**



Hala Nasr
Northern Region
(based at Devonport)
Phone: **021 913 608**



Major Humphries



Army Team members: L-R: Spr A.J. Simpson, PTE Gerard Bell, MAJ Brett Grieve, LT Ian Eagle, Mr Steve Melton, SSGT Rejio Kokko.

ARMY CYCLING TRAINING CAMP

The nucleus of the 2016 Army Cycling gathered in Burnham during in October last year to put in a solid week of base miles in preparation for the Inter Service Criterium to be held later on in November. The programme was ambitious, involving 120–180 kilometres of riding per day, in addition to theory lessons on the various aspects of bicycle racing.

Half the team had not done a block of training like that before, so it was very much a case of taking things one day at a time, focusing on what is happening right now, to stay positive and last the distance. After four hours of training each day a coffee break had been 'earnt' which gave everyone something to look forward to.

"It's great to be able to learn how to train in an optimal manner. MAJ Brett Grieve is an elite cyclist and has walked the path that many of us are presently on. It's going to be great for the team to lift our performance and enjoy our training and racing together. I especially want to thank Army Sport and the various unit commanders for supporting this camp," said LT Ian Eagle.

"I didn't know I could ride 180 km on one day, let alone four in a row! This has been a breakthrough experience for me and I'm looking forward to the physical response in weeks to come!" said Staff Sergeant Rejio Kokko.

NATIONAL AWARD LINTON SQUASH PLAYER



MAJ Mickayla Kerr, Officer Commanding 10 Transport Coy, 2 CSS Bn has been awarded the Administrator/ Player of the Year Award for Services to Women's Masters Squash in 2016. The team MAJ Kerr played for also won the NZ Women's Top Club Tournament for 2016.



PARACHUTE TRAINING AND SUPPORT UNIT (PTSU)

**Are you willing to jump out of a plane?
Can you see yourself instructing people
to take their first leap out of a plane?
Is a Parachute Jump Instructor (PJI)
a career path that interests you?**

If you answered yes to these questions we would like to hear from you.

PTSU is a unit dedicated to instructing parachutists. If you have ever wondered what being a PJI is or what PTSU does then go onto the PTSU intranet webpage <http://org/air-485wg/PTSUPages/PTSU.aspx>.

If you would like more information about how to become a PJI contact DCM at Air.AirStaff.DCMAircrew@NZDF.mil.nz



RNZE SAPPERS COMPETE IN TRI-SERVICE YACHT RACE

By Acting Sergeant Richard Hughes, RNZE

A team of engineers from 2nd Engineer Regt and the School of Military Engineering pipped the Navy team at the post when it took part in the Coastal Classic yacht race from Auckland to the Bay of Islands.

The race is 119 nautical miles, has been running since 1982 and has nine different divisions. About 141 yachts entered into the latest race ranging from multimillion dollar boats with professional crews through to small yachts sailed by amateur sailors.

The race provides RNZE soldiers with an excellent opportunity to develop teamwork and resilience in conditions that are unfamiliar and at times very uncomfortable. It also enhances the skill and experience of the RNZE Sappers and NCOs, who are the NZ Army's small boat operators.

This year's race included an NZDF tri-service battle between the Army, Navy and Air Force with each service sailing identical 'Chico 40' Navy training yachts for the prestigious Con Thode Trophy. This is presented annually for competition in a night race between sail training craft of the Royal New Zealand Navy and named after Lieutenant Commander, RNZN (Ret) Con Thode, an accomplished yachtsman who served as a submarine commander during World War I.

The Army team consisted of five soldiers as well as a qualified Navy skipper and mate. Before the race started we had two days of on the water training on Waitematā Harbour. Most of the team had never been on a yacht before but remained undaunted at the fact they would soon be competing in New Zealand's premier fleet yacht race. Our Navy skipper Mr Phil Bishop seemed genuinely impressed by the ability of the Army lads to pull off some pretty challenging boat handling tasks which required good timing, teamwork and communication. This is a testament to the New Zealand soldier's ability to adapt to an unfamiliar situation and work well as a small team and is one of our organisation's biggest strengths.

The night before race day we attended a briefing at the Royal New Zealand Yacht Squadron which was full of history and held a fair bit of silverware that New Zealand has won over the years. We had a nice meal out and secretly hoped

we wouldn't return it to the sea the next day as we sailed north.

The start of the race was an amazing experience with 141 yachts all trying to occupy the same bit of water, jostling around for the perfect start. It was 0930 when the gun went off and the atmosphere was electric and the anticipation intense. Due to some excellent mission analysis by our skipper and slick sail handling by the crew, we got off to a flyer and actually led the fleet heading out of Waitematā Harbour. That lasted for about half an hour before the bigger boats blew past us. The most important part for us though was that we were ahead of both the Navy and the Air force by about 1 nautical mile.

We had a dream run up the coast and were in a real tactical battle with the Navy and Air Force, trying to cover their attempts to slip past us. Just after last light we picked up the Cape Brett light house which marks the southern entrance to the Bay of Islands. We still had a slender lead over the Navy and it was amazing to still be only a couple of miles apart after going in completely different directions in search of strong winds.

At just after 0300 we crossed the line off Russell in the Bay of Islands having successfully fended off the Navy team. The Air Force was quite a bit further back and we think they may have thought their boat was an aircraft carrier and gone looking for planes to land on it or something.

It was very rewarding to complete the race and especially to beat the Navy at their own game (our not-so-secret weapon was our very accomplished Navy skipper and mate who were amazing). I'm sure the lads who took part in the race will never forget the experience they had. We are part of a great organisation, when you can be given unique and interesting experiences like this to develop personally and professionally.

UBIQUE



AUMANGEA 2017

THE TOOLS TO SUCCEED ON TASKS AND MISSIONS

20 February – 23 March

01 May – 01 June

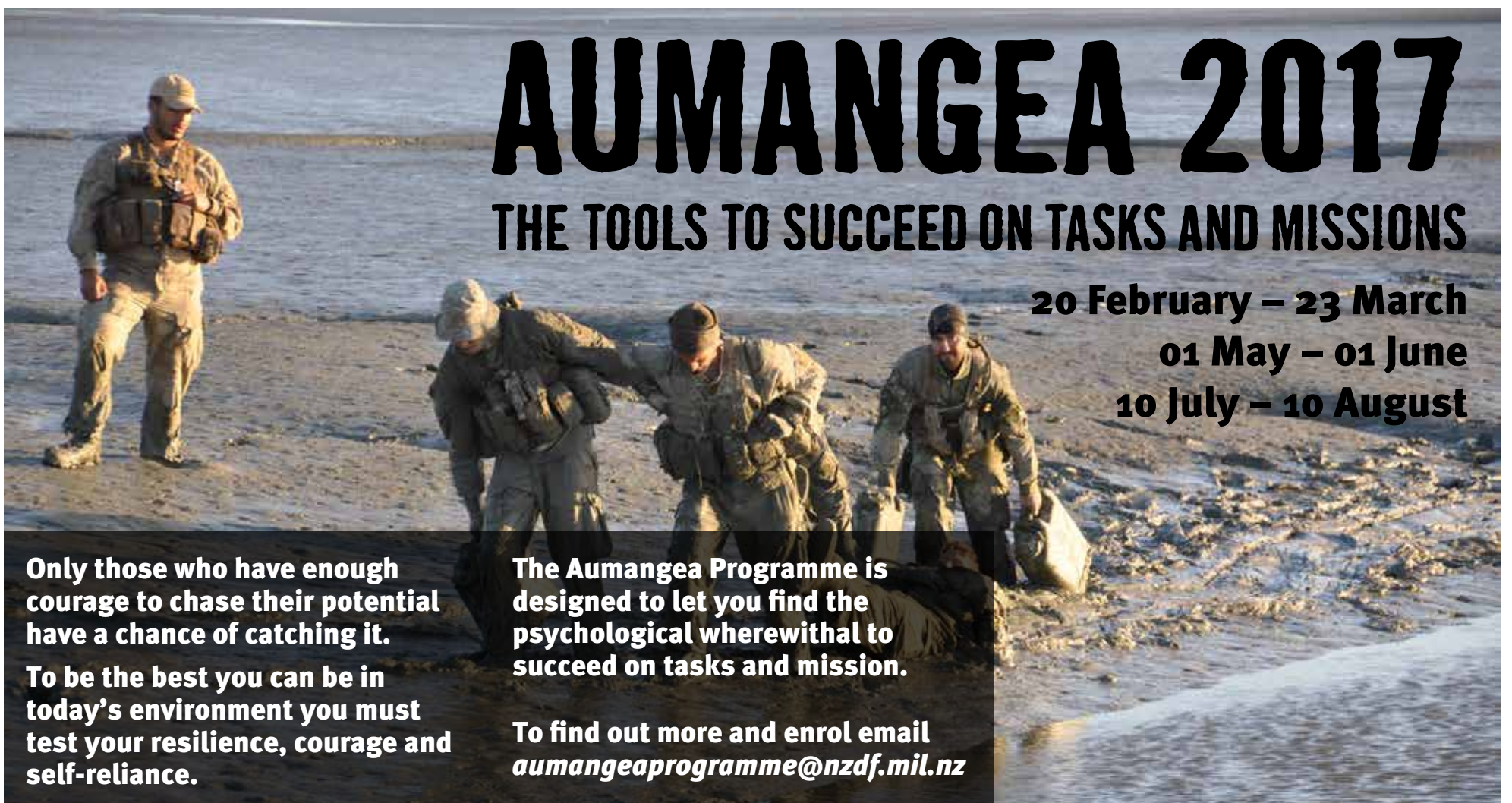
10 July – 10 August

Only those who have enough courage to chase their potential have a chance of catching it.

To be the best you can be in today's environment you must test your resilience, courage and self-reliance.

The Aumangea Programme is designed to let you find the psychological wherewithal to succeed on tasks and mission.

To find out more and enrol email aumangeaprogramme@nzdf.mil.nz





AN EFFECTIVE TRAINING TOOL FOR PHYSICAL FITNESS

A growing number of Linton personnel are finding out that yoga is helping them achieve their fitness goals faster and with a reduced risk of injury.

Fitness is no longer about simply going to the gym, or going for a run. Broadening our approach to fitness can achieve greater results for all our personnel, and ensure that we remain fighting fit.

Many may have a negative perception of yoga; however, there are many forms of yoga. What is offered by Linton helps build fitness, flexibility, and strength whilst also working to reduce stress.

Leading research strongly attributes yoga to improving strength, immunity, circulation, mental health and flexibility. This explains why several international defence forces have introduced yoga into their physical training regime. The

US Army Training and Doctrine Command (TRADOC) are currently in the process of conducting the largest overhaul of military fitness training in more than 30 years, introducing yoga defence wide for Special Forces, recruit training and rehabilitation of PTSD soldiers.

Yoga was introduced in Linton in 2015 and enjoyed a modest following. However, classes now consistently exceed 40–60 participants with a vast range of backgrounds and fitness levels. Staff Sergeant Lisa Harrison, Linton Gym 2IC, attributes this increase to a shift in attitude as more soldiers see the benefits yoga offers. “Don’t turn up expecting a relaxing class of stretches and meditation, yoga is physically challenging, increasing your flexibility and strengthens the core. You will be sweating by the end!”

The classes cater to the novice through to the more experienced. The concentration and exertion required to hold each pose is also a great distraction from the daily stresses brought on by work and personal pressures, which is a valuable coping strategy as tempo increases with the start of the training period. The strength development aspect is also an essential part of preparing for sport. Just ask Beauden Barrett who swears by yoga as part of his rugby preparations.

Along with those who are looking for an overall improved level of fitness, yoga has also become an integral part of the remedial/rehab programme. Linton Rehab Instructors have overhauled their rehabilitation programmes to incorporate more functional mobilisation exercises to compliment the patient’s injury specific strength exercise routines. Staff Sergeant Chris Cubitt, Senior Rehabilitation Instructor in Linton, explains. “All of the movements we included in our programmes are what you would experience from a typical yoga class as we have found that the majority of patients that present with an injury also have poor flexibility, postural imbalances, poor core stability, balance and proprioception. Yoga is a very effective training tool to develop these components of fitness to assist with injury prevention, promote normal biomechanical function and accelerate recovery from injury.”

The Physical Performance Squadron (PPS), Joint Operational Health Group,



is investigating options of further integrating yoga into the framework of NZDF physical training.

Linton Gym run yoga sessions every Friday lunchtime from 1200–1250. All personnel are welcome and yoga mats are provided.



Deployable Ted for sale

A 30cm tall, uniformed teddy bear is for sale, with all proceeds to the Trentham Military Camp UPF Welfare Fund. The bear is \$30 inclusive of GST (p&p extra). Enquiries to TRSB-UPF@nzdf.mil.nz

