

# ARMY NEWS

ISSUE 524  
JULY 2021



## SEEING IN THE DARK

Night vision capability

## EFFECTIVE WEAPONS

The Waiouru display

## SISTERS IN ARMS

Female comradeship in Ngāti Tūmatauenga

TŪ KAHA COURAGE

TŪ TIKA COMMITMENT

TŪ TIRA COMRADESHIP

TŪ MĀIA INTEGRITY

**NEWS**

- Army doctor helps in Fiji **03**
- Private Len Manning remembered in Top Pistol Shoot **13**

**CAPABILITY**

- Weapons effectiveness display **04**
- Seeing in the dark **14**

**PEOPLE**

- Recruits march out in Waiouru **07**
- Army emergency responder dives into Navy **09**
- Sisters in Arms **16**
- Operation Protect update **19**
- LSV – turning lives around **22**

**TRAINING**

- HRTU sharpens skills **10**
- Explosive method of entry course **12**

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**PROFESSION: Friendship and functions – keeping in lane!**

As we hit mid-year of 2021 it's easy to lose sight of the significant pressure imposed on Army to sustain the current domestic mission. Your work on Operation Protect provides necessary border protection and more importantly, peace of mind to the public of New Zealand. I would remind each of you that this task will end one day, but your continued professional service is both needed and valued.

When I think about our service – the particular notion of 'profession' triggers me. Today I wanted to discuss something noticed across the force. Left unchecked it will become a challenge to the way we operate as an Army. The issue surrounds the overly close affinity between friendship and function – at times the inability to separate the two. Army appointments and the rank responsibilities we hold are formed from a traditional hierarchal system pre-dating the Romans. It existed then and today, to command, control and manage resource in our formations. Moreover, it ensured a level of respect and deference was maintained.

As I look around there's evidence of a corroding system of authority and role responsibility. In simple terms some of our number are choosing not to undertake their responsibilities when they can and should. Others are putting friendships ahead of the professional accountability of their worn rank. I don't know why it is happening but have my suspicions – maybe because it's easier to lead this way. Some are terming this era as generational-egalitarianism, a product of modern social-equality seeping into the Armed Forces. There are benefits of course – it creates closeness, collaboration and classlessness. These are perks and I am not dissuading your workplace friendships. They are part of the reason we are so successful. What I am saying is that we need to have our relationships in check and responsibilities at the forefront of our mind.

Left unchecked, egalitarian freedoms in a military context can pose greater challenges. If we do not employ our rank authority with care and discretion, we create an environment of disparity and inequity. Without self-imposed discipline, those in charge can be tainted, introducing bias and dysfunction to the teams we lead and with individuals entrusted to us. Misuse of authority leads to harassment and discrimination,

or worse. But put more simply it means we're not doing our assigned jobs. In recent cases of poor command leadership, both officers and NCO were at fault and it happened because we were too close or too blind to see the problem.

Role responsibility is critically important in the military context because our lives depend on it. NCOs are not officers – officers are not NCOs or Warrant Officers. Remember that our roles as soldiers, trainers, disciplinarians and commanders alter as time passes. We wear the same uniform, conduct similar training and undertake tasks together – but our responsibilities are not the same! At work we must see the difference between personal bonds and military camaraderie – one day you may send them into fire. We've got to be diligent about the selection and conduct of duty to ensure others can assume theirs – that's real teamwork. While I will always encourage you to improve and grow, it cannot be at the expense of your appointed roles in whatever appointment you hold. Doing so ensures competence and eventually effectiveness in our service. Stay in your lanes.

**WO1 Wiremu Moffitt**  
**16<sup>th</sup> Sergeant Major of the Army**



**Casts and clips**

1. *University of Texas at Austin 2014 Commencement Address* – Admiral William H. McRaven (20min)
2. TEDx Talks: *Start with why – How great leaders inspire action* – Simon Sinek (18min)
3. TED Talks: *Grit, the power of passion and perseverance* – Angela Lee Duckworth (6min)
4. TEDx Talks: *There are some fates worse than death* – Mike Drowley (16min)
5. TEDx Talks: *Extreme Ownership* – Jocko Willink (15min)

Cover: SIG Irihaapeti Gray during the haka performed at a recent graduation in Waiouru.

Photo: Corporal Naomi James



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New Zealand Government



**LOOKING BACK**

After a busy night of firing their 25-pounder gun these Kiwi gunners of the 16<sup>th</sup> New Zealand Field Regiment look over their gun pit at the empty shell cases. During the Korean War the Kiwi Regiment fired over 800,000 shells, a record for any artillery regiment serving in Korea.

Photo: National Army Museum

## A MESSAGE FROM DEPUTY CHIEF OF ARMY



### New Zealand currently faces a combination of challenges that are unprecedented in our lifetimes.

Covid-19 has led to our Government closing our borders as it works to prevent the spread of a disease that may otherwise overwhelm our health system. At the same time, low interest rates and high demand have seen house prices continue to rise and the available supply for both purchase and rental fall; a situation that has been exacerbated by wages failing to keep pace with these increases in accommodation costs.

All of New Zealand is affected by these factors, and we Army personnel face some unique additional challenges. For many of you the rise in rents for military housing at the start of 2021 has added significant financial pressure and the tight housing market makes it difficult to find affordable quality accommodation options elsewhere. We are also very mindful that our junior ranks with families are finding the commitment to Op Protect a further strain.

In response to these increasingly difficult circumstances Commander 1<sup>st</sup> (New Zealand) Brigade initiated a study to gain a clear understanding of the challenges that our people are currently facing. The resulting paper has triggered senior leadership, at Chief of Army level and above, to investigate options to ease the situation.

Unfortunately, our Government faces economically challenging times due to Covid and, quite understandably, will need to carefully consider its future investment options.

Please be assured that NZDF continues to strongly represent opportunities for Government to invest in initiatives that will benefit our people. This extends to remuneration adjustments and the improving of our housing stock.

In the meantime Defence Estate and Infrastructure (DE&I) have been working hard to improve the houses we have. There is more money set aside for housing maintenance than what we have had previously – this includes the money coming from the rent rises. DE&I have also implemented a plan to get all of our houses up to the Healthy Homes Standard by 2023 and have improved the ways in which maintenance and faults get rectified.

So what can you do?

As our people work to get through these challenging times, we know that good financial decision making is crucial. While personal financial choices and associated opportunity costs invariably rest with each individual and their families, we know that making sure help is available could be a critical difference. If you are keen to see what is available, please take the time to look into the resources in the Force Financial Hub. Also, Mark Williamson, our Defence Human Resources Benefits Manager,

and his team regularly visit camps and there are a range of financial education and savings/investment options he will be very happy to talk to you about.

If just getting by day-to-day is proving impossible then please reach out – you can request support through the Command Chain, Padres, Social Workers or Defence Community Facilitators. If you do need to borrow money consider a Non-Public Funds loan, these come with a competitive rate of interest (<http://org/l-ags/pages/HR/Welfare/npf-home.aspx>) and may well be better option than some other sources of finance. It can be difficult to ask for help but the sooner you do, the sooner you can get back on track.

One area of investment that can be forgotten about as you look to the future is to invest in yourself. Make sure you understand the coursing requirements for pay progression and promotion and work hard to gain nomination for courses. If you think it would help, a really sound investment is to improve your reading, writing and maths and computer literacy skills to help you make good decisions and communicate effectively. The Defence College is present on all camps and offers some great education opportunities. If you have the basics squared away enquire what tertiary education options might be available.

Make sure you make the most of what the military community offers. Check in with DSSG and the Defence Community Facilitators as to what's available. All of our camps offer a range of recreational and support resources including access to gyms, messes, hobby huts, clubs and information on what's available in the broader community. Army also offers a range of leave centres at affordable rates across New Zealand.

If you are unhappy with the state of your Army house or barrack room – report it to DSSG immediately and be prepared to follow up.

In closing I'd like to assure you that the senior leadership within the Army and Defence Force are concerned for your well-being and are aware of the pressures faced by some of our service people and their families. We appreciate the important work you are doing if involved in Op Protect or supporting other priorities, and congratulate you on the professional way you continue to carry out these essential duties. If you have concerns or issues you can't resolve yourself, please work with your commander or manager and access whichever of the support resources provided that best suit you.

**Brigadier Matt Weston**  
Deputy Chief of Army

## NZDF medical officer joins Australian response to Fiji Covid-19 surge

**An Army doctor has deployed to Fiji to join an Australian Medical Assistance Team (AUSMAT) providing support to health authorities following a surge in cases of Covid-19 in Fiji.**



The Government recently announced two New Zealand medical specialists would be embedded with the AUSMAT. They include New Zealand Army medical officer Major Naomi Gough, a public health physician with a wide range of experience in communicable disease control, who is set to join the team after completing Fiji's quarantine requirements.

The AUSMAT's work will include health system management and infection control measures. Commander Joint Forces New Zealand Rear Admiral Jim Gilmour said Major Gough had extensive experience in public health, and provided expert medical advice and support on operations.

"We're pleased to be able to deploy Naomi to embed with the joint Australia-New Zealand team and support our neighbours

in Fiji with their response to the outbreak," he said.

MAJ Gough said that as a part of the AUSMAT team she will be responding to Fiji's request for assistance and will be there to provide public health support to the Fijian response.

Her career as a public health physician includes leadership roles in communicable disease control and incident control for outbreaks.

"Communicable disease control is not just about the bug, it's taking into account the broader challenges that individuals and communities face when responding to an outbreak, and thinking about solutions that will not only support control measures, but build community resilience and wellbeing," she said.

MAJ Gough is expected to be in Fiji for about five weeks.

As well as being vaccinated, MAJ Gough and others in the AUSMAT team are taking a range of precautions to protect themselves

and prevent spread of the virus including having their own supplies of Personal Protective Equipment and daily testing.

MAJ Gough will complete 14 days in managed isolation on her return to New Zealand.

The NZDF recently deployed a six-person medical team to the Multinational Force and Observers in the Sinai, where they worked with counterparts in the Australian Defence Force and personnel from other nations assisting with testing and treatment to respond to a Covid-19 outbreak.



**Colonel Michael van Welie graduated from US Army War College recently with a Master's degree in Strategic Studies. He was also awarded the AWC Foundation Award for Outstanding Strategy Research Paper for his paper on "Countering Southwest Pacific Threats Through Deeper Security Cooperation". COL van Welie will soon assume his next post as Deputy Commanding General Interoperability, 25 Infantry Division, Hawaii.**

**He was the only international student to receive an award, and it was presented to him by 4 Star General James McConville, Chief of US Army (left) .**

**The Chief of Army, Major General John Boswell congratulated COL van Welie on his award. "The US Army War College is a highly competitive academic environment, and even more so for international students. I'm seriously impressed with COL van Welie's performance. He has really enhanced his own mana, and the reputation of the NZ Army amongst our peers."**

NZLAV from Scots Squadron, QAMR.

# NZ ARMY'S WEAPONS CAPABILITIES ON DISPLAY



## The Waiouru Military Training Area came alive with the sound of heavy duty armaments when the Army held a firepower demonstration recently.

The two-day display came at the end of 16 Field Regiment and the School of Artillery's Exercise Brimstone.

The first day was devoted to showing Ministry of Defence and Capability Branch personnel around Waiouru, and introducing them to the various TRADOC schools.

The field demonstrations of the following day included the firing of the Javelin MRAAW missile, as well as the 105mm light gun, the 81mm mortar, the L119, and the anti-materiel rifle. The Light Armoured Vehicles' M242 25mm cannon and 7.62mm coaxial machine gun were also fired.

The fire power display was an opportunity to observe facets of the NZ Army's core combat capability, in particular the supporting weapon systems of infantry, armour and artillery that can be employed within a Light Fighting Force.

This activity was an important opportunity to demonstrate how we deliver combined arms effects on a battlefield, said the Land Component Commander Brigadier Hugh McAslan. The audience for the demonstration included many Defence civilian staff; providing important insights into how we operationalise capability to meet the policy requirements of being combat capable. The demonstration also gave our soldiers the opportunity to practise some of their skills in a combined arms environment. With the continuous demands of our current commitment to Op PROTECT, we have to take every opportunity to practise our warfighting skills when the opportunities arise to preserve critical skill sets with an eye to regeneration.

*Photos: Corporals Chad Sharman and Rachel Pugh*



*MAJ Michael Chivers provides a brief on future Command Post capabilities as part of the NEA project.*



*Javelin MRAAW fired by Fire Support Group, 1 RNZIR.*



81mm Mortar of 16 Fd Regt.



LT Matthew Wall, 1 RNZIR provides a brief on the Infantry Support Weapons being fired (JAV, GMG and AMR).



Soldiers from 16 Fd Regt undertake maintenance.



105mm Light Gun of 16 Fd Regt fires.



NZLAV of QAMR firing the 25mm cannon.

An officer writes night orders on the platoon position during an exercise.



# RRF 400 CASSINO COY ON EXERCISE

**When Cassino Coy, RRF 400, deployed in mid-May it was the first real opportunity to test the skills the recruits had learnt over the previous eight weeks of training.**

The first three days were spent in open country, where fighting pits were dug with battle buddies and sections started to work on pairs' fire and manoeuvre, as well as the basics of operating in a field environment.

For the remaining four days the exercise moved into close country where recruits learnt how to set up a platoon harbour and continued to practise pairs and section assaulting. As the exercise went on there was increased contact with the enemy, initially with probing shots during the night, then onto full contacts and firefights.

On the final morning harbours were contacted in the early hours and recruits had to 'bug out'. They had a few minutes to pack and leave the platoon harbour, which proved stressful but also exciting. Exercise One was concluded with an eight kilometre pack march back to camp followed by the usual post exercise administration.

"Although there were a few tough moments throughout the exercise my overall experience was positive and the learning outcomes proved beneficial in preparing me for later parts of the course," said Private Lachlan Sheriff, Hinton VC Platoon.

Exercise One was followed by some much needed time off with families. Recruits headed home for five days of rest and recreation returning to drill, NZ Army Combat Programme (ACP) and Close Quarter Battle (CQB) Shooting Techniques.

The close quarter shooting techniques package was over five half days including a night shoot. Throughout the week recruits advanced their current shooting techniques while obtaining new skills such as tactical reloads, combat reloads, rhythm, and weapon steadiness.

A highlight from the week was the night shoot where targets were initiated using the PEQ-15 night aiming devices. Recruits also benefitted from learning recoil management and steady target engagement. PTE Marnie Jones said she felt the experienced instructors added to the overall experience by giving important advice on moderating battle stress, controlling combat mindset and introducing recruits to combat behaviours such as "enemy, weapon, mates", which is a three point check conducted post enemy engagement.

As the week progressed learning new techniques and drills recruits also came across a number of difficulties, such as the ability to maintain positive weapon control when becoming fatigued. The gradual addition of

extra equipment such as body armour and helmets increased fatigue; however, with adequate practice and a few more press ups everyone soon met the standard.

The skills obtained during this aspect of the basic directly impact competency levels as recruits begin learning about urban operations. PTE Jones said she enjoyed the close quarter battle week and the opportunity to improve her weapon skills.

Concurrently with CQB shooting was ACP training. This training taught recruits various skills that related to aggressive and defensive close quarter combat. PTE Thomas Patton's experience with this training was one that came with a lot of hesitation, due to not being naturally aggressive, nor physically intimidating.

The training included a few techniques that he found harder to put into practice, the high cross technique being one of these. This technique is a type of ground grapple that allows the aggressor to maintain control over the opponent by restricting their upper body. The reason that this technique was harder for PTE Patton was most of time he was with opponents who were a lot stronger than him. Therefore, maintaining the grapple took a lot more effort to gain the upper hand over the opponent.

While there were things that PTE Patton found hard over the course of the week, he said it was something new that he had not done before and he enjoyed it. "I hope in the future I can continue to develop these skills".



Recruits battle the unforgiving Waiouru weather.

**A group of the Army's newest soldiers marched out in front of friends and families in Waiouru recently.**

Private Samuel Livingstone received the prize of Top Recruit, and PTE Matthew Riddlestone was named Top Warrior.

**Other prize winners included:**

**Top Shot:**  
PTE Livingstone

**Top recruit from each platoon:**

**Eliot VC Platoon:**  
PTE Jackson Patu

**Hinton VC Platoon:**  
PTE Libby Morton

**Ngarimu VC Platoon:**  
PTE Brodan Stokes

**Sergeant Major of the Army Award:**  
PTE Patu

**Top Instructor:**  
Bombardier John Futi



*Brigadier Jim Bliss reviewed the march out.*



*Photos: Corporal Naomi James*



Soldiers from 3<sup>rd</sup> Combat Service Support Battalion took to the windy and exposed terrain of Tekapō for Exercise Whakatipu recently.

They spent time working on section level combat service support capability, and live field firing by day and night including. They practised using the Light Support Weapon mounted firing from the Pinzgauer, high explosive firing using the M203 40mm grenade launcher and M72A6 66mm rocket launcher.

The exercise included battle simulation, including pyrotechnics to simulate mortar fire and explosions.



Soldiers use a variety of weapons during Exercise Whakatipu.

Photos: Corporal Sean Spivey

CPL Petra Dye-Hutchinson (foreground) and Able Writer Dione Taurua on the dive course.



# DIVING INTO AN OPPORTUNITY

By Simone Millar

**It all started with the historic initiation – a five kilometre run through mangroves followed by a one kilometre swim in the cold, murky Manukau Harbour. And the tradition of the Royal Navy Diver’s Mud Run was only the warm-up for the day for the six recent graduates of the Defence Dive Course.**

The course attracts people from all services in the Defence Force and it was a real dream for Lance Corporal Petra Dye-Hutchinson.

“When I first posted in as a firefighter, I was told of this course by my superior. He knew I was passionate about the water. I’d never dived before but it was the best challenge for me to do. I thought why not take the opportunity the Defence Force gives?” says LCPL Dye-Hutchinson.

The course teaches skills such as searching for lost objects, body recovery and ship hull searches.

Petty Officer PTI Māhia Morton also attended the course.

“We did all of these exercises in the day and night. I thought I was brave but the night diving was a bit scary,” says POPTI Morton.

“The coolest thing was using hand tools underwater. We had to cut through metal objects with a hacksaw underwater.”

POPTI Morton says there were a lot of challenges, including training for core strength.

“It was a challenge being in the water as it’s a different kind of fitness. But you can push through it, it’s not impossible to achieve. It’s a challenge, but it’s awesome.”

The 29-year-old was initially a hydrographer then embarked on a posting to physical training and says she’s always loved the ocean, obtaining her PADI dive qualification, and she’s a big advocate of females getting into the dive trade.

“The dive trade is male dominant and that in itself pushed me to do the course. Some women are afraid to take the step. It’s fun, it’s scary, but you’ll never grow if you don’t get out of your comfort zone. My advice is just do it, girls!”

LCPL Dye-Hutchinson loves her job as a firefighter but was up for the challenge.

“I loved the course. I loved my job as a firefighter. But the diving is just like firefighting under water. It’s the same skill set, but now we just have the element of being under water,” she says.

The 29-year-old Aucklander says the highlight of the course was how the team worked together, regardless of what service they are in.

“That’s what the Defence Force is about. I’ve never worked with the Navy before, but we’re all talking the same language, with a slightly different lingo. It was good to grasp from each others’ skills set.”

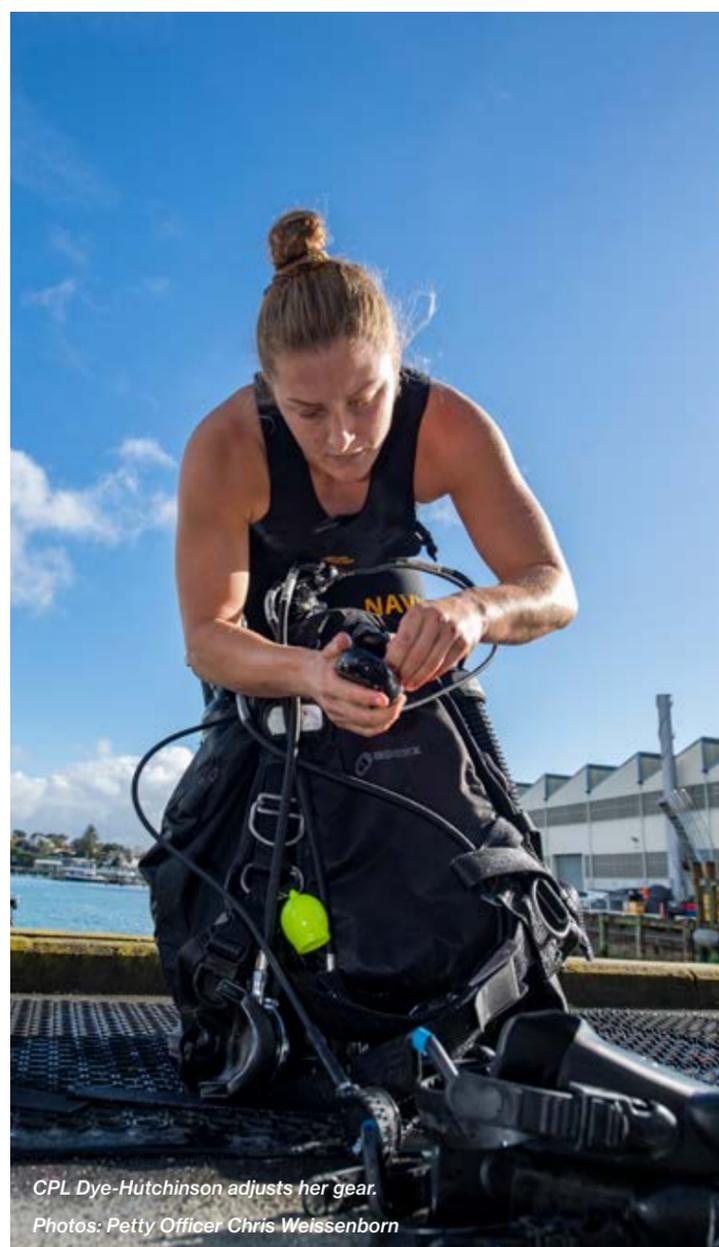
“It was like finding a long-lost family. I definitely made some great friends out of that course,” says LCPL Dye-Hutchinson.

She says the risks that come with diving make teamwork all the more important.

“Were all individuals but you can’t just dive by yourself. We have to work together and it’s about achieving the outcome together.

The technical search techniques were a cluster at the beginning but then the second time we got it. It was pretty cool hearing that we did well from the instructors,” she says.

Based at Linton she says she’ll be pushing to get posted to Matataua at Devonport Naval Base, to assist with the dive team in the future, but for now she’ll be fighting fires above the water line.



CPL Dye-Hutchinson adjusts her gear.

Photos: Petty Officer Chris Weissenborn



# HRTU SHARPENS SKILLS

**Special Operations forces, helicopters and personnel from No. 3 Squadron RNZAF and members of the Army's High Readiness Task Unit (HRTU) honed their skills recently on Exercise Steel Talon.**

The exercise preceded the live field firing certification of HRTU platoons on Ex Venom 2.

The officer commanding HRTU Major Matthew Singleton said the exercise offered the HRTU the opportunity to integrate with force elements from the air component and SOTG. "It practised the deliberate and quick planning functions as well as cross boundary support and logistics."

Exercise Steel Talon took place in the close country of Raumai

Air Weapons Range and Santoft Forest, where decentralised platoons were inserted via NH90 in order to counter threat group smuggling operations. An escalation in enemy activities cued a move to Waiouru, and saw the HRTU link up with FSG Platoon, No. 3 Sqn and 1NZSAS to conduct clearance tasks culminating in a live fire Javelin ambush.

With Steel Talon completed, the HRTU quickly reconstituted and redeployed onto Venom 2 where

platoons conducted live firing quick attacks. These BHEs saw the realisation of the crawl, walk, run approach to training. They also provided the HRTU with valuable integration training and exposure to working with strategic defence assets as well as practising core infantry skills.

*Photos: Corporals Naomi James and Rachel Pugh*





# IT'S A BLAST

## EMoE training in the North Island



**Troops from the Royal New Zealand Engineers Regiment got to blow things up for real when they attended the Explosive Method of Entry course recently.**

The exercise was the confirmation phase of the Explosive Method of Entry (EMoE) Course and its aim was to train RNZE personnel in the duties of a Safety Supervisor (SS) and Range Conducting Officer (RCO) on an EMoE activity.

Over 17 days, which were divided between Linton and Waiouru, the eight soldiers learned about theory, and staged rehearsals before the live confirmation activity in Waiouru.

About 12 personnel from 2 ER supported the live activity which consisted of four days of live firing alternating with four days of preparation and stand down (personnel can only be exposed to a maximum of six blasts per day in training).

Staff Sergeant Matthew Hooper said each student was required to fulfil the role of a SS and an RCO for at least one serial per day.

"A SS is required to oversee the construction, carriage, placing and firing of explosive charges, and the RCO is responsible for the overall planning, co-ordination and safe conduct of the activity."

The charges ranged from just a few grams up to about four kilograms of High Explosive.

"All personnel are required to wear full personal protection equipment (body armour, kevlar helmet, ballistic glasses, hearing protection and gloves) while placing and firing charges."

SSGT Hooper said the targets are constructed of timber, steel and concrete and are designed to simulate real life scenarios.

"Using the urban container village also adds some complexity to the training for the students to consider," he said.

*Photos: Corporal Naomi James*



SSGT Nick Marfell: "Len was a real character and an excellent soldier."



# REMEMBERING LEN

By Charlene Williamson

## Twenty-one years ago, on 24 July 2000 the New Zealand Army lost a greatly respected soldier in a militia ambush on feature Foho Debalulik, East Timor.

Private Leonard William Manning from Bravo Company, 2<sup>nd</sup>/1<sup>st</sup> Battalion, Royal New Zealand Infantry Regiment was killed instantly when a six-man tracking team was engaged at 10 metres by a large militia group.

PTE Manning had a passion for soldiering and loved a good pistol shoot.

Twenty years after the inaugural shoot, the Leonard Manning Memorial Trophy for Top Pistol Shot was competed for once again at Aylesbury Range, Burnham Military Camp.

Commanding Officer, NZ Batt 2 and of 2/1 RNZIR at the time, Lieutenant Colonel Martin Dransfield said the trophy was made to keep his memory alive.

"In October 2000 I attended a memorial service with Len's platoon at the place where he lost his life in the militia ambush.

"I collected a piece of rock from the ridgeline, on a feature called Foho Debalulik, and decided to place it on a trophy dedicated to the memory of Len Manning. I also

spoke with Len's parents Charlie and Linda to get their approval," he said.

LTCOL Dransfield said when the Battalion returned from East Timor he asked Bravo Company Officer Commanding, then Major Evan Williams what the trophy should be awarded for.

"He advised me that Len's passion was pistol shooting, and so on leaving the Battalion I presented the Leonard Manning Memorial Shooting Trophy to 2/1 RNZIR to be awarded annually at the Leonard Manning Memorial Shooting Competition."

This year, 60 soldiers from 2/1 RNZIR competed for the trophy with Private Will Osborne securing the top shot. The shoot involves participants firing the pistol from various ranges up to 25 metres under time constraints and from various firing positions.

Staff Sergeant Nick Marfell, then Section Commander Bravo Company Batt 2 addressed the Battalion before the shoot and said many still serving have a connection to that place and time.

"This trophy has a connection with the present, it has a connection with the Battalion, and it still has a connection with many serving soldiers here today.

"The early 2000s deployments to East Timor were unique, they were the first wholesale deployment of New Zealand Forces since the Vietnam War. Batt 2 was also significant as it was the first Killed In Action the New Zealand Army had since the Vietnam War," he said.

SSGT Marfell said the trophy's connection with Burnham is significant.

"The trophy is based in Burnham, based with 2/1 Battalion, we did our pre-deployment training here, in the same areas we train now.

"On 24 July 2000, on feature .799, Len was shot and killed instantly. It is an event that the soldiers who were involved, me as section commander, and everyone who was on deployment still have memories of, whether they were involved or not.

"It is a very significant moment in time for us as a Battalion and we will never forget it," he told soldiers.

He said that Len was a real character and that he was an excellent soldier.

"He was a soldier's soldier, a highly skilled operator, he had

huge leadership potential, he was versatile and had a cracking sense of humour.

"He was very proficient in his weapon handling, in particular his pistol shooting, he loved it, he was a very good shot and this trophy acknowledges that, and remembers him as a person," SSGT Marfell said.

Major General (MAJGEN) Evan Williams, then Officer Commanding Bravo Coy said Len was a soldier on the cusp of being promoted to Lance Corporal.

"He was a very skilled infantry soldier who thrived in all forms of training, but in particular, weapons training. He was an excellent shot overall, but excelled with pistol shooting.

"Len was killed in the service of his country. Remembering that beyond formal occasions is important.

"We remember on Anzac Day and on other memorial occasions, but internal to the unit, the occasion of the Leonard Manning Memorial Shooting Competition highlights to our soldiers that our job is dangerous, no matter the cause but that a sacrifice in service is remembered eternally," said MAJGEN Williams.

*Photo: Corporal Sean Spivey*



Private Will Osborne of Depot Company won the competition.

# SEEING IN THE DARK

## NIGHT VISION CAPABILITY

Western militaries no longer own the night. This was inevitable. Technology that provides access to the thermal imagery and near infrared spectrums has become more accessible to medical industries, security services and recreational enthusiasts such as hunters. Therefore, it should be no surprise that this technology, which was historically only available to the military, is now readily available to poachers, criminals and militants such as ISIS, Boko Haram and the Taliban.



The NZDF Night Vision Equipment Programme recently visited the RNZIR Reconnaissance and Surveillance Command Course in Whanganui. The purpose of the visit was to provide an overview of the programme and an introduction to integration of Surveillance, Target Acquisition and Night Observation (STANO) across the electromagnetic spectrum. Course manager Major Dale Pyle said the presentation was well received by the students as it provided a better understanding of the in-service and commercial night vision equipment available, how best to use it, but most importantly how best to mitigate against it.

**What is the visible electromagnetic spectrum and why is it important to military personnel?**

For the most part, each of the following classifications of the electromagnetic spectrum are mutually exclusive – meaning someone viewing through a standalone long wave infrared sight such as a CNVD-T2 thermal sight, will not be able to observe a near infrared laser from a night aiming device such as the PEQ15. Figure One should be used as a reference for the following discussion.

First is the visible spectrum. The visible light spectrum is as it appears in a rainbow. It begins with violet light at approximately 0.4 microns and goes through to red-light at approximately 0.75 microns. It is near the limit of the visible spectrum where red visible lasers such as that in the PEQ15 night aiming device resides at 0.65 microns.

Second is the Near Infrared (NIR) spectrum. The NIR band is approximately 0.75 microns up to 1.0 microns and is the domain of most conventional image intensification night vision equipment. For example, the NIR aiming laser in the PEQ15 resides between 0.82–0.85 microns and can be seen by most image intensifier-based night vision goggles (NVG). Advantages of NIR observation devices include their small size; the ability to see through glass; low power consumption; and, low cost to purchase. Disadvantages include lack of definition at distance, limited ability to use during daylight, and, reliance on other light sources during periods of darkness to provide visibility.

Third is the Short-Wave Infrared (SWIR) spectrum. SWIR is similar to NIR in that it requires ambient light to provide visibility in SWIR observation devices. The SWIR spectrum is approximately 1.0 micron up to 2.5 microns and is the domain of specialist military surveillance equipment and high-end laser range finders. For example, the laser in the Vector IV handheld laser range finder used by joint terminal attack controllers (JTACs) and snipers is approximately 1.55 microns. Advantages of SWIR laser range finders over NIR products include potential to be eye-safe, invisible to conventional NVGs and NIR observation devices, and greater range performance. The main disadvantage is they cost more to purchase. Advantages of SWIR observation devices include the ability to observe 1.55 microns lasers, the ability to visually penetrate fog and haze, and, utility during periods of daylight. Disadvantages include high cost to purchase, and, reliance on other light sources during periods of darkness to provide visibility.

Figure 2 below shows where some common military devices reside within the electromagnetic spectrum.

Fourth is the Medium-Wave Infrared (MWIR) spectrum. The MWIR is approximately 3.0 microns to 5.0 microns and is the domain of cooled thermal devices commonly used by snipers and surveillance assets. For example, the JIM-LR cooled thermal observation device used for long range observation and the Javelin MRAAW CLU provide visibility within 3.0 microns to 5.0 microns. Advantages of MWIR observation devices include the ability to identify thermal signature at distance, ability to integrate with other digital interfaces such as laser range finders, and, the ability to capture imagery. Disadvantages include high cost to purchase; high power consumption; size; noise of operation; inability to see through glass; and, inability to observe NIR and SWIR lasers.

Fifth is the Long-Wave Infrared (LWIR) spectrum. The LWIR is approximately 8.0 microns to 12.0 microns and is the domain of non-cooled thermal devices commonly used on short to medium range weapon systems. For example, the CNVD T2 short range thermal weapon sight used by the US military and others on personal assault weapons operates in the LWIR domain. Advantages of LWIR observation devices include the ability to detect thermal signature at distance, silent operation, and the ability to capture imagery. Disadvantages include the inability to see through glass, and the inability to observe NIR and SWIR lasers.

Lastly, as with many things in life, there is no free lunch when it comes to the advantages and disadvantages of different types of STANO equipment. In recent years, there has been significant advances in fusing multiple parts of the electromagnetic spectrum such as image intensification technology with non-cooled thermal sensors into one device. Unfortunately, a lot of this equipment tends to be heavy and has reduced detect/recognise/identify capability when compared to similar equipment within the same capability category. Nevertheless, STANO related technology is rapidly advancing and the NZDF NVE Programme will continue to work with Defence partners and world leading experts to bring the best possible equipment to those serving in the NZDF.

**What is the NZDF Night Vision Equipment Programme?**

The NZDF NVE Programme is part of Capability Branch and provides the NZDF end user with dismounted STANO solutions that are suitable, interoperable and supportable. Examples of recent and current procurements include:

1. Inline weapon sight – long range for the MRAD and M107A1 rifles
2. Laser Target Designator System for JTACs / JFOs
3. Inline weapon sight – medium range for the DMW
4. Conversion of existing mono NVGs to dual NVGs for Army
5. Inline weapon sight – short range for the NZDF MARS-L (tender evaluation underway)
6. Weapon Mounted Laser Range Finder for the MRAD and M107A1 (tender evaluation underway)

Projects coming off the line over the next 24 months include:

1. Mini NSEAS replacement
2. PEQ15 replacement
3. Handheld Observation Medium Range – Analogue/ Digital procurement

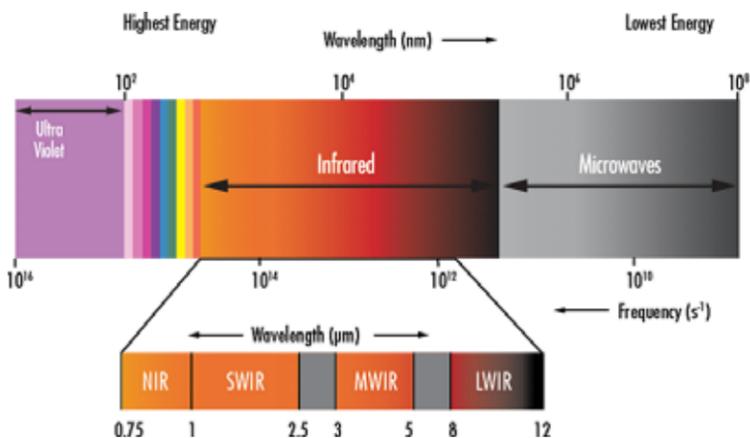


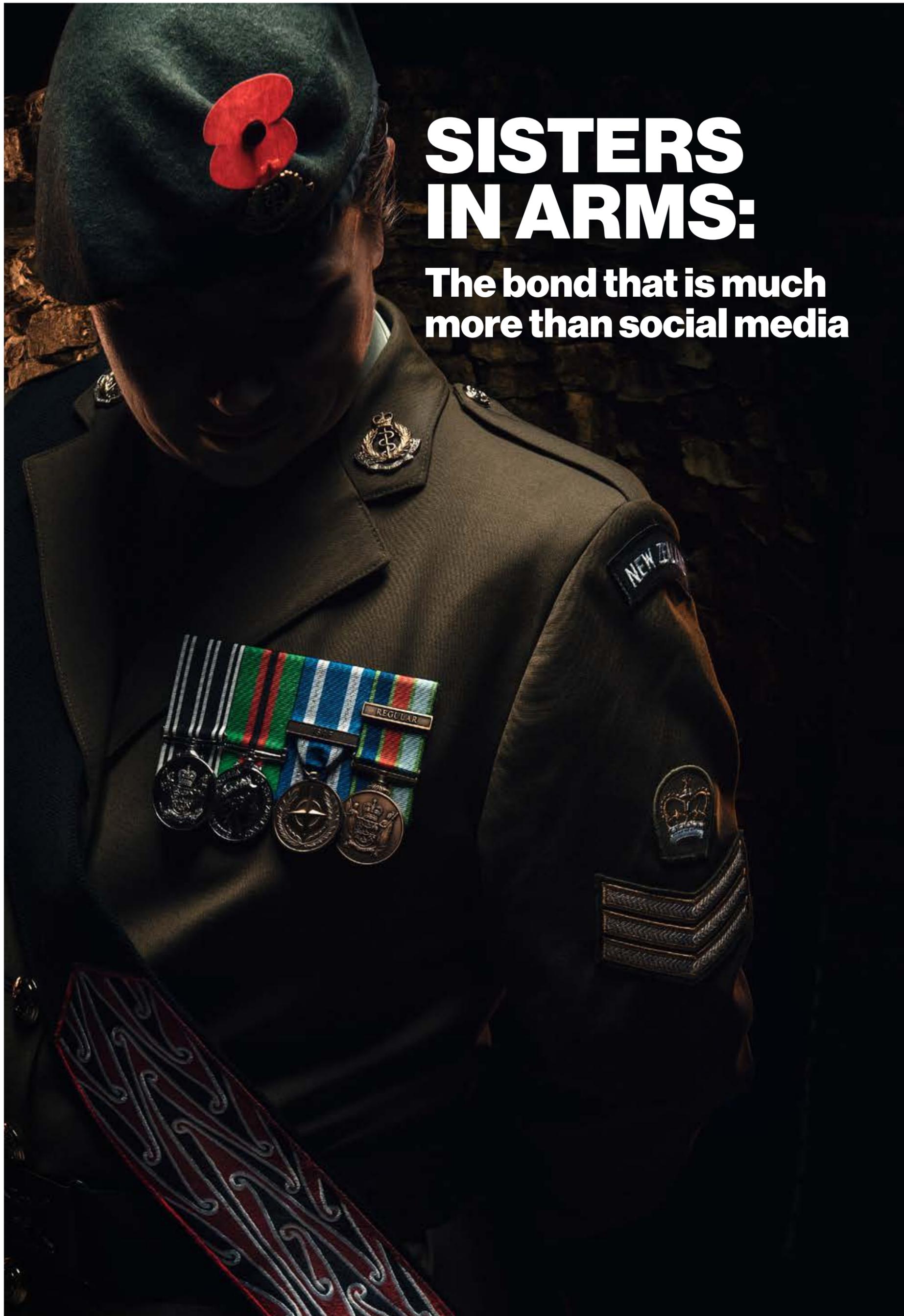
Figure 1 – Electromagnetic Spectrum Diagram



Figure 2 – Integration Across The Electromagnetic Spectrum

# SISTERS IN ARMS:

The bond that is much  
more than social media



By Judith Martin

## What does a pair of old Army boots with pink laces have to do with military camaraderie?

The pink-splashed boots which can be seen emblazoned on coffee cups, hoodies and other items are the symbol of Sisters In Arms (SIA), a rapidly growing group of past and serving female members of Ngāti Tūmatauenga, the New Zealand Army.

SIA is much more than just a Facebook group followed by women who want to have their say. It's about renewing friendships often formed many years ago in the depths of a Waiouru winter, offering help where it is needed, keeping in touch, and like-minded women offering a friendly ear to others who need it.

It is also the medium for strident debate where opinions become polarised and moderators step in.

Former Staff Sergeant Maureen Duffy served 15 years in the New Zealand Army before going on to have an extensive career in civilian logistics in countries such as Kosovo, Bosnia and Chad.

"Five years ago I suffered a huge family tragedy and didn't work for seven months. I had counselling and was diagnosed with Post Traumatic Stress Disorder. I then found the SIA site.

"I joined out of curiosity but have found it to be the most positive and supportive experience. I have reconnected with SIAs and am currently planning a holiday to Rarotonga, with an SIA sister who I joined the Army with. We will be staying with another SIA sister while we are there.

"In some ways you can say that due to our backgrounds, and what we have shared while in the Army,

there is a level of good friendship, loyalty, trust, and camaraderie. The SIA site is helping us to reconnect, share experiences and to support each other. When people ask me what I miss about the Army it is always – I miss the people."

The SIA site was started about three years ago by the late Aroha Bentson who wanted to connect past and present Army women.

Artist, former soldier and now Reservist Kirsty Meynell designed and painted the pink-laced boots branding.

"Everyone who has served knows how special the friendships made while in the service are. We experience things that go far beyond that in a civilian working relationship and those bonds last a lifetime.

"In 2020 I noticed that there was something missing for the women... when we leave the military we lose that identity because we hand back uniforms and insignia that show what we had achieved. I thought we needed something to bring back that feeling of pride and belonging. I had recently taken up art as a form of therapy after a demanding Afghanistan tour and decided to design a brand/crest that would unify us all as women who had served.

"The creation of the brand had so many benefits we hadn't even considered: Pride! The women once again feel that pride and belonging when they wear the brand. They feel supported and part of something powerful. It has also connected people in situations where they never would have met had it not been for the brand."



The brand has now been trademarked to ensure it is protected for years to come.

Not only has the brand connected people all over the world, it has also created a small koha fund through internal donations from SIA that have provided small gifts for past and serving Army women in need.

"The koha fund came about when women would add an extra \$5 in the payment for a beer. I don't drink so thought we could use these donations to pay it forward. The koha fund is managed by three "fairy godmothers" for transparency. Aileen Tough-Wright, Tania Good and I keep in regular contact to make sure we are aware of any SIA doing it tough. The koha fund has provided cards and pins for recently deceased SIA families, pins for ex WRACS in rest homes; gift packs through Te Kainga Creative (another veteran SIA business run by Julia Fortune), and SIA merchandise. The powerful thing with the koha fund is the recipients don't even know someone has nominated them until they get a sprinkle of fairy dust – it really lifts them up just to know someone cares and is thinking of them."

Other ventures on the page have included SIA luncheons, a Q Store for sales or donations of items, CV writing assistance, RSA and VA links and mentoring.

"We see the SIA network as a way to support all our women past, present and future and strive to ensure they are always lifting each other up and helping each other to succeed," says Kirsty.

The SIA Facebook page now has more than 1,300 members.

Visit [artbykirst.co.nz](http://artbykirst.co.nz) or Te Kainga Creative.

.....  
**"In some ways you can say that due to our backgrounds, and what we have shared while in the Army, there is a level of good friendship, loyalty, trust, and camaraderie."**

– Former Staff Sergeant  
 Maureen Duffy



Former Staff Sergeant Maureen Duffy



LTCOL Lisa Kelliher and Major Wendy Wright wear their SIA hoodies.



# WORKING ON CORE SKILLS

By Charlene Williamson

**Keeping up core soldier skills between Op Protect rotations has been a focus for Alpha Company, 2<sup>nd</sup>/1<sup>st</sup> Battalion, Royal New Zealand Infantry Regiment recently.**

During this section level training soldiers worked on a number of skills which help to maintain their individual deployability.

Officer Commanding Alpha Company Major (MAJ) Jimmy Martin said the training focused on the core soldier skills of move and communicate.

"Section training is designed to revise the fundamental skills of section battle procedure, across a variety of tasks."

These tasks help to develop commanders' critical thinking and decision making, and included dismounted patrolling, mounted patrolling with light vehicles, including small boats, and a variety of communication and decision making.

"The battle-handling exercises were primarily designed to assess commanders' critical thinking.

"This has been in recognition of the limited training time we have had over the last 12 months and our desire to focus on section-level battle procedures across a wide variety of tasks," MAJ Martin said.

MAJ Martin said keeping training close to their home base of Burnham was a conscious decision.

"Op Protect has taken soldiers away from their home and families for long periods of time, in a role which is different from their usual training outputs and priorities.

"We deliberately planned all our exercises so that they could be done in Burnham utilising local resources, like the newly constructed Bamyam Building in camp."

He said they also wanted to provide an enjoyable variety of training and expose soldiers to some assets they will work with in the future.



# OPERATION PROTECT UPDATE

**As at 9 July there are 1,121 NZDF personnel committed to Operation Protect, the response to Covid-19. This includes deployed personnel, those preparing to deploy, and those in respite following deployment.**

On Monday 12 July HMNZS Wellington sailed for Tokelau and the Northern Cook Islands carrying enough doses of the Pfizer Covid-19 vaccines for the eligible population of Tokelau and Palmerston Island. The Offshore Patrol Vessel and her 76 crew are covering 5,000 nautical miles in a logistically challenging operation to deliver the vaccines on behalf of the Ministry of Health.

## What soldiers say

*"The days can be long and the nights even longer. This is the life of a New Zealand soldier on Op Protect. Seeing guests from all walks of life and the appreciation they have for our work can give us a sense of purpose. Watching the news cycle daily and seeing the rampant continued rise of Covid-19 sweep through the world puts into perspective how important the operation is. We can still visit malls, festivals and sporting events while the rest of the world still struggles to contain the pandemic."*

– LCPL Tom Harbrow

*"Upon my graduation from Recruit Territorial Force 165 I was eager to join the national effort against Covid-19 and although differing from the traditional role of a soldier, I put my name forward to my Chain of Command. Day-to-day life in the MIQF mainly consists of tasks working with the New Zealand Police, civilian security agencies, and permanent hotel staff to provide internal and perimeter security of the premises, helping hotel guests, timetables and travel itineraries and health order compliance in general."*

– PTE Adriana Hunt

*"A welcome surprise was when each of the NZDF team was given a small care package from the Selwyn District, containing a tasty assortment of baked treats along with a beautiful handmade poppy that was knitted for each pack. For only my second Anzac Day spent in the Army, it was certainly a unique experience spending it in a MIQF site. I felt this made it special and will be something that in the future I'd be willing to mention to those who ask what I did during my time spent in the MIQF hotels."*

– SIG Blair Mathieson

## And from an airman

*"Op Protect gives our people the ability to make a difference, to assist New Zealand in keep Covid-19 at the border. To date, our people have assisted more than 141,000 Kiwis return home safely through the MIQ system, many of whom have shared their gratitude and admiration for what the NZDF personnel have done."*

– Group Captain Glenn Gowthorpe, Commander Joint Task Force, Operation Protect



Lance Corporals Jaison Ngatai and Michael Ushaw of 5/7 Battalion at the Bay Plaza MIF in Wellington with some of the many notes of thanks received from the public.



Captain Michael Witty with treats made by Dellwyn Moylan.

## In brief

- WO1 Jason Rapana has been appointed Warrant Officer, People Capability Portfolio (PCP). PCP's purpose is to enhance the operational capability of NZDF by drawing together all of the functions that enables it to manage its people as a key strategic resource. Throughout his 30-plus years of service WO1 Rapana has held a number of Command Warrant Officer appointments, including RSM 2/1 RNZIR, RSM LOTC and is currently Command Sergeant Major of TRADOC (NZ). He will assume the role of WO PCP in August 2021.

- The office of Christchurch Crown Solicitor Raymond Donnelly and Co has been chosen by the Minister of Defence as the Reservist Employer of the Year. The firm was nominated by Second Lieutenant John Whitcombe

Each year the Minister of Defence formally recognises a selected Employer of Reserve Force personnel that has been identified as providing commendable support to their employee and the NZDF through a range of means.

This year's Reservist Employer Nominees came from across the spectrum of private sector, academia, local and central government.

Other awards:

**Recreation Aotearoa**  
Reservist Employer of the Year – Runner Up (nominated by Corporal Sam Newton)

**KPMG**  
Reservist Employer of the Year – Third equal (nominated by Major Erin Sampson)

**KiwiRail**  
Reservist Employer of the Year – Third equal (nominated by Petty Officer Fiona Wellington).

- Lance Corporal Blythe Clearwater, 2/1 RNZIR has been awarded a Commander 1 Brigade commendation for his work in training armourers from the Republic of Fiji Military Forces.

- Warrant Officer Class One Carl Fairbairn has been appointed Defence Blacks manager. He will join the management team through until after the International Defence Rugby Cup (IDRC) in late 2023. WO1 Fairbairn has a long history of involvement with rugby; playing, managing and administrating at various levels over the past 33 years, including assistant manager for the Defence Blacks from 2019. He has extensive management qualifications and experience.

# CAREER MANAGEMENT CORNER

## Postnatal Promotion

Recently at the Army Leadership Board, Chief of Army approved a policy change to support our postnatal service personnel. The current DFO (A) Vol 3 promotion policy is clear regarding the requirements for promotion, including medical and fitness standards. However, it was clear that this approach resulted in acting rank being awarded to postnatal officers and soldiers selected for substantive promotion until they met the medical and fitness criteria.

The Gender Inclusive Army team has instigated a number of projects to support our people and, when the extant promotion policy in DFO (A) Vol 3 was reviewed, the current policy did not support Army's objectives in this area, nor was it in line with the other services. As the CA can approve changes to the DFO (A) Vol 3, the promotion policy will be amended so that "On confirmation of pregnancy, a Service member is to be graded as medically excused and remain exempt from fitness testing for the period to 13 months from the birth of the child. In such cases, the prior fitness standard will be considered current for the total duration of the exemption, allowing substantive promotion in that time providing all other requirements were met, including the recorded fitness and medical grades".

This policy change will be included in the DFO (A) Vol 3 and demonstrates how Army can improve policy to support our people.

## 2020 Officers Pay Progression Model

In 2020 DACM conducted a Pay Progression Model (PPM) review which has resulted in a revised PPM for RF General List Army officers from 2LT-MAJ.

The review was prompted by the concern that not all RF General List officers hold the necessary RF qualifications for their current rank such as NZCC, GIII Level 2 and GII Level 2 and that some of the present sector, tier and step allocations are inconsistent with NZDF policy. Any officer affected by the review will be granted pay protection.

The revised PPM was focused on providing clarity around remuneration for the completion of the principal officer courses, establishing an internally consistent approach and ensuring alignment with policy guidance provided by the Directorate of Human Resources.

The new General List PPM provides a simple framework. Officers within the LT-MAJ bracket who have completed the principal all arms Level 2 courses for present rank are remunerated on Tier 2 (Sect A for LT and CAPT and Sect B for all MAJ). Those who have not completed the course, such as officers who have been granted

waivers, not completed the course (i.e. only level 1) as well as some TF-RF transfers, are remunerated on Tier 1 within the same Sector. Officers on STRFE and Reserves will be remunerated IAW qualification rather than employment status. This removes separate rates of pay for officers on STRFE or contracts. The PPM is being applied by HRSC and will be actioned when the test pay runs are complete. If you are impacted by the changes DACM will inform you individually.

## Resettlement Study Assistance

A member of the Regular Forces may be eligible for Resettlement Study Assistance (RSA) if they have no less than 16 years' aggregate Regular Force service (excluding any Leave Without Pay periods greater than 91 days), for study or training, in a formally approved programme, to prepare them for a civilian occupation. RSA may be used for:

- external education or training courses
- NZDF courses
- on the job training (no financial compensation from another employer is to be received during training), or
- training at an applicant's own property or in an entity which an applicant has any financial interest in (company, firm or franchise),

provided there is a formal, structured learning/training programme and there is no financial compensation received by the member during the training.

An application for RSA should be submitted at least one month before the preferred commencement date. The approval authority for RSA is your CO or portfolio Head. DACM just requires a copy of the application form for your CPF. More detailed information on RSA is available on the HR Toolkit.

## Command Notebooks

Recent changes to PDRs allow the regular recording of performance and development observations for CPL-WO1 and CAPT-COL, effectively replacing the Command Notebook, also known as Platoon Commander's Notebook (PCNB) at these ranks. PCNBs are, however, still the Performance Management tool for PTE-LCPL and OCDT-LT and can be used for higher ranks if appropriate. DACM is increasingly receiving requests for advice on storage of PCNBs and is developing updated policy advice.

It should be noted that units continue to be responsible for managing their Regular Force and Reserve Force personnel's Command Notebooks, ensuring that they are transferred when personnel are posted, even when they are no longer in regular use. If personnel are posted to a new unit

immediately following a deployment, the unit clearance process should trigger the PCNB transfer process. If personnel are posted overseas (non-operational), the PCNB is to accompany them. Apart from one exception, DACM does not hold Reserve Force or Regular Force personnel's PCNBs. DACM will hold any PCNBs for the Standby Reserve.

For more information and useful links on Army Personnel Files please visit the Army Career Management Intranet Site (through The Command Post page).

## Key Dates

30 July 21

Staff List Board

13 August 21

Last day for 2021/2 OSB applications to DACM  
Last day for Kippenberger applications (Semester 1/2022) to DACM

## More information

Army Career Management Intranet Site:  
<http://orgs/sites/armint/I-0001/>

Contact us at:  
[DACMRegistry@nzdf.mil.nz](mailto:DACMRegistry@nzdf.mil.nz)

# NZDF SUMMER INTERNSHIPS 2021/22

Are you a serving Reservist about to complete your university studies or preparing for a break between semesters?

Do you want to learn more about what the New Zealand Defence Force (NZDF) does in your area of study?

The NZDF Summer Reserve Force Internship Scheme (RIS) will provide selected NZDF Reservists with an internship at a NZDF base across New Zealand. Interns will be placed where their individual skills can best be used while the intern will be exposed to opportunities to further a military or civilian career with the NZDF.

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

## Eligibility Criteria

10 internships are available to current tertiary students who:

- a. are junior rank or junior officer Reservists from either the Navy, Army or Air Force,
- b. have completed more than two years' undergraduate studies or are undertaking post-graduate studies,
- c. are available between 14 November 2021 to 18 February 2022 (individual start and finish dates are able to be negotiated to suit academic commitments), and,
- d. are not in paid full-time civilian employment.

## Remuneration

Interns will be paid in accordance with DFO 7.3.36 Reserves Full Time Duties noting:

- e. Interns are not to work in excess of five days/40 hours per week but may attend additional duty activities at Unit expense,
- f. All public holidays are unpaid as holiday pay is a component of Reserve daily pay,
- g. Interns are offered rations and quarters at the nearest military base to their place of employment at public expense. Packed lunches may be sourced through the mess but not subject to reimbursement if unavailable.
- h. Interns are offered a travel pass from their military accommodation to their place of work, if not located on a camp or base, and,
- i. Travel expenses to and from either university or home locations will be met by NZDF at the beginning and end of the internship.

## Administration

The Reserve Force Internship Scheme is managed by Defence Reserves, Youth and Sport (DRYS), 34 Bowen Street, HQNZDF, Wellington.

For all queries please email [reserves@nzdf.mil.nz](mailto:reserves@nzdf.mil.nz).

## Selection Criteria

Applicants from any academic discipline will be considered.

1. **Security Clearance**  
Interns must have a NZDF (CV) security clearance prior to application.
2. **Application Process**
  - a. Applications will be made available from 11 June 2021 by email request to [reserves@nzdf.mil.nz](mailto:reserves@nzdf.mil.nz)
  - b. Applications are to be endorsed and sent to [reserves@nzdf.mil.nz](mailto:reserves@nzdf.mil.nz) by the applicant's Chain of Command (OC/CO). Unit Commanders can endorse applications via email or by signature on the application form.
  - c. Applications are to include:
    - Completed application form available from 11 June 2021 (by email request to [reserves@nzdf.mil.nz](mailto:reserves@nzdf.mil.nz)),
    - Covering letter, outlining why you would like to work at NZDF on a Reserve Internship,
    - CV - current, to include all academic, sporting and cultural achievements.
  - d. Final day for applications: 27 August 2021.

## Commendation for swift quake action

By Charlene Williamson

**The actions and bravery of a Reserve soldier have been recognised 10 years on with a Chief of Army Commendation.**

Former Private Paul Sanderson has received a commendation recently for his quick thinking and incredible first aid skills on 22 February 2011.

At the time he was a serving soldier in 2<sup>nd</sup>/4<sup>th</sup> Battalion, Royal New Zealand Infantry Regiment. He said receiving the commendation meant a great deal.

His citation said following the devastating earthquake on 22 February 2011 he reported to HMNZS Pegasus in the Central Christchurch City within an hour, ready to help as required.

"Private Sanderson quickly departed HMNZS Pegasus with a small team of six people dressed in combat uniform, with civilian helmets, water, gloves and a large pack containing medical equipment to assist and provide care to affected citizens of the quake," the citation read.

Mr Sanderson said when he arrived in the vicinity of the CBD the process of clearing the streets of people and cordoning off the city had begun.

"As I made my way along Cashel Street there was no one except a lone construction worker and far in the distance a small team of firefighters. Broken buildings and collapsed facades littered the now unrecognisable street," he said.

His citation said a police cordon prevented him from entering Cashel Street, however the cries of



a construction worker demanding a medic prompted him to out-manoeuvre the cordon to make his way to the scene.

"Private Sanderson found an unconscious woman, covered in a blanket (an indication she had been pronounced deceased earlier). He carried out first aid, aware of the risk to his own life from broken gas valves in the immediate vicinity and falling debris from continuous aftershocks.

"On completing his initial assessment, Private Sanderson believed he could hear some laboured breathing from her and felt a faint pulse. He continued to apply first aid, making the decision to shift her out of the collapsed building due to the danger of more falling debris from repeated aftershocks," the citation read.

Mr Sanderson said at the time he thought he saw her foot move and could hear her laboured breathing.

"She was unconscious and in a bad way, but within no time this lady was on her way to Christchurch Hospital.

"I remember that most people needed a little reassurance, and others a little encouragement. Some needed some instructions, while others only needed a chat," he said.

He had previous experience with disasters having worked with the Thailand Red Cross following the tsunami in 2004, working with the International Victim Identification Teams and later the Thailand Institute of Forensic Science.

"These experiences better prepared me for my response to the Christchurch Earthquake," said Mr Sanderson.

His citation said his actions on 22 February 2011 demonstrated several outstanding qualities that are worthy of recognition.

"Firstly, using his initiative in responding immediately to the earthquake, with the primary intent of entering the Central Business District to utilise his first aid knowledge and skills. Secondly, Private Sanderson put his own safety at risk by searching for casualties in a damaged city, with continuing aftershocks," his citation read.

## Commendation for 36 years of loyal service

**Mr Andrew Rickerby has been awarded a Chief of Army Commendation for his contribution to various units at Burnham Military Camp for the past 36 years.**

In particular, his time spent over the past 26 years as the store person and transport manager for the Reserve unit 2<sup>nd</sup>/4<sup>th</sup> Battalion, Royal New Zealand Infantry Regiment (RNZIR).

Mr Rickerby has devoted over half of his life to 2/4 RNZIR in its various forms, but has also dedicated himself to the New Zealand Defence Force.

His citation said his devotion, dedication and commitment have, and continue to be, of the highest standard and service.

"Mr Rickerby is diligent and methodical in his organisation, planning and support for training activities within the unit which ensures the soldiers, and unit, are well-prepared for their training events," his citation read.

Mr Rickerby has consistently displayed over a considerable period of time the values of Tū Tika (commitment) and Tū Tira (comradeship).



## A FLESH ALTERNATIVE – SYNTHETICS DEVELOPED FOR AMMUNITION TESTING

**Whether you're firing bullets or (unfortunately) on the receiving end of them, knowing the effect of their impact is critical, writes Amy Pullen and Major David Kieser of the Defence Technology Agency (DTA). It's critical for a number of reasons; ensuring your protective equipment is up to the job, and knowing whether the ammunition you're firing is effective against a threat.**

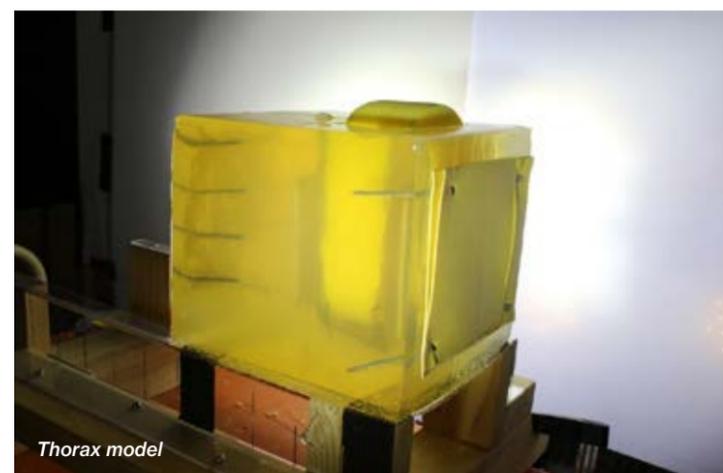
Historically, ammunition testing has been undertaken using ballistic gelatine, the closest thing to human tissue, along with porcine (pig) thigh suspended within the gelatine. The gelatine allows researchers to see exactly how the bullet behaves on impact and where & how energy is released as the projectile moves through the gelatine model. This is done using high-speed cameras, followed by a detailed analysis of the footage. "We have all the equipment we need to record a bullet's path through gelatine, but

we now need to make our test model more anatomically correct for testing."

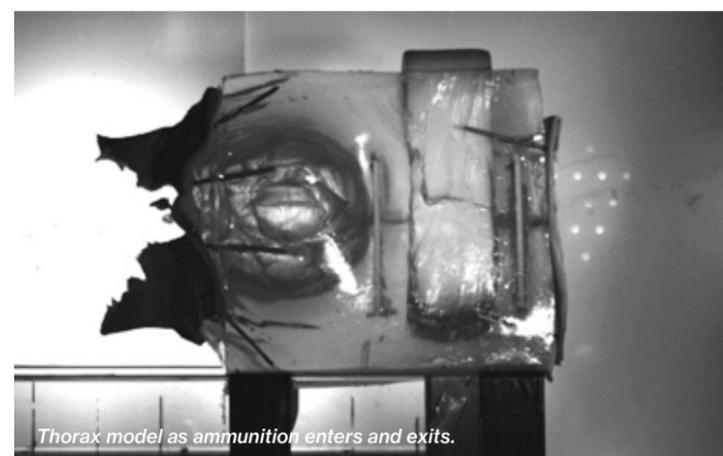
The DTA, in conjunction with the University of Otago, have recently developed a new product which includes a synthetic alternative for not only tissue, but also skin, ribs, and lungs. The components of the thorax injury model include synthetic bone as the rib simulant SYNBONE®, a synthetic skin, and a jumbo car sponge which simulates the lung. The synthetic materials have all been compared and

validated against porcine ribs and post-mortem human study data for the skin.

The development of the thorax model and ongoing ballistics research by DTA will allow for a better understanding of injuries and effects likely to be caused by both in-service and threat ammunition. It will also help inform decisions on replacement weapons and the ammunition they will use.



Thorax model



Thorax model as ammunition enters and exits.



# LSV TURNING LIVES AROUND

By Simone Millar

**Substance abuse, poor mental health, poverty of experience and a lack of life skills are just some of the barriers facing young people trying to find employment.**

But over the past three decades, the Limited Service Volunteers (LSV) Programme has helped turn young people's lives around.

This six-week residential course supports 18 to 24 year-olds who are at risk of long-term unemployment, and recent graduates are already reaping the benefits.

Bay of Islands local (Motatau), Trainee Renee Cooper-Paraha, ended up on the unemployment benefit as a result of Covid-19 last year.

"Before last year I was studying at university, then Covid hit and I failed the course. I got really embarrassed and didn't go back. So I thought I can either do six weeks of something or six weeks of the same old nothing."

And it's paid off, with what Trainee Cooper-Paraha calls a 'real job'.

"While I was on the course I got a job offer from the expo that was held here on base. I'm going to work at Auckland DHB as an Optometry Technician. It's a real job."

The LSV course offers young people life and employment skills, social skills, values, training and nurturing confidence. Wrap-around services are also on-site at the Youth Development Unit, such as social workers, police mentors, registered nurses, trained Youth Development Specialists and the Ministry of Social Development (MSD).

Trainee Astra Brill was unemployed in her home town of Te Awamutu but she's experienced the benefits of having support.

"I wasn't really doing much. I wasn't being proactive. I had been unemployed for nearly four months, so I was like what else am I going to do?" she says.

"The course has kind of built a foundation for me. I didn't realise how many opportunities there were for me here. And just the way the experience can change your wellbeing."

"I've applied for a job within the contact centre at the MSD. The staff from MSD here are so amazing. They've helped me with my application and interview tips. I'd like to come and work here. I really, really love it here, it's my second home."

Part of the success of the programme comes down to a structured military environment, being drug and alcohol free with a focus on fitness and nutrition.

Corporal Jordon Waerea leads the trainees' physical training. He says the trainees often start the course with a low level of physical ability, but by the end of the course there is a huge improvement not only physically, but mentally as well.

"The physical training includes cardio, strengthening, respiratory and muscular endurance. The fitness improvement is outstanding. It's ten-fold," says CPL Waerea.

"The trainees also take part in physical challenges such as a sandbagging scenario, fire hose run, a six kilometre cross-country run and a 10 kilometre orienteering course," he says.

With their military-styled graduation parade approaching, both Trainee Cooper-Paraha and Trainee Brill, look back on their six-week experience with pride and gratitude.

"From then until now I've definitely changed. Now I can bring out myself and it's OK," says Trainee Brill.

"We got our brand new caps yesterday and I cried. I felt like such a whole new person. I've made so much progress on this course. I was scared I might not be strong enough to finish the course, but as soon as I put that cap on, I was on top of the world," says Trainee Cooper-Paraha.

Both graduates will receive continuing support from the Future Leaders programme, which has supported more than 650 youth since 2014, and continually achieves more than 80 per cent sustainable career outcomes for our rangatahi.

The Limited Service Volunteer programme is funded by the Ministry of Social Development and delivered by the New Zealand Defence Force Youth Development Unit.

*Next month: a trainee's poem*



# A SIMPLE ACT OF KINDNESS

**A small British boy, double amputee Tony Hudgell is one happy lad following the efforts of a Feilding man, the NZDF and Brigadier Lofty Hayward.**

The New Zealand Defence Adviser in the United Kingdom, Brigadier Lofty Hayward accompanied by Major Rik Moore visited Kent to deliver a box of gifts to six-year-old Tony recently.

During the first Covid-19 lockdown in the UK in 2020 Tony, then aged five, became inspired by Captain Sir Tom Moore, then aged 99. Captain Sir Tom Moore spent the first lockdown walking around his garden with his walker to raise money for NHS Charities. With this inspiration Tony wanted to do his own challenge, and he walked a total of 10km and raised £1.5million for the Evelina Children's Hospital in London. Recently Tony has completed the Captain Tom 100 challenge walking 100 steps without his crutches to raise more money for the Evelina Children's Hospital.

Masterton local Mr Alan Fielding saw the news story about Tony and his efforts in raising money for the Evelina Children's Hospital in London, and became inspired by his courage and determination. After viewing the story Mr Fielding decided to send Tony a box of gifts from New Zealand.

The Office of the Minister of Defence and New Zealand Defence Force worked together to facilitate the delivery of the gifts, first to the UK, and then to Tony. The gifts were received at the office of the New Zealand Defence Staff earlier this year, but due to Covid restrictions on households mixing were unable to be delivered until the restrictions began to ease in May.

Tony's parents, Paula and Mark, did not tell Tony ahead of time about the gifts, leaving it to Brigadier Hayward to provide the background and the details of Mr Fielding and his generosity.

Among the gifts was a cushion with a large printed Kiwi on and small lights that lit up to replicate stars. This cushion was a favourite of Tony's and he couldn't wait to put it on his bed, he was also taken with a small penguin soft toy that made a noise when squeezed.

Other gifts sent by Mr Fielding included a range of New Zealand food, a map, two flags (one New Zealand flag and one Confederation of Māori Tribes flag), along with other New Zealand items.

Having read of Tony's growing interest in military history Mr Fielding included some items of military memorabilia, including items donated by the National Army Museum in Waiouru. However, the main items of memorabilia were two WWI Army hats, one an Australian Slouch Hat adorned with an Emu Feather, and the other an iconic New Zealand Lemon Squeezer. Tony was quite taken with the hats, trying them on and posing for photos wearing them. Much to the consternation of the Kiwis present Tony was more taken with the Australian hat than the New Zealand Lemon Squeezer!

Paula and Mark Hudgell were appreciative of the gifts, and are planning to write to Mr Fielding to thank him for his generosity towards Tony.

BRIG Hayward said it was a privilege to meet Tony.

"He's a strong-willed little boy who is clearly thriving in a loving and caring family environment. I am in awe of his determination to do something meaningful for others - he's clearly been inspired by the late Sir Tom Moore's efforts during the height of the UK's Covid experience. I must also acknowledge the Kiwi whose idea it was to do this. Alan Fielding's generosity and thoughtfulness to reach out to someone on the other side of the world says a lot about the power of positive thought regardless of distance. His simple act of kindness touched the Hudgell family in an incredibly meaningful way. We (NZDS-L) were glad Defence staff in London could help."



Alan Fielding



Tony Hudgell with his parents Paula and Mark and Brigadier Lofty Hayward



Three soldiers of 16 Railway Company pose in front of the minefield near Minqar Quaim, Syria.



Nurse Nancy White, from Feilding, attends to a patient with a leg injury.

# NEW ZEALAND'S WAR THROUGH THE LENS OF THOSE WHO SERVED

*The Front Line, Images of New Zealanders in the Second World War* is a collection of more than 800 photographs chosen by military historian Glyn Harper to represent every battle and theatre in which New Zealanders fought in WWII.

Many of them are live-action shots, and most haven't been published before. The home front is also represented and the vital part it played in New Zealand's contribution to the Allied war effort.

Army News has a copy of *The Front Line* to give away.

To be in the draw send your details to [armynews@nzdf.mil.nz](mailto:armynews@nzdf.mil.nz) with Front Line in the subject line, or send an envelope to Army News, Private Bag 39997, Wellington Mail Centre, Wellington with your contact details on the back.



Smiles all round from a group of New Zealand gunners at Nofilia in Libya in 1942. The war is finally going well and Christmas dinner is imminent.



Members of 28 (Maori) Battalion preparing a hangi on Christmas Day, 1942.



New Zealand soldiers take the opportunity to wash and dry their clothes.