

FFNZ

FORCE FOR
NEW ZEALAND
MAGAZINE
2022



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Message from CDF

In 2022, the New Zealand Defence Force (NZDF) continued to show its value to the nation.

The Defence Force's extensive contribution to the Government's response to the global pandemic – Operation PROTECT – formally concluded on 13 May. The successful two-year operation impacted the generation of normal outputs, and so the years ahead will require regeneration of core capabilities.

We welcomed HMNZS Te Mana (Anzac frigate) back to New Zealand, following extensive upgrade work in Canada.

Early in the year, HMNZS Aotearoa was the second Royal New Zealand Navy vessel on the scene in Tonga following the Hunga Tonga – Hunga Ha'apai volcanic eruption and tsunami. It provided vital relief supplies to the Tongan people, including the on-board production of potable water. Only a few weeks later, the ice-strengthened Aotearoa was the first RNZN ship in more than 50 years to resupply McMurdo Station and Scott Base. This demonstrated the flexibility of our personnel and capability, pivoting from critical Pacific relief, to completing the inaugural resupply mission to Antarctica.

The Army continues deploying to missions around the world. Concurrent with this commitment, capability introduction continues with projects such as new Protected Mobility vehicles, and the next tranches of the Network Enabled Army. As Operation PROTECT concluded, the Army has shifted focus to the regeneration of its core war-fighting capabilities through training and exercising.

In December the Air Force will welcome the arrival of the first new Boeing P-8A Poseidon maritime patrol aircraft, to replace the venerable P-3K2 Orions. The United States Navy and Royal Australian Air Force have trained, and continue to train, dozens of aircrew, maintainers and other personnel as the Poseidon's introduction draws nearer, demonstrating interoperability and strengthening relationships with our partners.

A key facet of what the NZDF delivers to the government, and all New Zealanders, is our 'contingent capability'. That is, the ability to respond at short notice to unpredictable crises: from the pandemic, to natural disasters, to global security issues. Through its capabilities, the NZDF provides the government with a range of appropriate response options.

“

Looking ahead, it is important to acknowledge the significant pressures that the organisation is facing, both individually and collectively.

As well as the Tongan efforts, we responded, alongside other Government agencies, to the unprovoked and illegal Russian invasion of Ukraine. This includes:

- Supplying military equipment (like helmets and body armour).
- Sending logistics, liaison, and intelligence personnel to the United Kingdom and Europe.
- Sending teams to the United Kingdom to train Ukrainian forces in infantry skills, and use of the L119 field gun (artillery).
- Deploying a C-130H Hercules to transport donated aid in Europe and the UK.

As well as short notice responses, some 95 personnel in 11 locations from the Middle East to South Korea continued working in deployments and long-standing operations. I was privileged to see the NZDF stepping up time and again, no matter the situation, where and when we were needed. Our personnel serve with professionalism and dedication and the results speak for themselves.

Looking ahead, it is important to acknowledge the significant pressures that the organisation is facing, both individually and collectively. I acknowledge the high workforce attrition across all parts of the organisation, and that it has continued even after the end of Operation PROTECT. Attrition has caused significant impacts, impeding the NZDF's ability to deliver outputs, and slowing the introduction of new capabilities into service. The drawdown from Operation PROTECT was welcomed, and it now allows the NZDF to refocus on the training needed to regenerate the Force.

Finally, I would like to acknowledge all the personnel of our Defence Force and their families who play an important but often understated support role. All senior Defence Force leaders greatly appreciate the contributions made by our personnel as we deliver on the missions and tasks expected of us. I am sure the same sentiment is held by our fellow New Zealanders.

Ko tātou hei Mana mō Aotearoa – We are a Force for New Zealand.

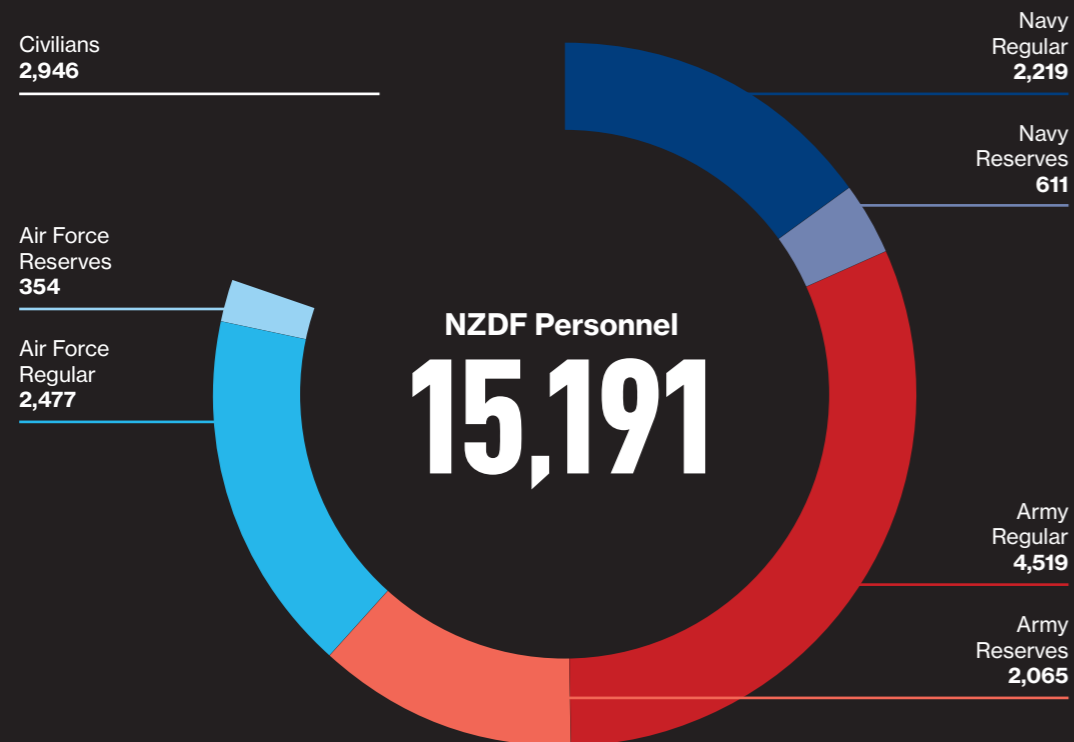


K.R. Short

K.R. Short
Air Marshal
Chief of Defence Force



**THE NEW ZEALAND
DEFENCE FORCE IS
A COMBAT-CAPABLE
FORCE, TRAINED,
EQUIPPED, AND
READY TO RESPOND
EVERY HOUR OF THE
DAY, EVERY DAY OF
THE YEAR.**



Our people

The New Zealand Defence Force is comprised of 15,191 military personnel, reserves, and civilian employees.

The Regular Force consists of uniformed Navy, Army, and Air Force personnel. These sailors, soldiers and aviators are a diverse and capable group: privates to generals, technicians to special operations troops, intelligence specialists to medics. Service people are trained in combat, command, planning, and leadership in order to undertake operational

deployments. They have oversight, managerial, and corporate functions on bases, camps and at Headquarters Joint Forces New Zealand and Headquarters NZDF.

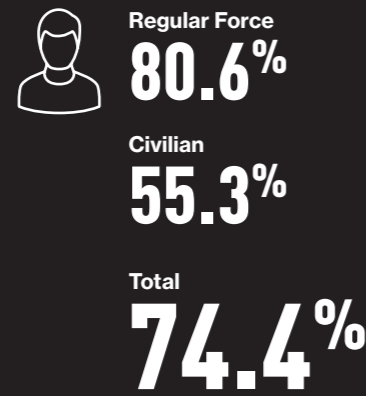
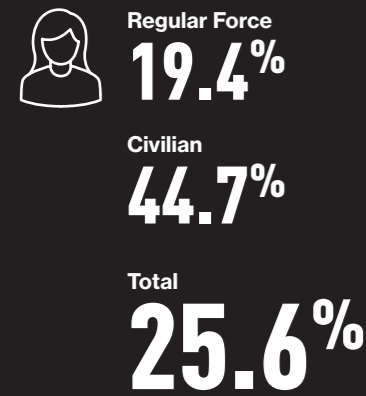
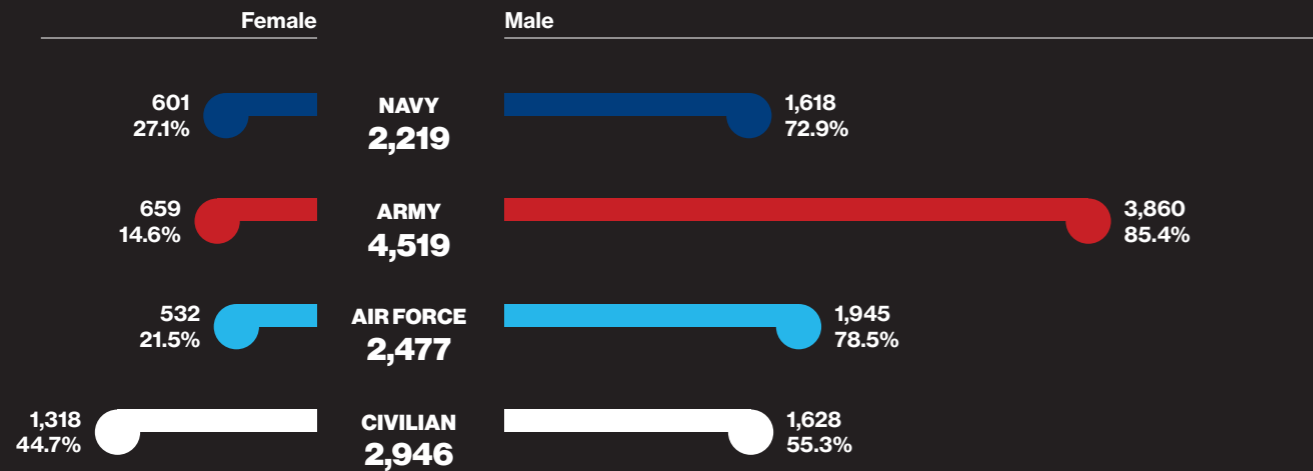
The Reserve Force provides extra military capacity through the Navy, Army and Air Force Reserves, who work and train part time. These Reserves supplement the Regular Force by providing specialist roles and additional forces ready to respond to a large-scale military deployment.

Civilian employees are an integral part of generating the operational effects of the NZDF. Employed in a broad range of roles within tactical units, bases and camps to corporate roles they deliver a broad range of specialised skills, knowledge and services. In some areas such as finance, intelligence and communications, NZDF civilians have and can provide deployable support to missions.



At a glance*

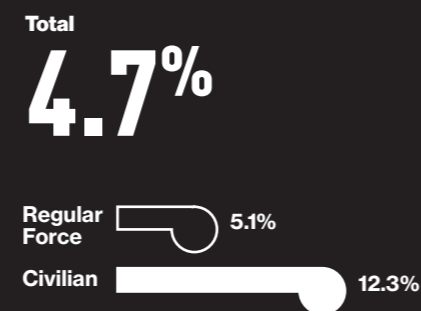
Total Personnel by Service/Arm¹



Gender Diversity

The NZDF is committed to having more women in the Regular Force. The RNZN is targeting 30% women by 2025 with particular emphasis on science, technology, engineering, and mathematics (STEM) related trades and branches. The RNZAF has a target to achieve 25% women by 2025. Army is committed to specific targets of at least 40% women entering its tertiary education scheme and commissioning courses as well as 25% in combat support and 35% in combat service support trades by 2025.

Gender Pay Gap (Mean)



Addressing Pay Gaps

Kia Toipoto is the Public Service Action Plan for closing gender, Māori, Pacific, and Ethnic pay gaps. The NZDF is using the guidance from Kia Toipoto to address pay gaps.

Gender Pay Gap

The Gender Pay Gap (GPG) is a high-level indicator of the difference between men and women's earnings. As at 30 June 2022 the overall GPG (mean salary) for the NZDF was 4.7%. The Regular Force GPG (mean salary) is 5.1%. The civilian GPG (mean salary) is 12.3%.

The NZDF is recording incremental decreases to its gender pay gap (e.g. the mean civilian gender pay gap last year was 14.1%) however more work needs to be done. The NZDF has begun updating its Pay Gap action plan and is developing a starting salary calculator, which is expected to be introduced by the end of 2022 (as per Kia Toipoto's guidance).

The median NZDF GPG was 5.2% as at 30 June 22 (a decrease from 7.9% as at May 2020). The median civilian GPG is 14.5% (a decrease from 15.9% as at May 2020).

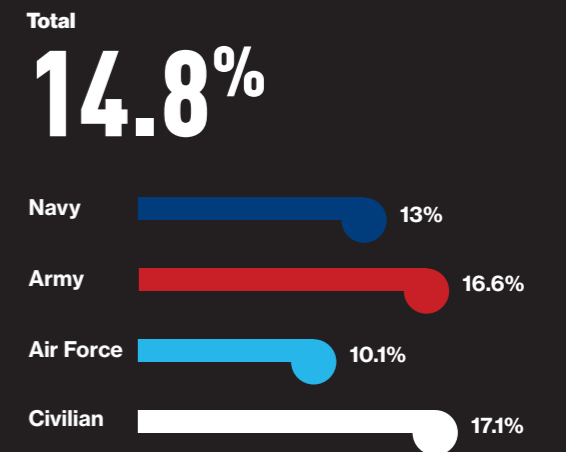
Ethnic Pay Gap (Mean)

	Regular Force	Civilian	Total
Māori	9.1%	13.0%	10.5%
Pacific Peoples	12.0%	15.0%	12.8%
Asian	15.0%	1.1%	9.5%
MELAA ²	14.4%	-19.7%	5.8%

Ethnicity by Service/Arm³

	Navy	Army	Air Force	Civilian
Māori	22.6%	20.8%	8.8%	8.0%
Pacific Peoples	7.7%	6.4%	3.1%	6.1%
Asian	2.7%	3.7%	4.1%	5.0%
Melaa	0.5%	0.6%	0.2%	0.4%
European	39.4%	43.6%	50.3%	37.0%
Other	37.9%	33.3%	39.0%	31.3%
Not Stated	2.8%	3.4%	3.9%	21.6%
Total	113.7%	111.8%	109.4%	109.3%

Attrition as at 30 June

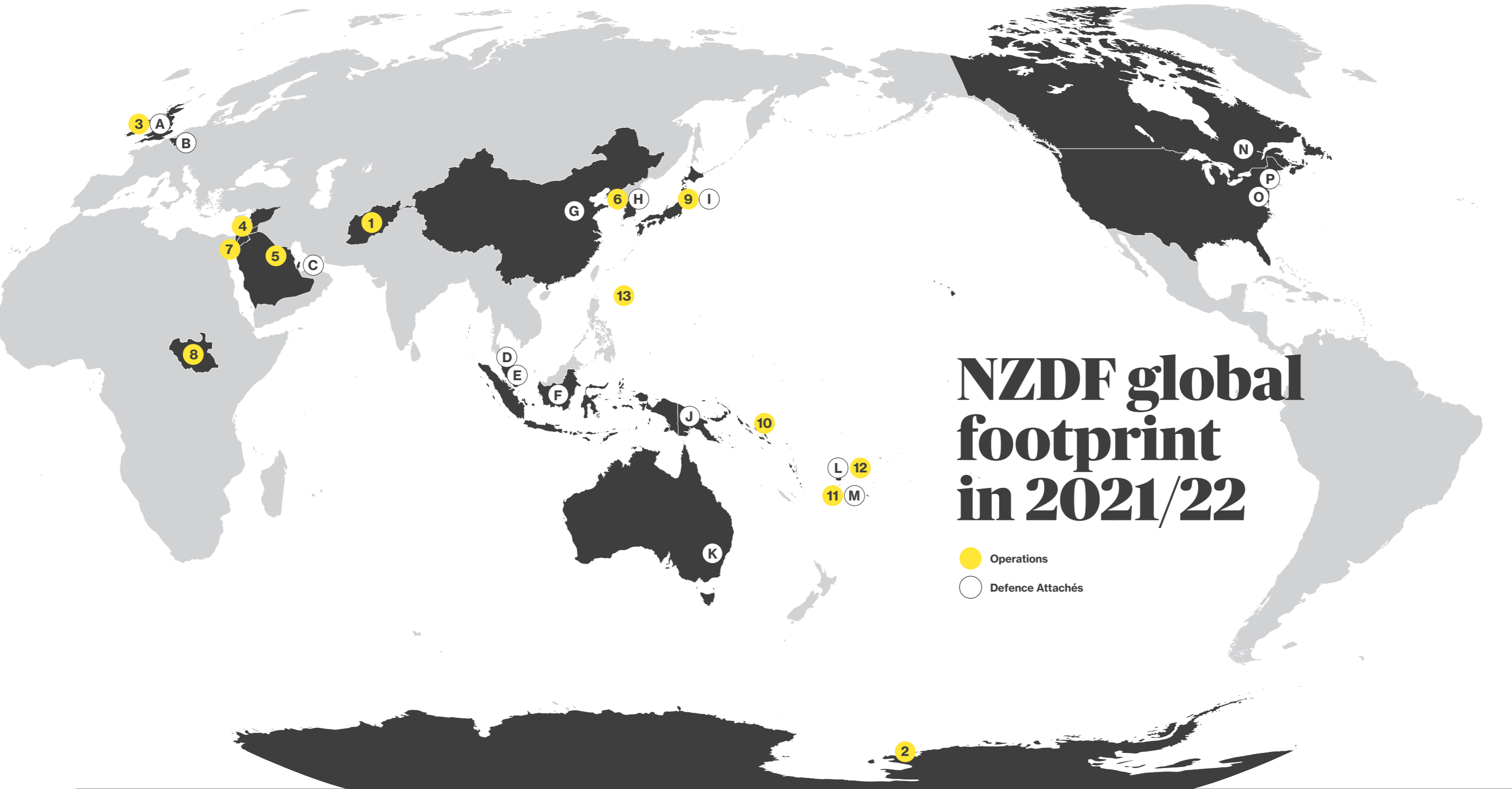


¹ The total GPG percentage is lower than either the Regular Force or the Civilian GPG due to the large difference in the male/female proportion in each group. The total calculation uses the Statistics New Zealand methodology.

² Middle Eastern, Latin American and African

³ Personnel are able to select more than one ethnicity. This is why percentages exceed 100%.

* Excluding Reserves



NZDF global footprint in 2021/22

● Operations
○ Defence Attachés

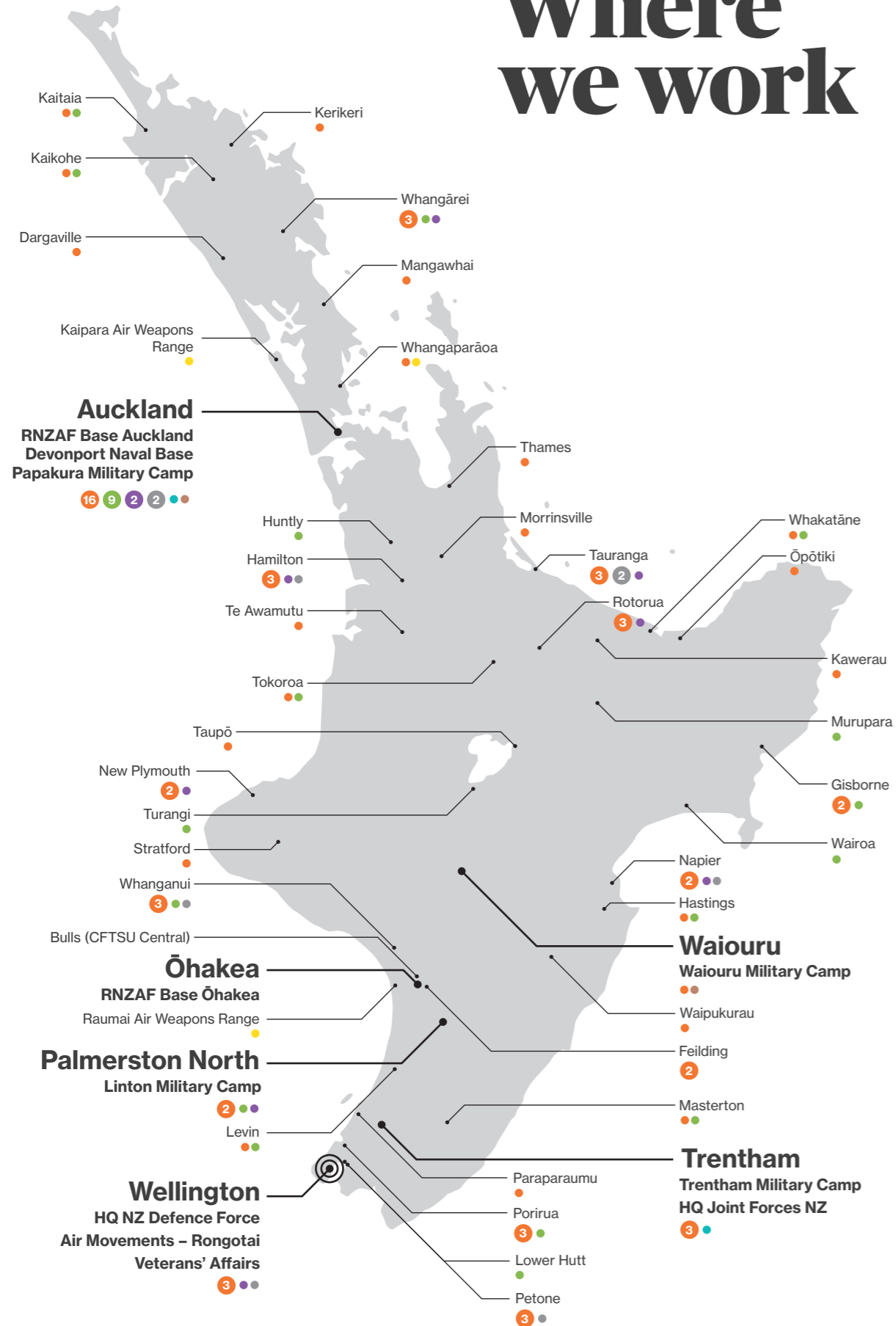
Operations (Op)

- 1 Afghanistan (Op KŌKAKO)
- 2 Antarctica (Op ANTARCTICA)
- 3 United Kingdom (Op TĪEKE)
- 4 Israel, Lebanon, Syria (Op SCORIA)
- 5 Middle East (Ops PUKEKO, KERERU, MOHUA)
- 6 Republic of Korea (Op MONITOR)
- 7 Sinai Peninsula (Op FARAD)
- 8 South Sudan (Op SUDDEN)
- 9 Japan (Op WHIO)
- 10 Solomon Islands (Op SIAST)
- 11 Tonga (Op PACIFIC RELIEF TONGA)
- 12 South Pacific (Op CALYPSO)
- 13 South East Asia (Op CRUCIBLE)

Defence Attachés (DA)

- A Head of Defence Staff and Defence Advisor United Kingdom
- B DA Belgium
- C DA Abu Dhabi
- D Defence Advisor Malaysia, HQIADS
- E Defence Advisor Singapore, NZDSU
- F DA Indonesia
- G DA China
- H DA Korea
- I DA Japan
- J Defence Advisor Papua New Guinea
- K Head of Defence Staff and Defence Advisor Australia
- L Defence Advisor Fiji
- M Defence Advisor Tonga
- N Defence Advisor Canada
- O DA Head of Defence Staff USA
- P Military and Police Advisor NZ Permanent Representative to the United Nations

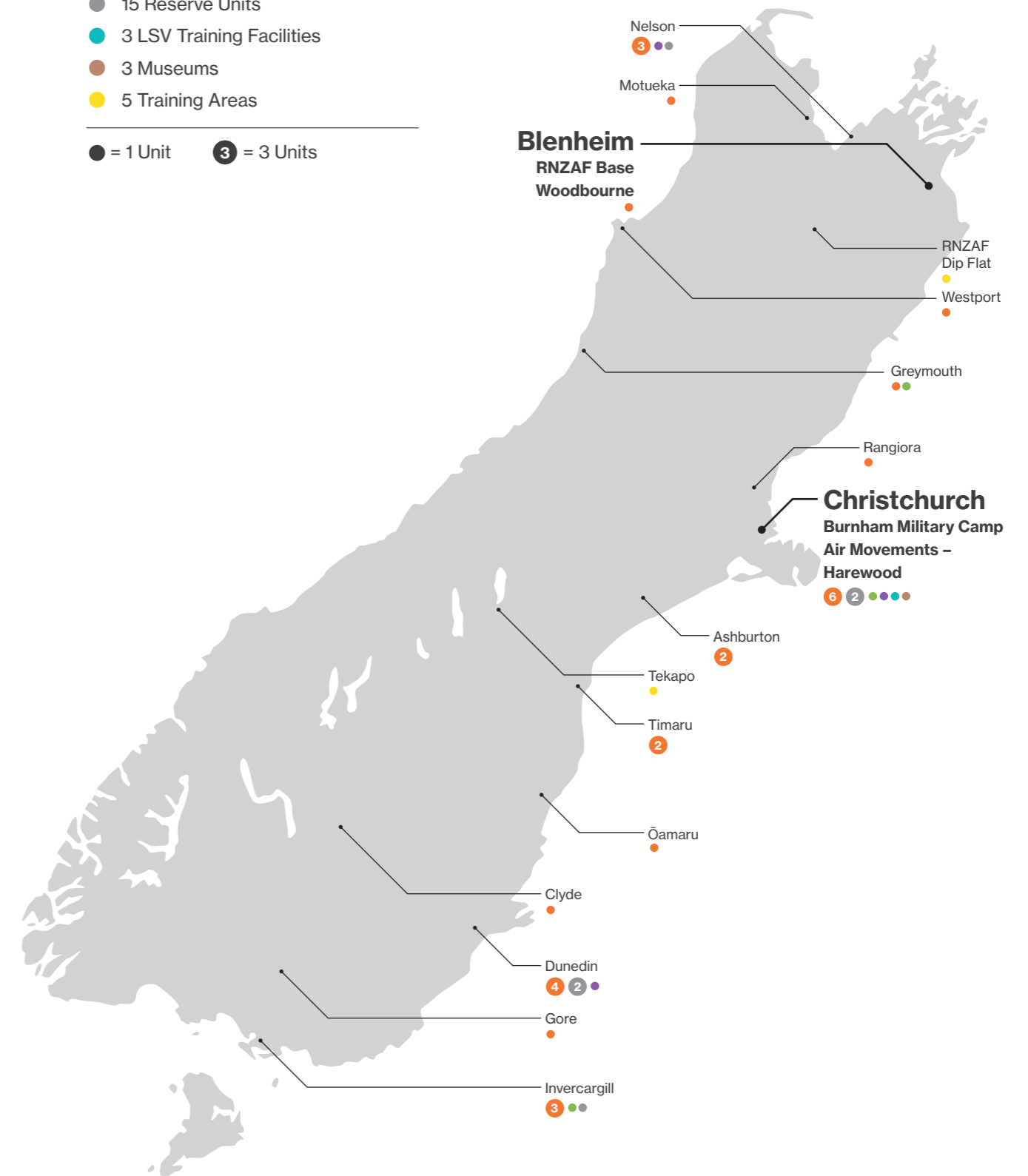
Where we work



AREAS OF ACTIVITY

- 99 Cadet Units
- 29 Service Academies
- 13 Recruiting Offices
- 15 Reserve Units
- 3 LSV Training Facilities
- 3 Museums
- 5 Training Areas

● = 1 Unit ● = 3 Units



OUR PURPOSE

We are a combat-ready force keeping New Zealand safe and secure

OUR MISSION

To secure New Zealand against external threat, to protect our sovereign interests, including in the Exclusive Economic Zone, and to be able to take action to meet likely contingencies in our strategic areas of interest

OUR VALUES

Tū Kaha | Courage

Tū Tika | Commitment

Tū Tira | Comradeship

Tū Māia | Integrity

What we do

Conducting military operations is the NZDF's core task. The NZDF generates, maintains, delivers and sustains military capability to the Government to achieve its defence and national security policy objectives. The NZDF's highest priority is the preparation and readiness of effective armed forces.

The NZDF has the technical skills, professional training, versatility, and high-end military equipment to perform a range of security, stability, support and humanitarian tasks. The Defence Force is also a key part of New Zealand's broader security system. It partners with many government agencies to protect resources, enforce the control of protected areas, enable freedom of movement, build experience and capacity, and provide life-saving support services within New Zealand, the Pacific, the Southern Ocean and further abroad.

The NZDF has built strong partnerships with New Zealand's Pacific partners. It makes a valuable contribution to regional and global security through defence and security engagements, training exercises, mutual capacity building, and humanitarian assistance and disaster relief activities.

New Zealand's geographic location carries unique challenges. It is an island state with significant maritime responsibilities, which require specialist military equipment and personnel skills, knowledge and experience.

New Zealand's search and rescue area, as well as its exclusive economic zone, are amongst the largest in the world. Many of the operations to support regional and global security are expeditionary and must be supported over long distances for extended periods. New Zealand is also far removed from most of its trading partners – as such it relies on the free and open movement of global trade, robust border controls, and related defence and security measures.

Managing our business

Operating model

The NZDF operating model represents how military activities and outputs are delivered. An important element is a value chain linking military forces with delivery of military effects and outputs. This value chain consists of the following components:

Force Generation

Navy, Army, and Air Force are responsible for developing and generating force elements that deliver outputs as single Services, or as part of a joint, multi-national, interagency force.

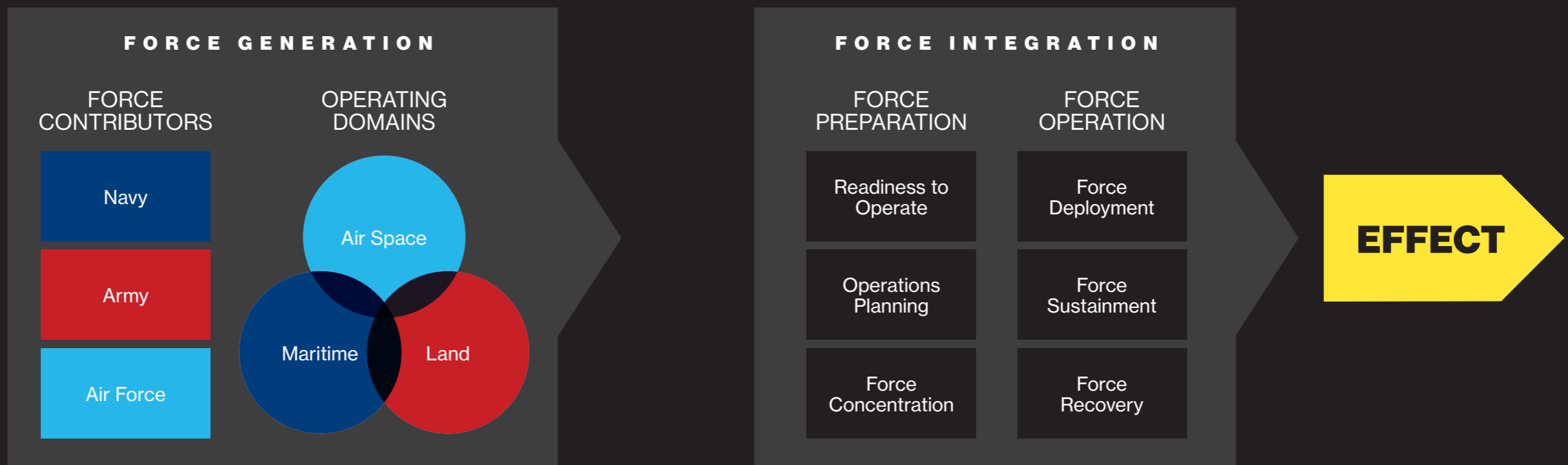
Force Integration

Commander Joint Forces New Zealand is responsible for force integration, which comprises two parts.

- Force Preparation. Planning and concentrating force elements.
- Force Operation. Deploying and sustaining forces on operations, including their recovery back to New Zealand.

Effects

Military effects result from actions by forces and directly relate to the outputs concerning protection of New Zealand and New Zealanders, and operations contributing to New Zealand's security, stability, and interests.



Strategy	Financial Management	Legal
Assurance & Controls	Procurement	People & Talent

DEFENCE LEADERSHIP

Command	Defence Capability	International Defence Relationships	Public Sector Collaboration
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ENABLING FUNCTIONS

Information & Communication Systems	Science & Technology	Health, Wellbeing & Safety	Capability Management	Logistics
Knowledge & Information Management	External Engagement	Security	Intelligence	Facilities & Estate

O U R S T O R I E S



Aotearoa's first supply run to Antarctica

In February, after eight days' passage from New Zealand over 2,380 nautical miles, Maritime Sustainment Vessel HMNZS Aotearoa became the first Royal New Zealand Navy ship in over 50 years to effect a resupply to Antarctica.

The annual supply run, combined with American cargo vessel MV Ocean Giant, covers the vast majority of supplies needed for New Zealand's Scott Base and the neighbouring American base, McMurdo Station.

Aotearoa arrived in McMurdo on 11 February. The ship offloaded 10 20-foot containers, while Ocean Giant, who started her mission from California via Lyttelton, offloaded 14. The ships did not return empty. Anything that was no longer fit for purpose, disused equipment, waste and rubbish was packed into containers and sent home.

Its departure, through a newly-formed drifting ice pack at the top of the Sound, demonstrated the ship's Polar-Class capability. The ship has a higher grade of steel plating to withstand cold temperatures and extra thickness for ice abrasion. It also has a higher number of hull ribs, strengthened rudder and propellers, heated side ballast tanks and a crane designed to work in extreme temperatures.

The successful resupply is a significant enhancement on the New Zealand Defence Force's support to Antarctica New Zealand programmes, which have been sustained since the 1970s using RNZAF C-130 Hercules and Boeing 757s.

“

We're navigating around icebergs. We're navigating through pack ice. It is stunningly beautiful. It is a magical place, but it is also wild, dangerous, and if we don't treat it with respect it can jump up and punch us in the nose.

Captain Simon Griffiths
Commanding Officer HMNZS Aotearoa





Loadmasters and Logistics Specialists pull pallets into the hull of an RNZAF C-130 Hercules in Malta.

Supporting Ukraine

“

We're really proud to have been making a difference. We went to the UK at an important time and what we have been contributing has been hugely significant. We're pleased to have played our part in working with the international community in supporting Ukraine's self-defence.

Wing Commander Lisa D'Oliveira
Air Detachment Commander

For a period of 60 days, a C-130 Hercules and associated New Zealand Defence Force personnel were sent to the UK and Europe in support of Ukraine's self-defence against Russia.

Deployed in April, 86 personnel worked with international partners in a range of roles including intelligence, logistics, liaison, artillery training, and air transportation. This included personnel based in Germany, working with international partners to cohere and coordinate the movement of donated military aid.

They helped ensure equipment donations were in accordance with Ukraine's operational priorities, coordinating the logistics for donations and then matching transport to aid consignments.

The C-130 Hercules, based out of RAF Brize Norton in Oxfordshire, carried out 62 flights, transporting 256,000 kg of military aid and 92 passengers.

Crew on the Hercules were assigned consignments, transporting donated military equipment and stores, including medical stores, between staging points in Europe, from where the aid was taken into Ukraine.



A New Zealand Army soldier briefs Ukrainian troops of how to take a Prisoner Of War (POW) at a training camp in the United Kingdom.

Skills and tactics for Ukraine's defence

“

We are trench novices and thought this was a style of warfare that was a thing of the past. This recent conflict has highlighted that's not the case, and we have lots to learn about how to enhance our own tactics and procedures should we be involved in future conflicts involving this style of warfare.

Major Josh Sullivan
Officer Commanding Kiwi Team 2

The New Zealand Defence Force deployed specialist teams to the United Kingdom and Europe as part of an international effort to help Ukraine defend itself against Russia's illegal war.

A 30-strong training team deployed for two months as part of a wider UK team instructing Ukrainian soldiers in the use of the L119 105mm light field guns and dial sight for the weapon system. They joined more than 60 other NZDF personnel deployed to the UK and Europe where they were working with international partners in support of Ukraine's self defence.

In August 120 personnel were deployed to the United Kingdom to help train Ukraine soldiers. The deployment enabled two infantry training teams to equip Ukrainian personnel with the core skills to be effective in frontline combat including weapon handling, combat first aid, operational law and other soldier skills.

The training of Ukrainian personnel had benefits for the New Zealand Army, linking in with the regeneration of New Zealand's combat corps skill set and junior leadership.

The NZDF's support is expected to continue to mid-2023.

Partnering Fiji in the field

For the first time in more than 27 years, the New Zealand Army undertook 81mm mortar demonstrations as part of Exercise Cartwheel in Fiji.

The tactical field training exercise in September was an US and Fiji-led multinational exercise conducted in the Nausori Highlands in Fiji and involved defence personnel from the Republic of Fiji Military Forces (RFMF), United States Army Pacific, British Army and Australian Defence Force.

A total of 55 combat soldiers from 1st (NZ) Brigade in Linton and Burnham participated in the exercise, designed to enhance capability in both urban and jungle environments. Training also included demonstrations of sustained fire machine guns, section attacks and ambushes, reacting to enemy indirect firing and ethical decision-making scenarios.

A light infantry platoon from Delta Company, 2nd/1st Battalion, Royal New Zealand Infantry Regiment (RNZIR), also conducted reconnaissance operations, section and platoon harbour drills, survival and tracking training.

Back at home, NZ Army gunners from 16th Field Regiment exercised with a brand new Fire Control System, conducting the Regiment's first fully digitised fire missions.

“

It's been awesome to get out and do our jobs, to be soldiers. This is why I joined the Army, and being able to work with other countries has just been awesome.

Private Macallan Dougan
2nd/1st Battalion RNZIR



An overhead view of HMNZS Aotearoa, alongside in Nuku'alofa, ready to unload supplies and water.

Tongan tsunami

On 15 January an undersea volcano at Hunga-Tonga Hunga-Ha'apai Island, Kingdom of Tonga, erupted.

The resulting ash and tsunami caused widespread damage to Tonga's main island, Tongatapu, including the capital of Nuku'alofa, and outer islands.

A Royal New Zealand Air Force P-3 Orion, plus an Australian P-8 Poseidon, overflew the islands to assess the extent of the damage.

Even before Tonga had officially asked for aid, HMNZS Wellington and HMNZS Aotearoa departed Auckland. As Wellington arrived, an RNZAF C-130 Hercules and RAAF C-17, both carrying humanitarian supplies, touched down in Tonga after locals swept the runway clear of ash. It would be one of three C-130 aid flights.

Operating 12 hours ahead of Aotearoa, Wellington, with a team of HMNZS Matataua hydrographers and divers, began surveys of wharf infrastructure and harbour approaches, to ensure larger ships would not encounter any unknown obstacles created by the disaster.

Aotearoa carried five shipping containers of relief supplies, but water was the highest priority because ash had contaminated local water supplies. It meant Aotearoa arrived with 250,000 litres of water to offload, but its desalination plant could continue producing 70,000 litres a day for Nuku'alofa. Aotearoa's other role was to sustain other supporting ships with fuel, including HMS Spey (UK) and USCGS Stratton and USS Sampson (USA).

Aotearoa swapped roles with HMNZS Canterbury, arriving with more supplies, 246,000 litres of water and able to produce 80,000 litres a day. Canterbury's embarked RNZAF NH90 helicopter flew engineers to outlying islands to repair communication links, and conducted aerial surveys to assess damage.

It was all carried out in a contactless fashion, due to strict COVID-19 protocols in the Kingdom of Tonga.

“

The Kingdom of Tonga has expressed thanks for our help with the initial relief response. As always, the NZDF remains ready to assist if we're called on again.

Rear Admiral Jim Gilmour
Commander Joint Forces



The Commonwealth Contingent, with New Zealand Defence Force members on the left flank, march in the funeral procession for Her Late Majesty Queen Elizabeth II in London.

Farewell to Queen Elizabeth II

A New Zealand Defence Force contingent joined forces with Australia and Canada to farewell her Late Majesty Queen Elizabeth II in a funeral procession in London on 19 September.

The main body of the Commonwealth contingent, 24 New Zealanders, 64 Canadians and 28 Australians, was part of a 1,600-strong procession marching at 75 paces a minute down the Mall and on to Wellington Arch in front of thousands of spectators and millions of viewers around the world.

New Zealand was represented with four Navy personnel, four Air Force personnel, and four Army personnel from each of four NZ Army regiments – the Royal New Zealand Infantry Regiment, the Royal Regiment of New Zealand Artillery, the Royal New Zealand Armoured Corps and the Corps of the Royal New Zealand Engineers.

Further down the procession were the Defence Advisers to the United Kingdom and four New Zealand Colonels Commandant, ceremonial representatives for the four NZ Army regiments attending.

The contingent, which had started departing New Zealand within two days of the Queen's death, was stationed at Pirbright Army Training Camp in Surrey for a week of rehearsals. During that time the Prince and Princess of Wales visited the contingent, to thank the NZDF for coming so far.

For many in the contingent, seeing the Queen's casket transferred to the State hearse was a defining moment in the farewell of Her Late Majesty.

“

And then the two minute-silence, and London went quiet. You could have heard a pin drop. Everyone was captured in that moment.

CDR Andy Mahoney
Following the funeral procession for Her Late Majesty Queen Elizabeth II



A Royal New Zealand Air Force C-130H Hercules on the ground at Joint Base Elmendorf-Richardson, Alaska.

RNZAF returns to American skies

In October the Royal New Zealand Air Force tested its ability to operate in austere environments by returning to an annual United States Air Force exercise in the skies above Alaska.

RNZAF No. 40 Squadron personnel and their C-130H Hercules attended Exercise Red Flag-Alaska 23-1, held at Joint Base Elmendorf-Richardson, just outside of Anchorage.

The exercise, with participants from Australia, Bangladesh, Germany, Indonesia, Japan, the Republic of Korea, Malaysia, Mongolia, NATO, New Zealand, the Philippines, Thailand, the United Kingdom and the United States, trains crews in joint offensive, counter-air interdiction, close air support, and large force employment in a simulated combat environment.

Training included threat evasion, airdrops, landing and taking off from semi-prepared strips, escort co-ordination, air combat and Airborne Early Warning and Control integration.

It was the first time since 2018 that the RNZAF has been able to attend the exercise because of the COVID-19 pandemic.

The deployment followed No. 40 Squadron's training at the Advanced Airlift Tactical Training Centre with the United States Air Force in Missouri and Arizona in September.

“

It's great to be back working with our partners on high-quality training. It really helps increase our readiness and response capabilities. The training also helps us build interoperability and execute complex and realistic operations with our military partners.

Squadron Leader Kendall Dooley
Detachment Commander

Mapping remnants of war

World War II isn't over for some small Pacific territories, whose jungles and waters contain high explosives and ammunition.

The Australian Defence Force-led Operation Render Safe combined the Royal New Zealand Navy, the United States Marine Corps and the Royal Canadian Navy in a week-long survey of Nanumea and Funafuti lagoons, at the request of the Government of Tuvalu.

The mission, based off Hydrographic, Salvage and Dive Ship HMNZS Manawanui, was to complete a reconnaissance of reported Unexploded Remnants of War and build a plan for a future disposal operation.

Two days in Nanumea lagoon enabled the discovery of 22 500-pound aerial bombs of United States manufacture and four small arms dumps of .50 calibre ammunition placed in 'dump lines' in depths of 10 to 18 metres.

Working with HMNZS Matataua's Maritime Ordnance Explosive Disposal divers, Matataua's military hydrographic side contributed by using a side scan sonar system and magnetometer to help locate objects of interest, which the dive teams were able to explore in further detail.

The teams completed 77 dive serials, totalling 47 hours of dive time. As well as diving to suspected ordnance that had been roughly mapped, the teams conducted 2.62 square kilometres of magnetometer coverage. In all, 3,190 kg of ordnance was found in 24 sites, the majority at 15 metres down.

“

We were able to confidently clear multiple bodies of water, declaring these areas safe for the locals to fish and enjoy just like I did as a kid.

Able Diver Eduard Korant
HMNZS Matataua

Working in pitch black

New Zealand's contribution to Australia's Exercise Pitch Black was substantial, showcasing our talent for multi-national security and peacekeeping efforts.

Exercise Pitch Black, run by the Royal Australian Air Force (RAAF), is a biennial three-week exercise in the Northern Territory. This year's exercise, held in August, was the largest version yet, with 17 nations, more than 100 aircraft and around 2,500 personnel involved.

Sixty NZDF personnel took part, primarily carrying out supporting roles which allow the aircraft to take to the skies and keep flying.

They included defence public affairs, military police, chefs, air movements, security forces, communication and information system technicians, medics, ground support equipment, technicians, aviation refuellers, intelligence specialists, logistics officers and firefighters and military working dogs.

NZDF security forces patrolled the airfield and ensured the security of the aircraft and people. Aviation Fuel Specialists fuelled aircraft and monitored fuel quality, and an Air Load team loaded aircraft – performing their jobs just as they would on operations. NZ Army chefs helped feed up to 500 aircrew at a sitting – numbers they don't normally get at home.

The exercise ensured NZDF personnel are combat capable, trained, equipped and ready to contribute to international peace and security.

“

It's been an adventure, and I feel blessed to have been a part of it. It's been an amazing experience working with other nations and the gratitude that they've shown towards us. They've been pretty impressed with our work ethic and attitude to the job.

Leading Aircraftman Katrina James,
Aviation Fuel Specialist



A B Company Platoon Signaller gets satellite communications back to Company HQ with the DC (P) Signaller, fit out) Network Enabled Army system during Exercise Foxhound 2.

Army Regeneration

The New Zealand Defence Force's heavy two-year commitment to the Government's COVID-19 response, Operation PROTECT, the largest domestic operation in living memory, began to wind down in March 2022, with NZDF personnel gradually returning to their usual duties at camps and bases.

The NZ Army had the largest commitment of personnel to the operation, which impacted their programme of training and exercises, and – like the other two services – was a contributor to attrition and morale issues this year.

The Army is running a deliberate three-year campaign with an overarching focus on combined arms excellence and the application of land combat capabilities and effects in a joint and coalition environment.

Following two respite periods – timed with the school holidays – the regeneration is timed from 2022 to 2026, addressing a backlog of individual training to restore foundational knowledge for individuals and trainers, modernising the Army's training system, and prioritising the regeneration of high readiness infantry and engineer capabilities.

A second phase is the regeneration of combined arms outputs primarily in a land environment, but also contributing to selected activities in a joint environment. Regeneration will occur firstly at Combat Team (Task Unit) and then at Battlegroup (Task Group) level and will include providing combined arms capabilities up to Battlegroup level for overseas training activities.

The Army will further develop and cement the integration of Reserve Force personnel further into Regular Force training and activities.

Major new capabilities such as Networked Enabled Army (NEA), Protected Vehicle Medium (Bushmaster), and new utility vehicles to replace Pinzgauer and Unimog are also likely to be delivered during the regeneration campaign.

“
It provides the opportunity to reset, evolve and enhance our culture that is centred on our values, our warrior ethos, and the foundation of Ngāti Tūmatauenga.

Brigadier Hugh McAslan
Land Component Commander



A computer-generated image of the RNZAF P-8A in flight.

New maritime patrol fleet

The first of our new Airborne Surveillance and Maritime Patrol fleet of P-8A Poseidon aircraft will arrive in New Zealand in mid-December, and the other three aircraft will be here by mid-2023.

The new fleet, replacing the P-3K2 Orion patrol aircraft which have been in service since the 1960s, is a significant investment which will deliver enhanced support to our maritime surveillance, resource protection, and humanitarian and disaster responses, here in New Zealand and nearby, and further abroad in remote areas such as the Southern Ocean and around Pacific Island nations.

They will operate in support of other government departments including the Ministry for Primary Industries, New Zealand Customs Service, the National Emergency Management Agency (NEMA), the Rescue Coordination Centre and the Ministry of Foreign Affairs and Trade.

The aircraft will be based at Ōhakea, and a purpose-built facility is currently under construction. It includes two hangars, maintenance and support facilities, warehousing for spare parts, and a mission support centre.

The building is called Te Whare Toroa (House of the Albatross) inspired by the albatross on the crest of No. 5 Squadron who will operate the aircraft.

“

The P-8A is significantly more advanced than the P-3K2. The airframe is designed with modern perspectives in mind, it's a modern airframe with military components. So it's very smart and intuitive.

SQNLDR Jonathan Beetham
Maintenance Flight Commander
– PTU, Poseidon Transition Unit



Seaman Combat Specialists undertake Force Protection training on board HMNZS Aotearoa.

The world's largest maritime exercise

This year HMNZS Aotearoa firmly established itself as a leading Maritime Sustainment capability, fuelling ships from all nations during the Rim of the Pacific Exercise 2022 off Hawaii in July.

Aotearoa carried out 10 Replenishments at Sea, dispensing 2005 cubic metres of dieso (diesel fuel oil) and 22 cubic metres of aviation fuel, as part of Combined Task Force 173 (Replenishment Task Force), consisting of seven ships.

It was Aotearoa's first time at RIMPAC, the biennial US-lead maritime exercise based out of Pearl Harbor, Hawaii.

Two years ago, HMNZS Manawanui participated in a scaled-down at-sea-only RIMPAC due to the COVID pandemic, but this time personnel from 26 nations and 38 surface vessels were able to go ashore in Honolulu.

In San Diego, 34 personnel from HMNZS Matataua, with Expeditionary Reconnaissance (ER) and Mine Counter Measures (MCM) Teams including divers, hydrographers, logistic support and engineering personnel, got together with their international counterparts around the world in the mine warfare phase of RIMPAC.

RIMPAC, which concluded on 4 August, is designed to provide participating nations with opportunities to practise working together, while achieving their own national objectives.

“ COVID-19 and Operation PROTECT put a pause on numerous training exercises over the last two years. Seeing our sailors over here, in the water, demonstrating their skillset among international partners is huge.

LT Simon Hardy
Deputy Logistics Officer,
HMNZS Matataua



Royal New Zealand Air Force personnel and
 Unimogs leave RNZAF Base Woodbourne to
 assist the Nelson/Tasman region.

Flood support to Nelson

A severe weather event hit the Nelson region in the South Island in August, and RNZAF Base Woodbourne deployed personnel to assist local authorities.

The major storms that swept over the area left more than 100 homes deemed unsafe to live in, with hundreds more damaged by slips and flooding. Areas were cut off as flooding and slips damaged roads, including to the main route between Nelson and Blenheim.

Base Woodbourne contributed 26 personnel to assist the Nelson Tasman Emergency Operations Centre (EOC). A 24-person Local Emergency Response Group (LERG) deployed to the region. In addition to this there were two Air Force Liaison Officers who worked with the Nelson Tasman EOC.

The NZ Army deployed 14 personnel from Burnham Military Camp to the West Coast to help local authorities there deal with flooding. They delivered supplies, weather barriers, sandbags and helped with evacuations from homes.

In the five days personnel were on the ground they assisted with evacuations with the New Zealand Police, occupied cordons in evacuated areas, transported critical equipment to isolated communities, and undertook reconnaissance of isolated communities.

Woodbourne Base Commander Wing Commander Paul Drysdale said as part of Operation Awhina, the name given to operations during national disasters, the base always has LERG ready to deploy at short notice.

“

To be a part of the recent floods in Nelson, the Marlborough floods in 2021 and the Nelson fires is very important to us as a responsible and willing member of the community.

Wing Commander Paul Drysdale
 Woodbourne Base Commander



Private Zara Reid learns the NZ Army Haka on Reserve Force Basic Training.

Reservist training builds fortitude for life

The New Zealand Defence Force reservists have featured strongly in 2022.

The NZDF Light Surgical Team is a small team of 11 healthcare specialists from regular and reserve forces designed to provide the capability of initial surgical resuscitation and stabilisation of deployed NZDF casualties.

In October they came together at Whanganui Hospital for a specialist team-building activity, completing some elective surgical procedures on adult patients at Te Whatu Ora, Whanganui.

In the Royal New Zealand Navy, a newly-designed training programme for Naval Reserves, Naval Reserve Common Training (NRCT), has brought together 24 officers and ratings for joint training throughout 2022 and part of 2023.

The course has been designed to ensure reservists are trained to the same standard as their Regular Force counterparts, but in a way that works around their civilian employment. For the first time the trade options can now extend beyond Maritime Trade Operations. Trades now include Medical, Legal and Public Affairs. It is also the first time the Navy has trained officers and ratings together.

For those taking on an infantry role, like nursing student Zara Reid, 19, with 5/7 Battalion in Trentham, the challenges have been worthwhile. She says she has found it easy to push through mental barriers to accomplish tasks and take on what life throws at her.

Each Reserve Force company has its own training programme in line with its battalion's training focus. Company-level training typically occurs one weekend a month with platoon-level training occurring once a week.

“

You might be small but give it your 100 per cent, push yourself mentally, often it's your mental state that will get you through. I have far less mental barriers, and I am often shocked at what I can achieve in a short time now.

Private Zara Reid
5/7 Battalion



Two RNZAF A109 helicopters on training during Exercise Blackbird in Marlborough.

Blackbird back on track

It's easy to get used to pilot training around the bush ranges near Ōhakea or – in the Navy's case – the sheer flat of the ocean. That's why the Defence Force's Navy and Air Force pilots deliberately change it up, training for the variable winds and thin air in the mountains of Marlborough.

For the Air Force, with the NH90 and A-109 helicopters, February saw the revival of Exercise Blackbird, a two-week exercise based out of Dip Flat, at the base of the Saint Arnaud Range. Navy perform similar training with their Seasprite SH-2G(I) Maritime Attack Helicopter in Exercise Bluebird.

Normally held in winter – to practise in snowy conditions – this year's Blackbird was shifted due to COVID restrictions, and was enabled under a tightly controlled health plan.

The training tests the aircrews in an environment that constantly changes. Descending from the mountain tops into a valley, the helicopter's power will be affected by altitude and weather. It hones the relationship between the pilots and loadmasters.

The event was also an opportunity to take on some Department of Conservation (DOC) tasks, including delivery of building materials using an underslung load. DOC staff were dropped up into the hills for maintenance work, and were collected several days later.

“
It's win-win really because we deliver on the mountain flying, but we're also helping another government agency at the same time. It provides that sense of purpose as well – you're actually delivering some value to an organisation.

Squadron Leader Jamie Wallace,
Detachment Commander



First women's Defence Rugby Cup

It was heartbreak for the Defence Ferns on October 25 as they were pipped in the final minutes by France in the first ever women's International Defence Rugby Competition (IDRC).

Defence teams from Australia, Fiji, France, Tonga, the United Kingdom and a combined Papua New Guinea/Vanuatu side attended. Fiji came third, defeating Australia, and the United Kingdom took the Plate Final against Tonga.

The Ferns led 8-6 for much of the final game, but a penalty meant the French moved one point ahead. New Zealand's fortunes looked good after the French lost forward from the kick-off, but the Ferns couldn't capitalise in the dying minutes.

It was a tough moment for the previously unbeaten Ferns, who had defeated France 22-10 in the opening match of the tournament, hosted at College Rifles Rugby Club in Remuera, Auckland.

Sub Lieutenant Kate Williams (Navy), Warfare Officer and Corporal Hayley Hutana (RNZAF), Logistics Specialist, co-captained the Defence Ferns. SLT Williams said the team was a "super-driven bunch of women" constantly pushing themselves to be the best.

Set against the backdrop of the Womens' Rugby World Cup, the IDRC felt like a pinnacle for NZDF women in rugby. "We've always talked about something like this, so it's cool that it is finally happening."

SLT Williams, who also plays for the Harbour Hibiscus, had an unexpected call-up shortly after the tournament – an injury replacement for Wales in the World Cup.

“

In our jobs we aim to be the best, and I think this translates into our sports. It's cool that the Defence Force lets us to develop as sportspeople, and to come together and show it off internationally.

Sub Lieutenant Kate Williams
Co-Captain Defence Ferns



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