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NAVY TODAY

NAVY ON
THE BORDER
CHRISTCHURCH
EARTHQUAKE 10TH
ANNIVERSARY
FIRST MOKO KAUAE

AOTEAROA PASSES THE FUEL TEST



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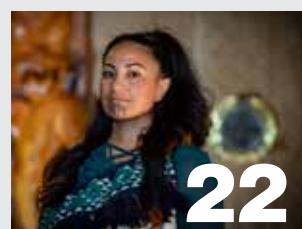
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"You identify weaknesses, you put in plans, you bring people along with you, and you push the Command Aim: keeping people safe, keeping New Zealand safe."

~ Commander Mark Tapsell, Manager of a Managed Isolation and Quarantine Facility



Navy Today is the official magazine of the Royal New Zealand Navy. Established to inform, inspire and entertain serving and former members of the RNZN, their families, friends and the wider Navy Community.

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Front cover:
HMNZS AOTEAROA (foreground) and HMNZS TE KAHA carry out Replenishment at Sea Approaches.

Photographer:
No. 6 Squadron



New Zealand Government

Yours Aye

Commander Joint Forces New Zealand



“What is getting us through, and this is our strongest advantage, is the quality of our people.”

April 2021 already!

It seems like yesterday that I was in Waitangi, privileged to be alongside our people as we celebrated our Navy and the Defence Force's long relationship with our National Day. I was am immensely proud to be part of our Navy that presents such impressive people to events like Waitangi.

But, time is racing by and for many of us, it is strange times.

I don't know about you but I can tell you that the past 13 months have challenged the way I think about our role as a Defence Force. Stresses on ourselves and our whānau from COVID have been unsettling for many. We face those stresses whilst doing our duty in the Defence of our country, and for almost 1200 NZDF personnel at any one time, that means supporting the isolation and quarantine facilities. A very important role but one that none of us would realistically have expected 18 months ago. It has also created a challenge for us to maintain our readiness, train our new people, introduce new capabilities, maintain our ships and conduct operations whilst distracted by the uncertainties that this pandemic brings. What is getting us through, and this is our strongest advantage, is the quality of our people.

I'm very proud of our contribution. We exist to secure the well-being of New Zealand and New Zealanders. In times of crisis, we provide the Government with flexible options, unique capabilities, and professional, motivated and adaptable people.

As we sailed through 2020, we had a sense that we were engaged, as a Navy, in a task that was valuable and appreciated but would be short-lived and our normal approach to building military capabilities would soon return. With this in mind, we could be forgiven for thinking that those things that COVID-19 makes difficult could be postponed until we were on the other side of the pandemic. As a professional military, full of motivated and adaptable people, we must set our thinking to how we train and fight within a COVID world for a while longer yet.

For our Navy it is an exciting time where long-awaited capabilities are being regenerated.

This is particularly the case for those that are heavily involved in the preparation for both our newest additions to the fleet, MANAWANUI and AOTEAROA. This month's edition takes a look at what is keeping their respective Ship's Companies and shore teams fully occupied. The focus for MANAWANUI for the next few months is the releasing of capabilities for the Remotely Operated Vehicle, Surface Supplied Breathing Apparatus, and the Diving and Offshore Crane for subsea lifts, prior to bringing all those together during an Underwater Search and Recovery Test event in early June. AOTEAROA is also very busy. At time of writing she is in Australian waters, rolling out her Replenishment at Sea capability with the support from the Royal Australian Navy and if all things continue to go well, might even get alongside to allow her Ship's Company a leg stretch in Sydney. By my reckoning, this will be first overseas port visit for our Navy since last February (I am discounting Victoria, Canada – I think HMNZ Ships TE KAHA and TE MANA would agree).

As the Commander of Joint Forces, I have been very pleased to register that both MANAWANUI and AOTEAROA are now listed as partially mission capable and delivering effects whilst at sea, and this year should see both ships advance significantly towards full operational capability. They will join CANTERBURY, No. 6 Squadron, MATATAUA, OTAGO, WELLINGTON, HAWEA, TAupo and soon TE KAHA and TE MANA in delivering maritime effect in support of NZ government outputs.

None of this is possible without our high-quality adaptable people – take care of yourselves, your whānau and your shipmates.

Nga rau e toru o patu kotahi e E heramana ahau

Rear Admiral Jim Gilmour
Commander Joint Forces
New Zealand



GETTING SOME AIR TIME

HMNZS TE KAHA shows what's below the waterline in this dramatic pitch, captured by Lieutenant Shaun O'Halloran aboard neighbouring ship HMNZS AOTEAROA. Both ships were in the Hauraki Gulf practising Replenishment at Sea Approaches (RASAPS), a precursor to AOTEAROA's first-ever procedure of refuelling a ship at sea. See page 8 for more of AOTEAROA's activities across the Tasman.



SEMT is now live

■ By Commander Raymond McLaughlin
Director of Naval Safety and Health

As this edition of *Navy Today* goes to press, we are just starting to use the new Safety Event Management Tool (SEMT) to report safety events ashore.

From now on, all safety events ashore must be recorded in the SEMT instead of N-SHAIR.

During periods of deployment, ships will continue to use N-SHAIR. Events recorded in N-SHAIR will then be transferred to the SEMT so that we have a complete picture of Naval Safety in one place. This arrangement will remain in place until the SEMT can be deployed onto ships at sea.

We will record new or updated Safety Risk Assessments, Risk Management Plans and Safety Assurance activities in the SEMT from now on as well.

Safety personnel at Devonport Naval Base have had specialised SEMT training and are available to answer any SEMT questions you have.

Additionally, there is help available from within the tool itself: fields with an 'i' info symbol provide guidance on how to fill in that field; and the 'Training & Support' tab in the top right-hand corner leads to short video demonstrations and guides on specific functions of the SEMT.

Work is also underway to create an updated LMS module about safety and safety reporting in the NZDF. Keep an eye out for publicity about this.

While the tool is new, the importance of safety reporting and safety management isn't. Safety is everyone's responsibility – I urge you to use the SEMT for reporting events and recording safety information from now on. I have no doubt that after a 'bedding-in' period, we will all get familiar with the SEMT, and it will quickly become a routine part of how we manage safety in the Navy. Concurrently, we will also soon be able to take advantage of the SEMT's reporting functionality, allowing us to make continuous improvements in the ways we keep our people safe.

If you need any help using the SEMT, speak to your commander/manager, NAVOSH personnel, or visit the SEMT Help and Support page (click on the SAFETY button from the ILP).

FOR THE RECORD:



BRAVO ZULU AWARDS 2020

The Commander W.J.L Smith Trophy
Captain Fleet Operational Readiness Organisation

The Fleet Seamanship Award
HMNZS TE KAHA

The Monowai Trophy
HMNZS TE KAHA

The Chatham Rose Bowl and Efficiency Pennant
HMNZS MANAWANUI

Naval Support Command Customer Service and Efficiency Trophy
Leadership Development Group

The RNZN Safety Award (Individual)
**SLT Jordan Appleton,
HMNZS AOTEAROA**

The RNZN Safety Award (Unit)
Devonport Defence Estate and Infrastructure

Safety Awards - Best Initiative by a Contractor
Jarron Ulric, Babcock International

The RNZN Reserve Division Trophy
HMNZS OLPHERT

Joe Simms Memorial Award
LMUS Michael Jamieson

Champion of the Navy
HMNZS MANAWANUI

The Civilian of the Year
Andrew Charnley – Distribution Centre Manager, DLC(M)



Checkpoint Duty

Devonport's sailors backed the NZ Police at three road cordons during Auckland's Level 3 lockdowns in February.

During the first lockdown, the largest contingent was on State Highway One at Te Hana, north of Wellsford, where Lieutenant Rob Badger and 22 sailors helped Police oversee around 20,000 vehicles over 48 hours, day and night.

He says they were stood up at short notice, and achieved a 'battle rhythm' quickly.

"We were on the ground from 2200 on Monday night. We divided into three watches, with seven persons on each watch for eight hours, running 24-hour shifts." Their job, right alongside the Police, was to vet every vehicle that wanted to cross the border, either leaving Auckland or coming in.

"We had personnel counting vehicles being let through, and those being denied. We checked the reasoning and rationale behind their travel. We could see vehicles being backed up at least 300 metres at busy times. But it was a quick process. Our mantra was compassion and kindness. If people had good reasons and evidence, they were let through."

The team were able to base themselves out of Tamaki Leadership Centre at Whangaparāoa Peninsula, but it was still long, arduous days on four lanes of asphalt, says LT Badger. "We had rain and more rain, incredible humidity, and then blazing sun. We were well-provisioned but boy, we were sweating. It was a challenging environment to work in. We took five minute breaks, and no-one wanted to slack off. There was not a single instance in those 48 hours when a Navy person didn't present with PPE. We had 18, 19-year-old junior rates at the border, doing a superb job. They were completely in sync with Police."

The team's engagement with the public was positive, but it could be emotional. "We had people going to tangi, and that's where the iwi liaison officers could help us. Some people were going to see sick relatives, others were going to Starship Hospital. We had locals saying, thanks for keeping us safe."

The team was under the eye of the media as well. "Our team was 100 per cent professional and there were no issues. The media were looking for soundbites but respectful."

There were some interesting moments, including a police pursuit ending at the roadblock. "We even had some stolen vehicles, with stolen licence plates. If we had any concerns, we would wave a police officer over. We had amazing engagement with them, and learnt a lot. I'm exceedingly proud of our team."

Photos: HMNZS AOTEAROA and Royal Australian Navy destroyer HMAS HOBART conduct a 'dry hookup' test of the RAS.

AOTEAROA's first replenishment

■ By LT Shaun O'Halloran
Bridge Watchkeeper



HMNZS AOTEAROA let go all lines and proceeded to sea from Devonport Naval Base last month, departing New Zealand under the New Zealand White Ensign for the first time and bound for Australia's East Coast to undertake a major step towards full operational release of her Replenishment At Sea (RAS) capability.







RAS is a hugely important capability for any modern blue water navy. The RNZN last performed a RAS from the now-decommissioned tanker HMNZS ENDEAVOUR in October 2017. Now AOTEAROA entered the East Australian Exercise Area (EAXA) prepared, poised and eager, wielding her primary weapons system – two replenishment probes and eleven million litres of diesel fuel.

Prior to this, AOTEAROA had worked up with HMNZS TE KAHA in a series of replenishment approaches (RASAPS) in the Hauraki Gulf, ensuring that station-keeping and ship interactions were in the front of everyone's mind. The ship, departing under COVID Level 3 conditions, had to keep in mind a 14-day quarantine countdown for the crew in preparation for entry into Australian waters.

AOTEAROA arrived in the EAXA ready for business, with multiple RAN warships in the vicinity undertaking their Fleet Concentration Period (FCP). AOTEAROA was warmly welcomed into Australian waters, joining company with frigates HMAS STUART, HMAS PARAMATTA and air warfare destroyer HMAS HOBART. In the first stages of multi-ship interaction, critical importance was placed on a measured, deliberate and controlled progression from initial RASAPS. AOTEAROA started with distance line only, moving to 'dry' hook-ups and eventually actual pumping of fuel.

It was a stimulating, eye-opening and welcome challenge for AOTEAROA's crew. Some sailors brought their previous experience serving in ENDEAVOUR, and a select few had done exchanges with the RAN ships being fuelled. But for the vast majority, it was the experience of operating in the warship-dense EAXA for the first time.

Commanding Officer, Captain Simon Rooke, says it is always great to work "with our mates from across the Tasman. For some of us, it's back to familiar activity and for others of the Ship's Company it is a first, but regardless of who's been to the EAXA before, to take our first RAS steps with HOBART, PARRAMATTA and STUART has been excellent, and shown how well our navies operate with common procedures and the same exacting standards".

HOBART's navigating officer Lieutenant Ben Couch said the exercise was a great experience.

"Replenishment at sea is a difficult and dangerous evolution," LT Couch said. "Achieving the results we did on AOTEAROA's first attempt and HOBART's first replenishment at sea in six months proves our ability to operate for a sustained period as part of the joint force."

In a lighter moment, the crew of HOBART used the exercise to pass gifts to AOTEAROA's Ship's Company.

A HOBART ship's cap, ship's coin, and packet of Tim Tam biscuits, packaged in a COVID-19 safe manner, were sent over to AOTEAROA in the messenger bag. The commanding officers of the two ships also exchanged letters.

Commander Andrew Pepper, CO HOBART, said this was a gesture that highlighted the strong, long-lasting relationship between Australia and New Zealand.

CMDR Pepper said the exercise was a great example of Navy's ability to integrate and work with like-minded, regional partners and was key to ensuring Indo-Pacific stability.

"She's (AOTEAROA) a great-looking ship and the New Zealand team was very professional," he said.

*Additional reporting,
SBLT Tony Wongsiri RAN*



*Clockwise from bottom left:
HMNZS TE KAHA executes a breakaway manoeuvre from HMNZS AOTEAROA during a RASAP exercise.*

HMNZS TE KAHA and HMNZS AOTEAROA in RASAP mode in the Hauraki Gulf.

*HMNZS AOTEAROA departs Sydney Harbour after a break in Sydney.
(Photo: Chris Sattler)*





SOFT SKILLS ON COVID'S FRONT LINE

Commander Mark Tapsell says it's the "soft skills" that make a difference to the running of a Managed Isolation and Quarantine Facility.

He's done three stints as a manager in the Navy-run Sudima and Sebel Hotels in Auckland. While others have had a call-up, he volunteered. He'd been through managed isolation last year, returning from Europe. He reckoned he could empathise.

"I knew a lot of people in the Defence Force had been putting a lot of effort in. At Defence House in Wellington, my work area hadn't been tapped on the shoulder that much. I don't have young children. So I decided to do my time, to give some people a chance for a break."

In August, the Government scaled down private security at MIQFs and boosted Defence Force numbers in a move to bolster public confidence in the border management system. The adaptability and discipline of military personnel was a factor, but CDR Tapsell says it was the "soft skills" approach that carried the day.

"You can't order people around," he says. "You have to rely on your soft skills and differing leadership styles, and that's what I liked the most about the role. You work together as a team, with a lot of different skill levels, strengths and weakness, and you get everyone on side."

CDR Tapsell did rotations of seven days on, six days off, during December and January – including Christmas Day. He received a forenoon's Pre-Deployment Training before starting, but the real learning began when his boots were on the ground.

"It's about co-managing the facility, in conjunction with the manager of the hotel. You've got government agencies, Army, District Health Board nurses, hotel security, MBIE security, NZ Police, aviation security; and then you've got hotel staff, who have their own responsibilities as well as aligning with you and the COVID requirements.

"You get on site, you work at understanding everyone's rules and responsibilities, and what they are supposed to be doing. It's very process-driven, and you need to use your soft skills to get everyone on side. If you think, everyone's going to be good at this and follow the process, that won't work. You've got very professional people there, and you've got people who don't have much experience. You identify weaknesses, you put in plans, you bring people along with you, and you push the Command Aim: keeping people safe, keeping New Zealand safe."

You bring people along with you, and you push the Command Aim: keeping people safe, keeping New Zealand safe."

The team deals with returnees of every demographic, from different circumstances, he says. "You have those who have travelled a few hours from Australia. Or they've been travelling for three or four days. They're very tired, apprehensive, wondering: what's going to happen? You ensure their safety, you keep them well-informed, and you give them as much space and normality as you can within a MIQF."

During the two-week isolation, the team help returnees with requests, even the interesting ones. "Some people can't speak English, so we find people with the same language. Some are low on money, so we find them the cheapest transport after their stay to get them where they need to go. We go out of our way to help."

Some requests were unreasonable, and CDR Tapsell's team would provide the "reality check" on what they could provide. "It was endless, the couriers



delivering stuff. People even ordered rowing machines. Our view was, if you can get it into your room, you can have it. We want them to have the best possible stay, and if it's your room, crack on."

Preventing breaches is a big part of the job. "Things happen. Something that was popular was drawing competitions in chalk in the exercise area. There was a huge demand for chalk. But you can't have families sharing the chalk – that's a breach. For the same reason, balls were a no-no. If you pick up someone else's ball, that's a breach."

He encouraged staff to be proactive, rather than simply reacting and reporting a situation. "Sure, you watch and react. But you need to interact, to stop things from happening. We had returnees setting up exchanges of things like toothpaste. I remember the worst news I had to give to a couple of different returnees on day 13. They had made a mistake that resulted in a breach. They were in tears, thinking they might not be able to leave. You want to stop things like that from happening, and education is the key. If people needed something, they just needed to let us know, and we'd do our best to help out. We can do just about anything."

During his first two days in the Sudima Hotel, pipes burst and a ceiling collapsed, causing water and steam to enter rooms and the main passageway. Then the fire alarm went off.

"I remember thinking, this is a stone frigate. You are the Officer of the Day. Deal with this. Deal with the evacuation and maintain COVID disciplines. Then deal with the hotel."

He and his staff worked long days. "You're not put under lots of pressure, but it's constant pressure, with a little bit of anxiety. When you have your first positive case, Mr X in Room 212, that's a bit of an eye-opener. You go back through the CCTV. What's he done? Has he had close contacts? And it's when you look at CCTV that you realise people are not following the rules. You see people touching walls, not sanitising, you see security standing too close to a returnee. These are the changes you need to make, to get everyone on the same side."

But there are lighter moments as well. "The Navy team taught the nurses how to play uckers. It was a lovely moment, hearing the laughter during their breaks."

The junior sailors particularly impressed him, he says. "I had an Ordinary Musician who was one of the best assistants I had. The ethics of the young sailors, adapting to the situation – within hours they were into it, helping the public, organising transport, being personable and adaptable." Their abilities rubbed off on the security personnel, who started asking CDR Tapsell and his team about Defence Force careers for themselves or their children.



Additionally, CDR Tapsell was hugely impressed with the professionalism and dedication of all the agencies working within and supporting the MIQFs. "These people had been in this dynamic environment from the start, learning and adapting as they went. They had done – and still do – a great job in such a short time frame with the resources on hand."

His advice to others about to do this is, first, "learn the evacuation procedures for the hotel within the COVID environment!"

"Meet everyone in the team. Introduce yourself, talk to them about their roles, what support they might need. Be personable. Understand the MIQF and hotel processes, ensure clarity across the team, and make sure you and everyone knows the key contacts – who to call. You need to get everyone working as a team (with the good and the bad)."

He'd do it again, he says, at the drop of a hat. "It's a great way to develop and work on your leadership toolbox. You really have to get into it."

Thank God for the Navy

An iconic moment born from Napier's despair ninety years ago was re-enacted last month, thanks to the Ship's Company of HMNZS MANAWANUI.

When the Napier earthquake struck on 3 February 1931, sailors from HMS VERONICA came ashore to help the citizens of Napier. Some were transported using a tractor and trailer, travelling over a hill and down Shakespeare Road from Ahuriri, where VERONICA was berthed.

The original tractor was utilised to recreate the photo, in the same location on Shakespeare Road. Wayne Clark, of Havelock North, owns the tractor, a 1924 Fordson Model F Industrial, which he restored. The original trailer was built from an old truck chassis, and a similar one was used for the modern photo.

The sailors have done their best to duplicate the poses caught in the moment. To add some colour, the cars in the photo shoot are a 1929 Buick (orange) 1929 Buick Silver (white) and a parked 1927 Packard (silver), while three ladies in period costume duplicate the pedestrians in the original photo.

MANAWANUI had combined a period of sea training with a visit to Napier for the Art Deco Festival, but the festival was cancelled due to New Zealand entering a COVID Level 2 phase a week before.







Ten years on, we remember

■ By Charlene Williamson
Senior Communications Adviser

Ten years ago
New Zealand
Defence Force
personnel were in
the South Island
gearing up for the
NZDF's bi-annual
exercise, Southern
Katipo.

Troops were ready, air assets were on the tarmac and HMNZS CANTERBURY was berthed at the Port of Lyttelton, making final preparations before the exercise got underway.

Then, at 12:51pm on Tuesday 22 February 2011, a magnitude 6.3 earthquake struck the city of Christchurch. The NZDF responded by undertaking its largest ever humanitarian assistance mission.

Commanding Officer of HMNZS CANTERBURY at the time, Rear Admiral Jim Gilmour remembers it vividly.

The ship was alongside at Lyttelton completing the loading of Light Armoured Vehicles (LAV) and personnel who would be deployed during Exercise Southern Katipo 11.

"When the earthquake struck I was on the bridge, alone, observing the last of the LAV's being loaded by crane – it was going slowly and I was anxious for the ship to get going.

"At 12:51pm the ship began to shake violently. Air-conditioning vents on the bridge fell to the deck and a loud rumbling sound went through the ship. I initially thought there was a serious problem in the engine room or with the cranes which might have been causing the shaking," he said.

RADM Gilmour noticed dust rising from Lyttelton.

"I saw a church steeple topple and the shop front façade near the port entrance collapse onto the road and parked cars. A large boulder rolled down the slope from the ridge behind the town and disappeared into the upper neighbourhood. The wharf we were berthed at decoupled from the land."

Thinking about the possible tsunami threat, RADM Gilmour decided the ship should leave port as soon as it could, "in order to preserve the capability to support the response that would surely be needed".



From left to right: Personnel from HMNZS CANTERBURY unload food stores for the Christchurch community into Army trucks.

A Navy chef ladies food to members of the Lyttelton community.

A front-end loader is manoeuvred from CANTERBURY's cargo hold.

He made the order to bring the ship to immediate notice to sail, and to be ready in just eight minutes, a process that usually takes an hour. As the ship was about to let its lines go, RADM Gilmour noticed heavy discolouration in the harbour basin and realised that the depth of water could no longer be trusted.

"We tripled up our lines, dropped both anchors and proceeded to discharge the vehicle cargo which predictably would be needed, as emergency services gained an understanding of what would be required," he said.

HMNZS CANTERBURY's Ship's Company provided immediate support to the people of Lyttelton after the earthquake.

"We provided meals to the community, security for businesses including the bank which was open all the way to the vault, we were a command and control hub, and supported our divers and hydrographers in opening the port."

Once the port opened, HMNZS CANTERBURY shifted essential cargo from Wellington to Lyttelton, returning to Christchurch with consignments of

supplies, including portable showers, excavators, trucks and trailers. In total, the ship transported nearly 2000 tonnes of vehicles and equipment, and 375 personnel in and out of Lyttelton.

HMNZ Ships PUKAKI, OTAGO and RESOLUTION also supported the mission, delivering people and freight in and out of Lyttelton, and surveying the harbour.

RADM Gilmour said that besides the event itself, he was particularly moved by the national remembrance service which occurred a week to the minute after the earthquake.

Nine days earlier he had been with the ship in Napier, commemorating the role of HMS VERONICA in response and recovery following the devastating earthquake of 1931.

"When HMS VERONICA was decommissioned, the ship's bell was gifted to the city of Napier and is rung each year in commemoration of the event. The ceremony was very moving – a mix of pride and grief," he said.

Ringing HMNZS CANTERBURY's bell nine days later was surreal, he said.

"No local church was safe to host the ceremony and all of the steeples had collapsed so our bell, from the ship bearing the region's name, was carried and mounted at Lyttelton fire station to ring out for the 185 New Zealanders who had fallen," he said.

"I am still struck by the dedication and professionalism of my Ship's Company and all of those members of the New Zealand Defence Force that ran towards the disaster to play our role in the response.

"I am equally impressed by the resilience of the people of the Canterbury region who fought through this disaster," said RADM Gilmour.

In total, 1,796 Defence Force personnel, made up of 239 Navy, 1,379 Army and 150 Air Force regular and reserve personnel were directly involved on the ground in Christchurch in 2011. Behind these people were many more, working in support from camps and bases around the country. The support ranged from medical, logistical, and planning, to engineering tasks, cordon maintenance, and forensic dentistry.





Our People

1. MID Jacob Barker, JOCT 21/01, undertakes a Communication Training module.

2. CPOSCS Rawiri Barriball in attendance at LT Jack Rudolph's promotion at Te Tau Moana Marae.

3. Big smiles from BCT 21/01 Achilles Division trainees OET Alesha Martin (left), OMA Emma Reveley and OHSO Cleo Ford as they complete their attestation at the Navy Museum.

4. HMNZS MANAWANUI's Executive Officer, LT Sam Crone, is in the driver's seat of a 1924 miniature tractor as he and his team help recreate an iconic Napier image.

5. Sister and brother AMT(P) Anelies Duffy and AMT(P) Matt Duffy carry out a routine oil change in HMNZS MANAWANUI.

6. ALSS Sarah Puha polishes HMNZS MANAWANUI's ship's bell in anticipation of a Ship's Open Day in Napier.

7. OHSO Maxim Iskhakov works the lines in preparation for HMNZS MANAWANUI's departure from Devonport.

8. AEWS Caleb Kutia challenges the arrivals at Te Tau Moana marae as the new Warrant Officer of the Navy is welcomed.

9. LT Jack Rudolph sings a waiata at Te Tau Moana Marae, following his promotion from Warrant Officer.

10. TS GODLEY naval cadets take part in Christchurch's 10th anniversary commemoration of the Christchurch earthquakes.

11. LCH Kayden Bean (left) and ACH Benjamin Dais get dinner underway on board HMNZS MANAWANUI.



The evolution of Māori culture within the Royal New Zealand Navy

■ By Donald Ripia

Auckland University of Technology

Māori culture within the Royal New Zealand Navy has evolved over the last few decades, so much that it has now become part of the Navy culture. However, it was not always that way. Prior to 1990, the Navy was dominated by leaders with strong colonial connections. In addition, there were very few Māori joining the Navy as commissioned officers, let alone making it to the senior officer level. Although Māori culture prior to 1990 was being practised, it was ad hoc and tokenistic, in that Māori sailors were called upon quite often at short notice to provide a Māori powhiri (welcome) or a wero for dignitaries visiting the Naval base. When travelling overseas, they were often asked to perform for New Zealand Embassies or High Commission cocktail parties. It enabled the guests to experience an authentic New Zealand cultural experience, albeit not always

appreciated. To prepare for these performances, sailors practised in their own time while at sea and alongside in the different ports visited.

What changed? The late eighties and early nineties were a turning point for Māori relations within New Zealand and the government. This was a result of Māori land marches, protests, and the revival of Te Reo Māori which eventually led to changes in the form of legislation to Te Tiriti o Waitangi. So, how did the Navy contribute to recognising and improving Māori recognition of Māori cultural practices within Te Tau Moana, Royal New Zealand Navy from 1990 to 2000?

It took until 1993 before the Navy made some indelible changes. One of these was the emergence of institutional entrepreneurs within the Navy. These institutional

entrepreneurs were New Zealand-born leaders who instigated change to meet the aspirations of Māori in the Navy. It began with an announcement by a non-Māori. This was a pivotal moment for Māori serving as well as those that had served within the Navy, for whom it had always been their dream to see a marae established at the Naval Base. An area at Ngataringa Bay was allocated and some buildings from the old Tāmaki base were initially transferred to eventually become the Navy Marae.

Unfortunately, these old buildings had lain dormant for some time, before other institutional entrepreneurs became involved. In 1997, Te Tau Moana Runanga sought to find a Marae Project Manager. As none of the Māori personnel with the prerequisite skills were available to undertake this role, Te Tau Moana Runanga Chairman sought approval



from Captain Fleet Personnel and Training to recruit an ex-Navy person to lead the Marae Project. This was necessary because the Runanga needed someone who had the management skills, Māori knowledge, and the connections with both current and ex-naval Māori personnel.

For the Navy to maintain and sustain the marae, it was also necessary to increase the number of confident and competent Te Reo Māori speaking personnel. The Runanga Chair again approached Captain Fleet Personnel and Training who approved for personnel to attend a Te Reo speaking course for a year and on full pay. Previously any training outside of the Navy was for three months only. This education extension for one year was also extended to all personnel in the Navy.

On re-joining the Navy in 1997, the Marae Project Manager encountered difficulties getting leadership, financial and personnel support for his project. Due to a lack of financial support and resources, the Marae Project Manager instigated some innovative ways in how he could get work started on the Navy marae. One of these ideas was to organise a fun run from Wellington to Auckland. This idea was twofold – one to raise funds for the marae, the second was to promote the building of the marae with previous serving Naval personnel. Although the funds were not sufficient to begin major work, he continued to make the necessary connections with many past sailors around the country to support the marae.

In 1998, a new Captain came into the role of Captain Fleet Support (CFS). Many of those involved with the Marae Project will tell you that if it was not for this individual, the marae may not have been completed. There had been many people over the years who had contributed to the establishment of the marae, but to move forward, senior leadership with the passion and drive was essential to this project.

Today, Māori support and resources within the Navy is now part of the Navy culture. It is a visible Marae, fully functional and managed by Navy sailors at Ngataringa Bay since April 2000. Access to Māori performing resources can now be provided through the Navy/Defence Logistics. Work time is utilised for both guard and kapa haka training for any upcoming ceremonial occasions or events. All new personnel are taught the Navy haka. This provides opportunities to represent the New Zealand Defence Force on overseas deployments. Many senior officers can do a mihi in te reo Māori and the Te Reo Māori education programme continues. A Māori Cultural Advisor role has been established to support Command. Many of the policies and combined Māori and Navy ceremonial processes and practices have been documented into Navy doctrine.

To conclude, the current Deputy Chief of Navy is a female and of Māori (Nga Puhi) descent.

About the author:

Donald Ripia is a Learning Advisor at Auckland University of Technology (AUT). He is a former Navy Lieutenant and Base Administration Officer and was the first official Māori Cultural Advisor for the Navy.



TAIA O MOKO HE HOA MATENGA MOU

Take your moko as a friend for life

Melz Huata Lucas closed her eyes.

*Ahakoa ka noho ā tinana,
ka haere kē a wairua.*

She was in Auckland, at the Navy's Te Taua Moana Marae, but now she was at another place entirely. She could see the walls of her wharenui at Kohupatiki Marae in Waipureku (Clive, Hawkes Bay). She could see the photos on the walls. She saw people, family and loved ones she hadn't seen for a long time. She was home. When the tattoo gun began to touch her chin, there was no pain at all.

Melz, a Navy civilian and former sailor, is the first woman in the employ of the Royal New Zealand Navy to wear moko kauae (a facial moko worn on the chin). She received hers in October 2019, and her journey has now inspired other women to follow.

She had never had any kind of tattoo before, even though tattoos among sailors was popular. "Growing up, I was told that if you got tattoos, you were a criminal, you're going to jail. I was brought up not to 'ruin' my body, and none of my siblings have them. Yet. My grandfather had a lot of 'bad boy' tattoos and he was ashamed of them. When I was 19, serving in HMNZS TE KAHA, I was keen, and when we went ashore in Singapore my mates got tattoos, but I thought, what would Nan say?"

She was inspired by a female Army officer who wore moko kauae, and she acknowledges her 'Navy brother', CPOS CS Rawiri Barriball, who was given permission to wear Mataora (male full face moko) in 2017, the first person in the RNZN to do so. He encouraged her to take the step.

She was determined, but scared as well. "To put something on your face... you start doubting yourself. You wonder, are people going to judge me? Am I going to be able to get a job?"

Her mother wasn't keen on the idea. "You're perfect as you are," she said. "Not all of my family were in favour, but they supported me regardless, and they knew I wasn't asking for permission." Now her mother walks proudly with her on this journey and understands in her own way the significance behind her choice.

Her stance was that ta moko was not a tattoo. "This is completely different. A moko is your whakapapa, your genealogy. It's not a cosmetic thing. It is the pride of our culture being the first sight you see, without explanation or judgement. This isn't taken lightly, but it felt right to do this, first and foremost for me, secondly for my children and family. I'm the first in my family to wear moko kauae and the first in our Navy to open this door for our Māori women. It was important for me to normalise this beautiful taonga so that others may be able to follow their hearts without fear."

A week before she was due to have her moko, she asked the Chief of Navy, Rear Admiral David Proctor, for a moment. "I said, 'sir, can I speak to you about this?' And he said, 'what's going on? I said, next weekend, I'm receiving my moko kauae. He hugged me. I said, I want people to see that this is normal. If you're around, we are doing it at the marae. I would be honoured if you came."

Around 200 people came to the Wharenui at Te Taua Moana Marae that night. A friend came up to Melz and said, "hey, there's some guy in the kitchen roaming around, making a cup of tea." Melz looked across and saw CN in civilian clothing. "It was him. He came. Having him there, acknowledging the step I was taking, and showing up as himself. It meant a lot to me and my family."

Melz had fasted and prayed for 24 hours in preparation for receiving her ta moko. "When you fast, you reach these higher levels. I was prepared for pain – I've given birth to three boys and I thought, nothing can be more painful than that."

But as the kaitāmoko, Cody Hollis, started to delineate my moko on to my chin, I became relaxed. I was nervous, but ready. I had no idea what I was in for."



She remembers closing her eyes. "Seriously, I didn't feel anything when that gun touched my face. My spirit had just gone. I know it sounds cuckoo, but if you fast, it puts you in a state of hallucination. The spiritual world – te taha wairua – takes over the physical. I thought there were heaps of people in the room with me, but the photos don't show that many people. When he was drawing on my face, I could see all four grandparents, smiling and happy. I wasn't really scared of the approval (or not) of those that were here. But I was scared of the disapproval of those who were not with us. Right up to that moment I was still second-guessing, but when I saw my grandparents, I knew I had made the right decision. When you are greeted by loved ones whom you long to see and be with – really, in this moment, nothing can hurt you."

Her most precious highlight was having her children there. "I could hear them in the distance and they kept my wairua calm – ko ratou taku ao."

She says it was very difficult to come back to reality. "You are surrounded by so much aroha, from your loved ones near and far, who have been part of your journey. I understand why there are support people holding our hands and grounding us because you are so spiritually heightened. It was so hard to say goodbye to loved ones." When she came up, she involuntarily shed one tear, a moment captured on camera by her brother.

Her advice to other women is do it for yourself. "Do your own research, you may surprise yourself with what you discover in your rangahau (research), and how young wāhine Māori were when they received theirs. To my Navy sisters, by me taking this step, I only hope it encourages you to be confident in your identity as Māori and as a proud mana wahine – with or without your moko kauae."



The age aspect counters the idea that a person should have “the reo” and be a kuia, an elder, before wearing moko kauae, she says. “I strongly agree we should go out and learn our reo but I can’t see why you shouldn’t receive your moko kauae and be on that journey at the same time. Your moko kauae does not define your end, but ignites your beginning – your beginning to becoming a woman, to discover your calling, to create life – and beginning to revive our culture in all aspects, including our beautiful language. If you wait until you are a kuia you’ve got a short time left. If you are thinking about wearing the markings of your tupuna, why wait until tomorrow when you could share the beauty of it throughout the rest of your life, today?”

She says she has received more positive responses than negative. “There will always be people who have their opinions but if you base your feelings of who you are on other’s perceptions, this will always deter you from what and where you are destined to be. Assuming the worst can be the one thing that holds you back. When you are walking, speaking, breathing in your authentic self, there are no limitations to what you can achieve.” Melz is no stranger to the team at Te Tau Moana Marae and last year has established her role as the Marae Events and Protocol Manager for the Navy.

“I started not on a new journey, but revealed what has always been within, taku hoa - my friend, my moko kauae.”

A sailor for war, a cadet for life

Laurie Carr, 97, has had a lifelong connection to Christchurch's Sea Cadet Units, a dedication briefly interrupted by World War 2. He talks to Navy Today and Major Wayne Henderson, NZCF historian, about his long connection to the Navy.



TS STEADFAST Cadet Laurie Carr in 1939.

Laurie Carr says his father, a Navy man, got to see him in his cadet uniform as a teenager, but never saw him in his wartime rig. "I'm sure he would have been proud," he says.

Mr Carr was living in North Beach, Christchurch, before the war, and a lot of the local boys joined Sea Cadets. In 1939, he was 16 and working at a jeweller's shop as a messenger boy.

Another lad talked him into coming along to TS STEADFAST, a local cadet unit.

By 1942, Mr Carr was 18 and was called up on the wartime ballot to join the Army. He had applied for the Navy, but it took time to effect a change. "Thirteen months later, I got this call-up for the Navy. The Army doctor said, you want to join the Navy? I said, of course I do. The doc said to me, oh well, if you're going that way, I will post you as Grade One." This was a notch up in his medical status.

Mr Carr found the rigours of training at HMNZS TAMAKI in Auckland fairly straightforward after Army basic training. "We already knew our stuff, we knew what to do. We were going to be signallers anyway so gunnery, combat, marching – we weren't really interested. I remember the Lieutenant in charge throwing his hands up in disgust as he gave up on us. 'If you want me, I'll be in the wardroom,' he said."

After three months' training at a Signals School in Dunedin, Mr Carr embarked on a merchant ship on December 23, 1943 for the United Kingdom. It was the start of a convoluted two-month passage around the world, taking 32 days to get to Aden and then being put ashore to await another transport.

L A U R I E C A R R



*HMNZS GAMBIA at sea around 1945,
supplied by Laurie Carr.*

*Signalman Carr at Navy Signal School
in Dunedin.*

"They just woke us up one morning. Right-oh! Pack your pajamas, you're off the ship. We were just dumped ashore. The ship was taking supplies to Alexandria, then going to Australia. They didn't want us." They were eventually placed on a troopship, and from South Africa he remembers travelling on an old C-class cruiser. "It was the same class my father had been on. He was a captain's steward. I don't know the dates he served, it's too far back for me."

Mr Carr was posted to HMNZS GAMBIA, a newly-commissioned Crown Colony-class light cruiser. GAMBIA was taking on the bulk of the former crew of HMNZS ACHILLES, which had been damaged in a dockyard fuel explosion. GAMBIA was tasked to join the British-led Eastern Fleet in the war against Japan, and then carry on as part of the British Task Force against the Japanese mainland. Mr Carr remembers the carrier raid of Surabaya, a key Japanese installation, during Operation Transom in Indonesia in 1944, but other raids are blended in his memory. "I can remember a destroyer we were with, who got permission to go into a harbour and shell what was there. We didn't go in, we were too big. They told us a shell passed right through their ship and out the other side, and the only thing that got destroyed was some pots and pans."

He says accommodation was pretty decent. "As signallers you have your own branch and you stick with your own branch. And it was good running. We saw action all the time."

HMNZS GAMBIA headed home later in 1944 for a refit in Auckland, then joined the British Pacific Fleet. "GAMBIA also served as 'Fleet Guide', placed in the middle of four aircraft carriers, providing cover and anti-aircraft cover. The Americans were floating around somewhere, they weren't far away."

From July 1945, GAMBIA was part of the naval assault on the Japanese mainland. She is believed to have fired the last shots of the war, firing at a Japanese kamikaze aircraft shortly after the Japanese surrender and the signal to cease hostilities.

GAMBIA was present in Tokyo Bay for the formal signing of the Japanese surrender in September 1945, near host ship USS MISSOURI. He remembers going ashore. "You got this feeling when you were walking down the street, a feeling of knives in the back. They [the Japanese] didn't speak to us."

L A U R I E C A R R



Laurie Carr's medals. From left, the 1939-45 Star, the Burma Star with Pacific Clasp, the War Medal, New Zealand War Service Medal, NZ Operational Service Medal, NZ Service Medal, Cadet Forces Medal with clasp.

LTCDR Laurie Carr (left) as a unit officer with TS TALISMAN in Nelson.



Later, GAMBIA helped with the evacuation of Allied prisoners from the mainland. Mr Carr recalls the state of them. "They looked like skeletons, you'd take one of them by their hand and lead them away. The others would follow without too much fuss. It was a terrible sight."

In 1945 Laurie was discharged from the Navy, having signed up for the duration of Hostilities and War. "There was no welcome back parade. We were put on parade, then dismissed, and that was it. There's your train card, there's your boat card, join the RSA. That was it."

He rejoined TS STEADFAST as an instructor, and was granted a Navy League (Cadet) Commission. Years later, this became a Commission with the Special Branch of the RNZNVR serving as a Sea Cadet Officer. At the time, a reasonable number of Sea

Cadet Officers had wartime service. He was awarded the Cadet Forces Medal in the late 1940s for Long Service.

As a carpenter, Mr Carr helped build the building for reserve unit HMNZS PEGASUS in Montreal St, Christchurch. In 1962 he took up a job in Nelson as Captain of a tug for the Harbour Board, working there for 13 years until retirement at 60. During that time he helped with Nelson's Sea Cadets, TS TALISMAN, and achieved the rank of Lieutenant Commander. His son, Phil, was a Sea Cadet from 1968 to 1971 and remembers having to call his father 'sir' and salute him.

Today, TS STEADFAST and another Christchurch cadet unit, TS CORNWELL, have combined to become one unit, TS GODLEY. Mr Carr, who still lives in Christchurch with his wife Kath, attends the Cadets'

end of year parade every year and is always on the guest list for functions. He was entitled to his 1st clasp to his Cadet Forces Medal in 1961, but it wasn't until 2017 that he received it, at HMNZS PEGASUS.

Lieutenant Commander Peter Marshall, Unit Commander of TS GODLEY, has known Mr Carr for years. "Laurie has never missed our End of Year Parade, as he is always on our VIP guest list, being an ex-unit commander himself. Laurie Carr is an inspiration for my cadets, as he always has an old story to tell about when he was a cadet. We at TS GODLEY look forward to seeing Laurie next year with many more years after that."

Law graduate takes the helm of a Navy career

**Sub Lieutenant
Natacha Wisstt**



Taking part in counter-piracy operations at sea isn't run-of-the-mill for a lawyer but it's the kind of challenge that attracted Natacha Wisstt to joining the New Zealand Defence Force as a legal officer.

Sub Lieutenant Wisstt, from Rangiora, Canterbury, finished her Master of Laws degree in International Law and Politics from the University of Canterbury in 2019, but she knew a conventional legal career wasn't her style.

She realised working for the armed forces would allow her to combine her interests in international law and the law of armed conflict and offer plenty of excitement and new skills.

"Through doing my Masters I got really interested in the law of armed conflict and international law. Working for the New Zealand Defence Force became the natural choice from that point, because I could get exposure to those areas," she says.

"I love my job. Every day is so different and there are loads of unique and exciting opportunities that come from being part of the armed forces. I wanted a career where I could help others and this is where I feel I can do that."

SLT Wisstt is now based in Auckland and working for the Navy, although as the Legal Branch is tri-Service, she also works equally with the New Zealand Army and Royal New Zealand Air Force, and can be posted to any of their bases.

She spent the majority of last year going through Junior Officer Common Training 20/01, before marching out in July 2020.

She had to be weapons qualified, go through Damage Control training including fire-fighting and flood training at sea, and be prepared to cope with communal living on ship and go on overseas deployments.

Her role includes understanding military law, international law, human rights law, and the law of armed conflict. It also gives her the chance to keep fit and active, with many opportunities for fitness and sports-related activities within the NZDF.

Before she graduated she met with a New Zealand Army legal officer who introduced her to what was involved in the job.

SLT Wisstt's advice to other students is explore a wide range of options for your career and take advantage of every opportunity that comes along.

"Put your hand up for opportunities, even the ones that you don't think you're necessarily qualified for. In law school I felt like everyone else had it together and I was the only one who didn't know what I wanted to do."

She says putting herself forward to work on a piece of research during her undergraduate degree – despite feeling she might be out of her depth – ultimately sparked her interest in international law and led to her current role.

"Taking that first step meant that more opportunities opened up for me. I think that a lot of people don't take the opportunities because they don't think they're good enough for it. But my advice would be to go for it, and make sure you find out about all the options that are open to you, not just the ones that seem obvious or expected."

Drumming a new beat

The Royal New Zealand Navy band's newly-constructed drums are creating a wow factor to their top-tier performances this year.

The six native timber drums, complete with wooden Navy and band crests and a unique Pacific logo, were revealed to the public during Waitangi Day commemorations last month.

Director of Music Lieutenant Commander Michael Dowrick came up with the idea of having a special set of drums for top-drawer ceremonial duties. A former Royal Marine musician, he says drums are deeply symbolic to a regiment or service, harking back to drums being draped with a regiment's colours, creating a religious altar on the field of battle.

"They have a great deal of mana," he says. "We wanted to create something unique, in native timber."

Petty Officer Musician Seleni Sulusi took up the project during the first lockdown, coming up with a unique design to appear on the drums.



"I created a Pacific-fusion style emblem, with Pacific and Māori patterns with a pūtātara - a Pacific conch shell - at the centre to represent the RNZN band."



Around the pūtātara, eleven other patterns represent concepts like good fortune, success, harmony and unity.

The band engaged drum maker Ben Klinkenberg, of Ben K Drums in New Lynn, a specialist in stave construction drums using native timber.

"I've never done parade drums before," he says, speaking to *Navy Today* as he arrived at a Six60 gig in Christchurch. He had in fact made the drums for Six60's Eli Paewai. "I got an email out of the blue from Leni, asking how we could go about it. We met and it went from there."

Most drums are made of steel and aluminium, but top-level ones are timber, and that's his niche, he says.



"There are custom builds going on, but this is a very different approach to drum design."

He looked at the project and decided it needed to go further than just one type of timber. "For these, the main body of the drums is rimu. The top and bottom rings are matai." He then switched to kauri to create the RNZN band emblem, POMUS Sulusi's design and the Navy badge. Pam Allen-Baines from Platinum Laser NZ Ltd laser-cut the emblems for Mr Klinkenberg. It took hours to get the dimensions and detailing correct, and then another tricky procedure in steam-curving the emblems to match the curve of the drums.

"That was quite a mission, as lasers only work on a flat product. It was excruciatingly hard and you couldn't rush it. You want this sort of thing to be perfect, so you take your time. It was really cool that they trusted me to have some freedom with it."

Each drum has a different design carved into the matai rings. One drum has the tattoo for Courage, another for Commitment, and so on. The biggest drum, the bass, combines all four values.

POMUS Sulusi says the drums turned out a lot lighter than their regular drums – a big plus when you've got them strapped to your front. "They are definitely a talking point for the band. At Waitangi, people wanted to see them up close. They're an amazing product."

They will only be used for Category One ceremonial events, says LTCDR Dowrick. An idea they might pursue later is carving in the names of the New Zealand sailors lost in HMS NEPTUNE during World War 2, a nod to a tradition of carving names in musical instruments.

"The next stage is getting some log drums and having them as part of the drum corps."



TS AHURIRI celebrates local name

What's in a name?
When it comes to Training Ship AHURIRI, a lot of thought went into the naming of the Cadet Forces' newest Sea Cadet unit.

The Napier-based unit, up and running since October, had a parade on 14 February at Napier's Veronica Sunbay to formally recognise its regionally-inspired name, with Chief of Navy Rear Admiral David Proctor and local dignitaries present for the ceremony.

The Navy cadets had been under the sponsorship of the City of Napier Cadet Corps unit, a typical arrangement until the numbers become consistently large enough to form a separate unit.

City of Napier unit commander, Cadet Force Captain Harley Benton, formerly Royal New Zealand Navy, says the idea of forming TS AHURIRI was put forward two years ago.

"I put forward the name, AHURIRI, which refers to the inner harbour area. And the Māori chieftain Ahuriri, he was quite a sailor, apparently. So it fitted both historically and today."

Older Sea Cadet units have been named after former Royal New Zealand Navy ships or former Navy ships connected with New Zealand, but there are exceptions. TS TALISMAN in Nelson is named for a local coastal scow. TS GODLEY is named after a pioneer founder of Christchurch. TS NIMROD is named after the ship that Sir Ernest Shackleton used for an Antarctic expedition.

There were some who thought VERONICA would be appropriate, a nod to the sailors from HMS VERONICA who came to Napier's aid after the 1931 earthquake. At every Art Deco Festival, the Westshore Sea Scouts escort the Veronica Bell to the Napier Sunbay memorial, where it is rung to commemorate the Navy's contribution.

"The Sea Scouts have been doing that for a long time, it's their duty. If we called our unit VERONICA, it would seem like we stole that identity from them."

CFCAPT Benton had observed they had paraded about 15 Naval Cadets for a while, and thought it was time they had their own unit. "You've got to get support from the community, the RSA, Ngāti Kahungunu. There has to be a public meeting, you get the backing of the council, you fundraise, get boats, and you demonstrate that you've got a structure, and you can stand by yourself. We put a huge amount of effort into it."



It was an "awesome" parade, with 57 cadets from City of Napier Cadet Unit, Ruahine Cadet Unit, and 11 (City of Hastings) and 13 (City of Napier) ATC Squadrons.

Although they share Coote Road Army Drill Hall with the Army and Air Force cadets, CFCAPT Benton can definitely cut the apron strings, he says. "They have their own unit commander who has done the Command Course. They have their own office space. For Art Deco, they'll do a Charter Parade, and attend the Blossom Festival in Hastings." And best of all, they've got boats, he says. When they head off to their upcoming regatta in Auckland, they truly represent their region.



New museum wing wows

A substantial newly-opened section of the Navy Museum is enabling our sailors to say: this is what I do.

In February the Navy Museum at Torpedo Bay nearly doubled in size, with the opening of its restored Mines Stores and a new classroom, named Tūhura.

The section, contained in nineteenth century mine stores, keeps the heritage character of the space while displaying the Royal New Zealand Navy's current fleet and operations. In one gallery, Te Taua Moana, visitors will see models of today's fleet and watch videos of the Navy in action today. This space contrasts the older museum spaces, which showcase New Zealand's Navy legacy since World War I.

In the middle mine store, the Te Hau Kapua gallery tells the early European story of the site. The second part of the gallery, following consultation with Treaty partners, will tell the early Māori story of the area.



The Loaded Mine Stores were built hard up against Maungauika (North Head) in 1896. Built to withstand enemy bombardments, in response to the 'Russian Scare' of the mid-1880s, the walls and roof of the mine stores are 600mm thick and built of concrete reinforced with railway lines.

Where mines were once transported out of the stores by trolley and rail track, an atrium has been created between the stores and the main museum. Two track turntables, buried under concrete, have been uncovered

for display, thanks to a generous donation from the Newport and Land families.

Museum director David Wright says they are "absolutely thrilled to bits" with the finished result. "We're getting really good feedback from the young sailors and officers, saying it's really great to see themselves in the museum. It means they are able to share their stories with their families, and talk about what they do. We've hit that mark pretty well."

HR ENTITLEMENTS FLEXIBLE WORKING

NZDF provides a package of entitlements to support members of the Armed Forces and Civil Staff. Members of Armed Forces receive a different package of support compared to our Civil Staff. This recognises the unique nature of military service including, but not limited to, operational service.

DHR Policy will be delivering an education series this year to build greater awareness regarding the range of HR support available to members. This includes:

Flexible working, parental support, allowances, accommodation assistance, posting assistance, travel entitlements, operational entitlements, leave, etc.

First up, this month, we will be covering Flexible Working.



What is flexible working?

Flexible working means any changes to hours of work, days of work, place of work, how work is done, how work is managed, or a combination of these things. It is about finding what works for the organisation, the team, and the individual.

What types of flexible working arrangements are there?

Reduced Working Hours

Working less than your standard hours, e.g. 5 working days a week reduced to 4 days.

Varied Working Hours

Working outside of standard working hours, e.g. start 1000 finish 1800.

Varied Working Location

Working away from your standard work location base/camp, e.g. work from home.

How do I apply for a flexible working arrangement?

All members of the Regular Forces who have completed initial training and all members of the Civil Staff may request flexible working arrangements.

Members can submit a flexible working request via Employer Self-Service (ESS) under 'Leave and Timesheets'.

For more information refer to:

HR Toolkit – Flexible Working Arrangements

DFO 3, Part 12, Chapter 1 Flexible Working Arrangements

NZDF Supports Flexible Working

Flexible working is NZDF Policy. Our strategy is to deliver a diverse and flexible workforce with the right people, in the right place at the right time. We know that flexible working is important to: attract and retain talent, improve morale, and increase diversity and inclusion. Flexible working supports our people to balance work commitments with: study, parenting, sports, interests, health concerns, life events, caring responsibilities, or for any reason.

Op Respect

Big job with simple message

■ By Sharon Lundy
Senior Communications Advisor



Op Respect's first military lead Warrant Officer Kerry Williams has a message for the small number of NZDF personnel who resist the programme: The NZDF is not the place for you.

The NZDF-wide programme to eliminate harmful and inappropriate sexual behaviour and improve the culture of dignity and respect hits its five-year mark in March. As it does, W/O Williams will be visiting camps and bases nationwide to support all leaders who are responsible for reinforcing the message and setting behavioural expectations for their people.

Most people get it but there's still a small number who resist, he says. They repeatedly put up inappropriate memes. They tell inappropriate "jokes". They persist in holding humiliating initiation ceremonies or stand by and accept this behaviour in others.

"There's a small percentage who are doing harm and they're the ones we need to address. The majority of our force are amazing people, serving their country and just here for all the right reasons. Those that aren't should find another career."

W/O Williams' position was established following an independent review of the programme, commissioned by the Ministry of Defence and released last year.

It found that while a foundation had been set, momentum had been lost and deep cultural challenges remained.

The reviewers made 44 recommendations to improve the programme, one of which was creation of the role W/O Williams has been posted to.

He's acutely aware that all personnel are important to someone, whether as a partner, a daughter, a son or a parent – and he strongly believes they all deserve respect, and to feel comfortable in their workplace.

W/O Williams was made to feel distinctly uncomfortable when early on in his career he decided he no longer wanted to drink alcohol.

"I was pretty much put aside by the Warrant Officer as not being on the team. I still remember that individual, and I'm determined not to have it happen to others. It was exclusion, a form of discrimination, because I chose not to drink," he says.

"Ironically, when you're on deployment people want to be on your team – you can look after them when they're out and there's someone sober who can do the driving."

"You're still out there socialising anyway – it doesn't change who you are and it almost enhances your value in peer groups nowadays."

"It's about having that strength and courage to say something to somebody (but) it felt very isolating at the time."

W/O Williams also remembers it was common to see inappropriate images on workshop walls when he was a young airman, something he found confronting.

"Op Respect should be about being able to bring your whole self to work, to feel supported by your peers and to have the ability to speak up. It has no rank – it's the responsibility of all of us."

During his 18-month posting he'll be working with Op Respect "champions" who are newly appointed through Defence HQ and each camp and base, taking in all uniformed personnel and civilians.

He admits it feels like a big job ahead but says it's really quite simple.

"The behaviour you walk past is what you accept. It's not rocket science. Just be good to each other."

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