

# FORCE4NZ

THE MAGAZINE OF THE NEW ZEALAND DEFENCE FORCE

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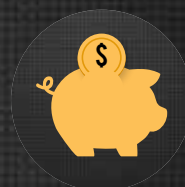
## WE'VE GOT YOUR BACK

The strategic relationship between the Defence Force and Police



## BETTER TOOLS BETTER EFFECTS

Two new weapons for NZDF personnel



## SUPER SAVINGS SUPER ADVICE

Personnel have access to some of the best



**06** We've got your back



**10**  
Better tools,  
Better effects



**14**  
On the ice



**16** Southern Katipo 17 is on

Super savings,  
super advice



**22**



New Zealand  
**DEFENCE FORCE**  
Te Ope Kātua O Aotearoa



Force4NZ magazine provides information about our Defence Force and the activities of our people in New Zealand and around the world.

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*"We cannot be successful as a fighting force, as a Force for Good, if we do not respect and rely on our colleagues, the person next to us whoever he or she is, wherever he or she is from"*



**FROM YOUR  
CHIEF OF  
DEFENCE  
FORCE**



**There are times when, as Chief of Defence Force, I could not be more proud of what we do as a Force for New Zealand. I feel that way when we have worked together to fulfil our mission with the utmost professionalism.**

There's the work of our trainers at Camp Taji. The conditions are tough, but with courage, commitment and comradeship the team has trained more than 3,000 members of the Iraqi Security Forces to face Daesh on the battlefield with renewed confidence. There's the work of the team of NZDF people deployed to the Middle East with an Air Force Orion to help our international partners tackle terrorism, piracy and people and drug smuggling on the high seas. In soaring temperatures the Orion flew 174 missions, work which led to the interception of drugs totalling nearly \$500 million, including the seizure by HMNZS TE KAHA of heroin worth \$235 million.

There was the ingenuity displayed by Navy, Army and Air Force personnel to deliver aid to Vanuatu after Cyclone Pam.

I saw for myself our commitment and dedication when I visited our support operation in Antarctica last month.

There's our work as a Force for New Zealand with the New Zealand Police. We have a close and lasting relationship, and it's clear we have a high degree of professionalism and skills that make us a valued partner. We have honed those skills through practical training. The level of our military skill was shown in last year's major and successful exercise, SK15. We will continue to sharpen those skills throughout this year and especially at RIMPAC with our international colleagues.

When I reflect on what makes these operations and exercises so successful I cannot help but return to our core values of courage, commitment, comradeship and integrity. And perhaps comradeship most of all. Because in difficult circumstances – Iraq, the Middle East, Antarctica – teamwork counts. We cannot be successful as a fighting force, as a Force for Good, if we do not respect and rely on our colleagues, the person next to us whoever he or she is, wherever he or she is from.

Teamwork is based on knowing that your mates have got your back. It's knowing they won't cut corners to get things done in a way that may be quicker but puts people at risk. It's knowing they value your safety as much as their own. That is professionalism. That is the hallmark of our NZDF. My challenge to you is to maintain those standards that make us valued by our partners in New Zealand and beyond these shores.

**Lieutenant General Tim Keating**  
Chief of Defence Force

# PEOPLE FIRST FOR NZDF SERVICE CHIEFS

*“Looking ahead means ensuring the Navy continues to be where people want to come and work and where there is a diverse workforce, with women better represented.”*

*“One of our priorities is people – and there is a lot of work going on to ensure we each get better support.”*



## ● CHIEF OF NAVY REAR ADMIRAL JOHN MARTIN

“Busy as 2016 will be, it’s actually a business as usual year – because we are always busy. Each day our primary role is to prepare our people to go into the most challenging and unremitting working environments in the world. We will continue to do that and deliver operations only we are suited to.”

“Looking ahead means ensuring the Navy continues to be where people want to come and work and where there is a diverse workforce, with women better represented. We also need to make sure we have a safe working environment. Our people need to ensure they have the health and safety of their shipmates top of mind, and to look after each other.”

“Celebration: We will honour New Zealand’s commitment to maintaining a Navy for the past 75 years, we will celebrate 50 years of naval aviation and we will mark the 30th year of our women serving at sea. It’s also the year we command an allied task force in RIMPAC in Hawaii, and host Asia Pacific navies – their ships and admirals.”

## ● CHIEF OF ARMY MAJOR GENERAL PETER KELLY

“Alongside my priorities as Chief of Army broader strategies are in play to help move our entire organisation towards CDF’s strategic priority, Future 35. We can already see how the work we’re undertaking will help move us towards this goal. Network Enabled Army will give us tools that see those at the front lines of our organisation equipped with world class technology supported by other improvements in the capability space.”

“One of our priorities is people – and there is a lot of work going on to ensure we each get better support. More Military Women plays an important part in this. We want to be an employer of choice in more ranks and trades for more New Zealand women. Cultural shifts, education and support are things that will increase the diversity of our organisation.”

“Bring ideas. Share insights. Tell us where we could make improvements and – maybe more importantly – let’s know when it’s going right. There’s so much to learn from success, so point it out and let’s find ways to replicate that success across the rest of our organisation. We are already great at what we do – in 2016 let’s get even better.”

*“Our path to 2020 success includes significant focus on professional development.”*

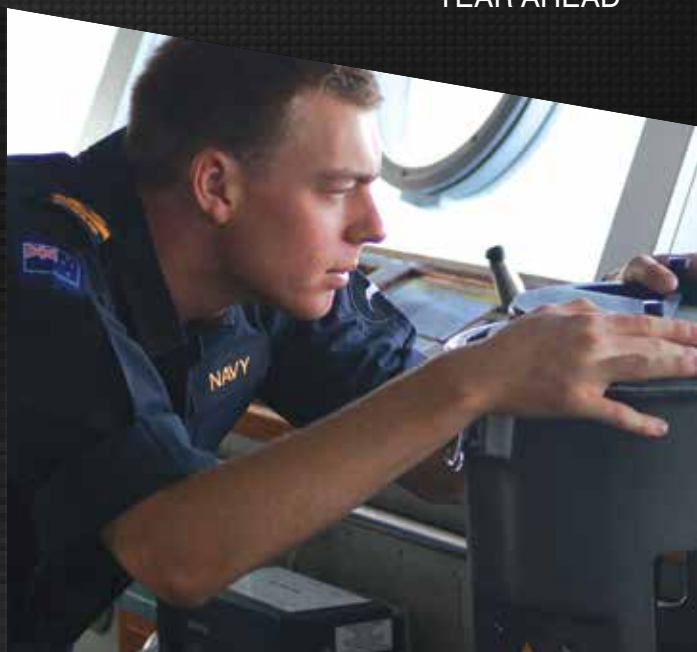


● **CHIEF OF AIR FORCE**  
**AIR VICE-MARSHALL MIKE YARDLEY**

“Over the past few years we’ve worked extremely hard to introduce into service a whole swathe of new technology and capability: new battlefield helicopters, night vision goggles on the C-130; surveillance capability on the P-3K2; the T-6C aircraft for pilot training; and the SH-2G(I) Seasprite to name a few. By 2020 the projects to replace the C-130 and P-3K2 will be well underway. Making sure our personnel have the tools they need to operate successfully now and into the future has, and will continue to be, a big focus for our Air Force.”

“Our significantly enhanced capability means we are well placed to support the government and partake in joint operations, whether this is with our own Navy and Army, or with international military partners. Very rarely does the Air Force conduct operations for our own benefit.”

“While better tools are essential to maintain our outputs, we couldn’t achieve anything without the people of the RNZAF. The path to success includes a significant focus on professional development. We’re aiming to grow our uniform numbers to 2500 and we recognize the Air Force of the future will be the best mix of uniforms, civilians and contractors. We’re also looking at ways we can attract a wider range of New Zealanders into the Air Force. Our aim is to see a lift in diversity across the Air Force by 2020 because it is important the Air Force represents the New Zealand we serve to protect.”



# WE'VE GOT YOUR BACK

## WORKING TOGETHER



One strategic relationship is mostly responsible for keeping New Zealand and New Zealanders safe and secure on a daily basis – that between the Defence Force and the Police.

And the Police are in no doubt as to how that relationship works and its value.



The Navy's presence in Lyttelton to support the Police after the 2011 Canterbury earthquake was an outstanding example of the strategic relationship between NZDF and Police

**S**uperintendent Chris Scahill, the Police National Manager Response & Operations, says the Defence Force would be probably the Police's biggest operational partner.

"NZDF give police an extra arm to call on. There's a whole range of capability that we can utilise at any time. We can just go ask.

"As far as providing an operational response to something, be it domestically or offshore, in any country it's typically the police and the military who can provide boots on the ground. Other agencies can't do that. It's pretty much Police and Defence personnel who provide an operational response to anything.

"We've got a really strong relationship with the Strategic Commitments and Engagement (SCE) team and also with the Special Operations team.

"The public has good reason to have confidence in this relationship. I think it's the best it's ever been and we are always looking to improve."

The relationship covers numerous contingencies: response to threats to national security, major criminal events, explosives disposal, security at major planned events, disaster relief, resource protection, search and rescue, public order, and general logistics and support.

As a small nation, New Zealand cannot afford to have multiple similar capabilities across different agencies. There is a requirement to develop, train, and operate together in order to provide the best options for government. This means leveraging off other government departments and agencies to develop a shared understanding of requirements to fulfil this need.

With a capability of 11,000 highly trained personnel with their aircraft, ships, ground transport and sheer weight of numbers ever-ready, NZDF does the heavy lifting when the Police's nearly 9,000 sworn staff need help. That's when Superintendent Chris Scahill, Inspector Geoff Jago, the Police Operations Support Commander, or one of their staff pick up the phone and call NZDF's SCE Branch.

Under the Defence Act 1990, as well as under a longstanding Memorandum of Understanding between the Chief of Defence Force and the Police Commissioner, NZDF is committed to helping the Police.

Superintendent Scahill says every Chief of Defence and every Police Commissioner have had that understanding.

"These are two inherently aligned roles, and everyone who comes into each of those roles has always wanted to maintain and continue that relationship.

"Every Chief of Defence has said just let us know when you need a hand. Be it logistical support, transport, accommodation, use of assets, use of people – it's always there and available for us.

"And it goes on a lot more than the people in both organisations think. My team is frequently in liaison with NZDF's SCE Branch.

"From time to time we require specialist resources that only Defence can provide."

*"NZDF GIVE POLICE AN EXTRA ARM TO CALL ON. THERE'S A WHOLE RANGE OF CAPABILITY THAT WE CAN UTILISE AT ANY TIME. WE CAN JUST GO ASK."*

Superintendent Chris Scahill

## PROCESS – NZDF

*"Generally we'll look at anything. Once we know what effect they are trying to achieve, we run the ruler over it and offer to deploy the right assets to do the job. Sometimes, though, the fastest way to get things done won't be us."*

Lieutenant Colonel Dean Gerling

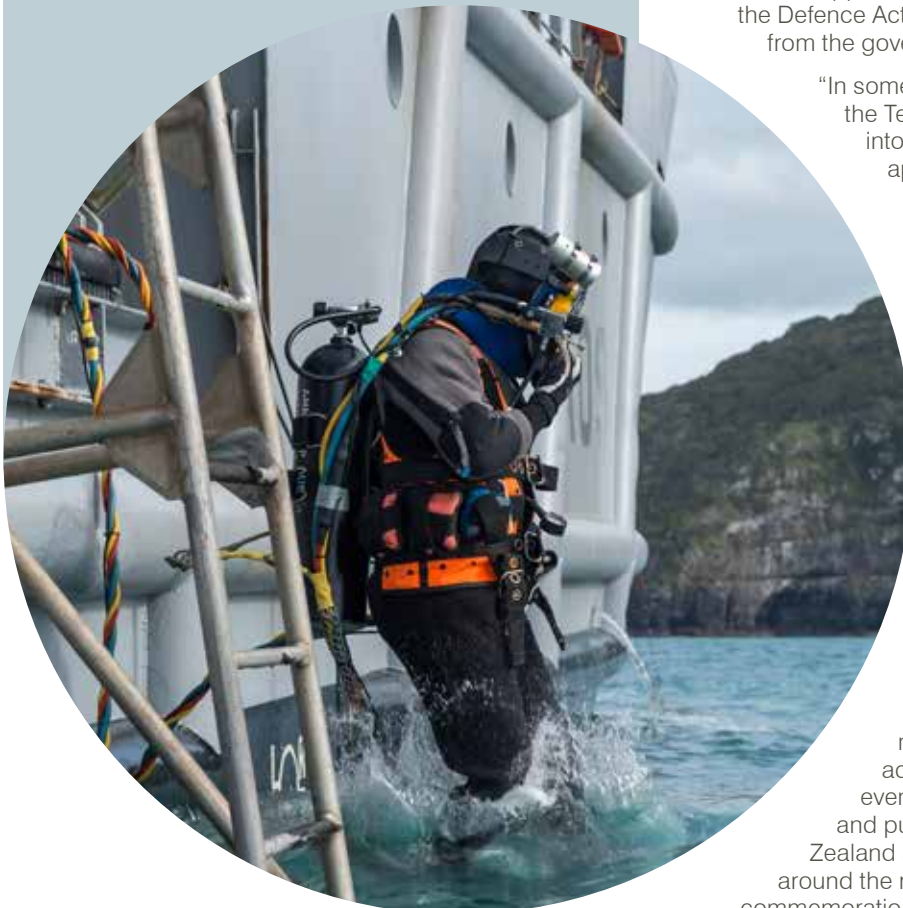
- When SCE receives a call from Police, or any government agencies or department, they ask three questions: Should We, Can We, Will We.
- Should We: There are standard policies created for an emergency situation, such as Search and Rescue or Explosive Ordnance Disposal. In the case of an emergency or request outside of those with standing arrangements, there is a check to confirm how best to support, with noting off the table.
- Can We: SCE contacts HQ JFNZ and asks if they have the capability, the capacity, and the availability of assets to perform the task.
- Will We: If the response is yes, it goes to approving authority, normally AC SCE. If authority is approved, Police are told and SCE connects the pieces with JFNZ to make it happen. If the approving authority is not sure due to sensitivity or because it will divert a big asset for a long period of time then it is referred higher for a decision.
- Once the task is approved SCE monitors daily situation reports from HQ JFNZ.

## PROCESS – POLICE

*“We tell them what we need to happen and they scope the problem and let us know what resources they think we’ll need to get the job done.”*

**Superintendent Chris Scahill**

- All requests from the 12 Police districts for help go to Police National Response & Operations Group
- If it's NZDF resources that are required a call or email (depending on urgency) is made to NZDF's SCE Branch or Headquarters Joint Forces New Zealand (HQ JFNZ) detailing the effect required.
- SCE evaluates the issue, decides if it is best-placed to help, and contacts Joint Force HQ who task the operational assets.
- SCE advises Police as to what's happening, and the district is advised.
- Often, the local NZDF commander will liaise with the local police commander and they take it from there.



Contact between the organisations is daily, with respective contacts on a first-name basis. Subjects range from the mundane – such as Police filing a request to transport staff or accommodate them at an NZDF base – to urgent and potentially life-threatening developing situations.

At the very top of the pile is the work the organisations do together around national security.

A joint NZDF-Police steering group deals with interoperability around response to any terrorism event or “high-level active shooter criminal-type event”, as Superintendent Scahill describes it. This group is there to give assurance to New Zealand’s top security body, Officials for Domestic and External Security Committee (ODESC), that should a Paris-type event happen in New Zealand then it is ready to respond quickly and efficiently, using the assets of both organisations.

Both the Chief of Defence Force and the Police Commissioner sit on ODESC along with the chief executives of the Department of Prime Minister and Cabinet, Ministry of Foreign Affairs and Trade, and other national security organisations.

In the NZDF-Police partnership, Police take the lead role, being primarily responsible under law for anything that takes place on New Zealand soil, though NZDF unit commanders retain leadership of their people.

When Police may need assistance to deal with a life-threatening or hostage situation, which they determine is beyond their capability or capacity, they are able to request NZDF support and provide them with policing powers under the Defence Act 1990. This level of support requires approval from the government.

“In something like the recent Paris attacks, when the Terrorism Suppression Act 2002 would come into play, the Police could potentially seek an application for the Prime Minister to sign that gives Defence assets constabulary powers, meaning they can use potentially lethal force,” says Superintendent Scahill.

Most usually, though, it’s a call to provide troops to help in a ground search for a missing person, or with cordons and roadblocks during floods or emergency situations such as after the Canterbury earthquake.

In addition, it’s calling on Explosive Ordnance Disposal (EOD) to help dispose of power gel or unexploded ordnance found on a demolition site. Or the EOD specialist search, helping out as they did at stadiums during last year’s Cricket World Cup and the Under-20 Football World Cup.

The organisations also share duties on the many watch groups and steering groups across government whose job it is to plan for events and monitor potential threats to life, limb, and public order – from looming cyclones in New Zealand and in the South-West Pacific, to planning around the recent TPP signing in Auckland, and Gallipoli commemorations.





## TRAINING – WHAT'S YOURS IS MINE

*“The purpose of training with Police is to test and improve interagency cooperation. This helps us become more effective and better coordinated to carry out our tasks in any real-world situation.”*

**NZDF Special Operations Component Commander  
Colonel Rob Gillard**

NZDF and Police frequently attend each other's training courses, either as observers or participants, and Police use NZDF facilities for their own exercises. Some examples:

- SAS attend Police Special Tactics Group (STG) courses for snipers and for explosive breaching (explosive entry into buildings)
- SAS and STG train together at SAS HQ at Papakura
- STG runs its own four-week training course using NZDF's facilities at Whenuapai
- Joint training on loading and offloading personnel on NH90s
- Joint full-scale exercises using various NZDF locations, including the recent Southern Katipo exercise involving militaries from New Zealand and eight other countries. Exercise resolution: STG and SAS deployed, developed and implemented a combined emergency and direct action plan
- Core training component for Police divers includes the four-week Navy diving course
- Police and NZDF's Explosive Ordnance Disposal Squad (EOD) will run a joint post-blast course, in conjunction with ESR and forensic experts
- Police practice at NZDF firearms ranges
- Police and EOD exercises in Manawatu and Wellington test preparedness for contamination from chemical, biological, radiological and explosive weapons. St John NZ, Wellington Free Ambulance and the Fire Service also take part.
- Police STG conduct an exercise in Manawatu supported by LAVs from Queen Alexandra's Mounted Rifles, personnel from EOD, an NH90 and an A109 helicopter, a C-130 airlift aircraft, and logistics from Ohakea.

On many of these groups the most common presence are NZDF and Police representatives “because we're the only ones who can do that. Pretty much we lead or co-lead the operational side of things.”

Before action comes training and information-sharing. NZDF and Police do plenty of both together, sharing courses frequently. For example, Police divers are required to complete the Navy's four-week dive course at Devonport, the Police Special Tactics Group (STG) frequently trains at the SAS base in Papakura, and often undertake joint training opportunities. They also share expertise and research on new equipment, including pistols, rifles, personal floatation devices, ballistic helmets, and body armour.

In all cases it's just a matter of the Police picking up the phone.

Sitting on the other end of the phone is NZDF's Lieutenant Colonel Dean Gerling, Deputy Director Strategic Commitments – Regional / Domestic at SCE in Freyberg House.

He's the primary liaison point for all government departments into NZDF. Dean works closely with Joint Force Headquarters in Trentham to enable requests for Defence assistance.

“We have a very strong relationship with the Police and we value their expertise and support, especially on the various operations and exercises we have jointly worked on.

“Both our organisations and our people bring a range of skills and when we work together we make a real difference.”

Inspector Jago says this support available from the NZDF is important to Police's planning and operations and helps enable them to respond quickly to a range of situations.

# BETTER - TOOLS - EFFECTS

The next 18 months will see the introduction into service of two new weapons for NZDF personnel – a new rifle and a new pistol.

The introduction of a new rifle is a major step in ensuring our enhanced combat capability by 2020. Our professional soldiers are at the core of our land-based military capability, and having the right individual weapon is a fundamental requirement for this role.

When personnel receive their new individual weapon, the MARS-L, they'll be getting a modern, modular weapon that came out on top after a rigorous period of testing.

The MARS-L, or Modular Assault Rifle System – Light will be introduced into service later this year and rolled out across the three services by the middle of next year.

The Government announced late last year the \$59 million purchase of the new weapons system and associated equipment. At the heart of the system is the new rifle but the whole package also includes advanced day optics, a detachable grenade launcher that can be used independently

HOW MANY?

425  
NAVY

+

4343  
ARMY

+

800  
AIR FORCE

+

3472

IN A POOL FOR  
SPARES AND REPAIRS  
AND DEPLOYMENTS



## THE WEAPONS SYSTEM PACKAGE

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

The MARS-L. Note: picture is an indicative version only – production version not shown.

of the rifle if required, and other ancillaries such as combat torches and sound suppressors.

With the Steyr rifles reaching their end of life of type, after being in service since 1987, the decision was made to find a replacement individual weapon.

It wasn't possible to upgrade the Steyr rifles to meet all of NZDF's requirements, including the ability to easily use the full range of night vision ancillaries required to detect, recognise, identify and engage targets in a modern 24-hour battlefield.

Major John Lawrey, the Programme Manager for the In-Service Weapons Replacement and Upgrade Programme, says the aim was to procure a 5.56mm assault rifle with an open architecture configuration that was able to effectively engage targets out to 600 metres. The standard NATO 5.56mm calibre maintains inter-operability with ABCA/NATO military allies.

The Ministry of Defence ran the tender process and eight of the world's leading arms manufacturers were selected to submit rifles. From there, NZDF carried out the evaluation before a final recommendation was put forward to the Government.

The testing involved personnel from all three Services in a range of conditions, with the MARS-L consistently in the top three rifles for each evaluation criteria, and the overall weapon of choice in the final analysis. It is manufactured by United States company Lewis Machine and Tools.

"There are many factors which made this rifle and weapon system a standout for us," MAJ Lawrey says. "Its open architecture allows all of the current in-service attachments and accessories to be fitted to the weapon with the flexibility for other additions in the future.

"Its ergonomic design means it is better suited to all shapes and sizes of personnel, and it can be adjusted to fit when wearing body armour. It has fully ambidextrous controls. If you're right-handed, you can fire it off your left shoulder around cover without issue. We've got the accuracy we wanted, and it's got the versatility we wanted. It also meets the requirements of our Special Forces, so this rifle will be used by all of NZDF," he says.

"Reliability was also a factor in our recommendation to purchase the MARS-L as the individual weapon for our personnel. Over the course of the evaluation we fired more than 10,000 rounds on MARS-L platforms and there were very few stoppages compared to the other weapons used."

Personnel will get their first look at the rifle when it's shown at camps and bases early this year. The first arrive from the manufacturer in July, instructors will receive their training on the full system around October, with operational units the first to receive the new rifles towards the end of the year.



## THE TESTING PROCESS

Eight weapons platforms were trialed as part of the process to find the right individual weapon for the NZDF. The evaluation included personnel from Army, Navy and Air Force, and was carried out from March to May last year. The trial included live firing, shooting from close quarters and back to 600 metres, and in all weather conditions. The trial was carried out with the help of Defence Technology Agency, NZDF's science and technology arm, which measured a number of factors including usability, mobility, acoustics, grouping capacity, energy, recoil and jump.

The MARS-L rifle was consistently in the top three rifles for all of the evaluation criteria and was the recommended weapon when all the criteria were considered collectively. The LMT grenade launcher topped the assessment for the 40mm grenade launchers.

Cost wasn't a factor because the evaluation team did not know the pricing when evaluating them. That information was held by the Ministry of Defence, which ran the procurement process.

## SPECIFICATIONS OF THE MARS-L

- Open architecture that allows for all current in-service attachments and accessories to be fitted to the weapon, with flexibility for future changes
- A free-floating barrel means it can be rested on hard surfaces without affecting accuracy
- The monolithic upper receiver means there is no movement between the quad rail and the upper receiver, which in other weapons can be in two parts
- There are ambidextrous controls for cocking the weapon, safety catch, magazine and bolt releases
- The two-stage trigger means shots can be released cleanly and consistently
- The flash eliminator has built-in recoil compensation properties, allowing enhanced target reacquisition and follow-up shots
- Easy to strip and clean
- Extremely accurate
- The 40mm grenade launcher can be easily fitted to the rifle and standalone frame
- A 16" barrel length will be standard for the Army with 14.5" barrels for the Navy and Air Force due to the shorter required engagement ranges in their operating environments and storage constraints on ships and aircraft.
- Finished with a hard wearing black phosphate coating with a removable camouflage paint available to those authorised units.

**EARLY 2016**

'Show and tell'. Members of the individual weapon replacement programme team will go on a roadshow to camps and bases to talk about the new weapons and give personnel their first look at the rifle.

**JULY**

First rifles arrive from the manufacturer.

**OCTOBER - DECEMBER**

Train the trainer and train the maintainer.



**CHANGING CAPABILITY AND TRADITION**

The impending roll-out of new rifles and pistols to front-line personnel represents a new era for NZDF, not only in terms of military capability but also of some of its most cherished traditions.

The principal small arms carried by armed forces throughout the world are important signifiers not only of their military capabilities but also of their identities.

New Zealand's military forces have adopted a variety of principal in-service rifles since the establishment of an independent military capability in this country during the nineteenth century.

By far the most long-lived of these was the British-designed .303 calibre Short-Magazine Lee Enfield (SMLE). Adopted in 1907, the SMLE remained the principal in-service rifle of the New Zealand Army until 1959. With its distinctive snub-nosed profile, complemented by an impressive 42-centimetre sword bayonet, it was the iconic weapon of all the British Empire and Commonwealth forces during the First and Second World Wars, the Korean War and beyond.

Changes in tactics and technology required new weapons, and so in 1959 the New Zealand Army adopted the L1A1 self-loading rifle (SLR), designed by Belgium-based FN Herstal but produced under licence in the UK and Australia. Utilising

the 7.62 mm ammunition common to several other Western armies, the SLR was favoured for its accuracy and hitting power and was the rifle carried by the majority of New Zealand soldiers at the beginning of the war in Vietnam.

Also making an appearance, however, were increasing numbers of the lightweight Colt-made M-16A1 assault rifles, which fired a lighter 5.56 mm calibre bullet.

The trend towards increasingly lightweight weapons possessing higher rates of fire, together with the move to standardise with other Western armies using NATO 5.56 mm ammunition, led to the adoption of a new rifle in the 1980s. This was the Austrian-designed Steyr AUG assault rifle. With its plastic parts and 'Bullpup' configuration (where the magazine and breech are placed in the shoulder stock, reducing the weapon's length), the Steyr possessed a distinctive and futuristic appearance.

Each new principal in-service rifle, with its differences in appearance, length, weight and carrying method to its predecessor, has also required changes to ceremonial drill.

The new rifle thus represents a new era for NZDF, not only in terms of military capability but also of some of its most cherished traditions.

**NOVEMBER**

First weapons introduced into service, starting with operational units.

**THROUGHOUT 2017**

Weapons introduced into service across NZDF.

# PISTOLS

The Defence Force will be joining the Police and other militaries around the world that have chosen to use the proven and reliable Glock 17 pistol as their personal protection weapon.

In May this year, NZDF will begin to introduce the Glock 17 Generation 4 pistol into service, replacing the Sig Sauer P226 pistol which was introduced into service in 1992 and has reached the end of the planned life of type.

The Glock 17 Generation 4 pistols, recently introduced into the British Army, are known for their reliability. They're easy to operate, and easy to maintain as they have fewer parts than the Sig Sauer.

A variety of holsters and carriage options have been purchased, including MOLLE and thigh rigs that allow the pistol to be carried when wearing armour. The previous holster was mostly suited for carrying the pistols on parade; the new holsters are more tactically designed and have been selected based on service requirements.

"The holsters are designed to securely retain the pistol," says Major John Lawrey. "There's a simple locking mechanism which also allows the pistol to be drawn quickly when required."

As part of the package, NZDF will also get blue weapons for training simulation.

There will be 'train the trainer' in May before the pistols are delivered to Navy, Army and Air Force personnel in the second half of this year.

As the Glock 17 Generation 4 pistol is introduced into service, personnel will notice some changes in the training for this weapon as NZDF modernises its approach to pistol training.

### SPECIFICATIONS

The Glock 17 is a short-recoil, striker-fired, self-loading pistol chambered for standard 9 x 19mm NATO ammunition. It comes with a 17-round, double-stack, single-feed composite magazine.

- CALIBRE: 9 x 19mm NATO
- LENGTH: 186mm
- HEIGHT: 138mm
- WIDTH: 30mm
- WEIGHT: 625g unloaded + 905g loaded
- BARREL LENGTH: 114mm
- TWIST RATE: 1 in 9.8"
- SIGHT RADIUS: 165mm
- TRIGGER PULL: 5.5lb (25N)
- MAGAZINE CAPACITY: 17 rounds

### FEATURES:

- The patented Glock safe action system that includes a trigger safety, firing pin safety and drop safety without requiring a manual external safety catch.
- Rough textured frame to enhance grip
- Interchangeable backstrap system to change pistol grip size
- Reversible extended magazine catch
- Extended slide catch.

### HOW MANY?

- + 170 NAVY
- + 441 ARMY
- + 248 AIR FORCE
- + 489 R&M AND RESERVE
- + 150 TRAINING SIM

**538**  
(INCLUDES HQJFNZ, SOC, JOINT UNITS AND MFU)



# ON THE ICE

## VALUING OUR ANTARCTIC CONTRIBUTION



A recurring question for the Chief of Defence Force, Lieutenant General Tim Keating, as he undertook a whirlwind three-day visit to Scott Base, Antarctica, was how to try and place a value to New Zealand – and indeed the world – on the work being done on the ice?

**A**ntarctic New Zealand Chief Executive Peter Beggs had explained that it is a question his organisation wrestles with constantly. For example, in simple dollar terms the Antarctic programme delivers annually around \$162 million of benefit to the New Zealand economy – a staggering \$4 billion value over 25 years.

But that is just one aspect. How do you put a price on the scientific knowledge being chiselled out of the myriad of research programmes being conducted and supported from New Zealand's Scott base?

For example, the team's first visit to the ice included a visit to the renowned McMurdo Dry Valleys where he met microbiologist Professor Craig Carey of Waikato University who was working on a project to assess the sensitivity of this eco system to the impacts of humans and invasive species. With a growing push by tourist operators to bring more people into the valleys, understanding how that might be managed is critical. CDF also took a briefing from Dr Regina Eisart of

the University of Canterbury who studies the Ross Sea's 'killer whales' (Orca) using the health of the Antarctic's top predator species as a barometer for the health of whole eco system.

Nor is it easy to place dollar values on the heritage being maintained in such a location. LTGEN Keating was privileged to visit Shackleton's hut, restored from the start of last century by the Antarctic Heritage Trust, and the facilities built by Edmund Hillary in the 1950s, which will shortly be given a similar treatment. "These are terrifically special places to New Zealand," says LTGEN Keating.

New Zealand maintenance of a permanent presence through Scott Base is also essential to New Zealand's interests and obligations as a signatory to the Antarctic Treaty. As a Treaty Nation we gain much international kudos and respect for the integrity of our approach to managing this region.

## EACH SUMMER

● **220 PERSONAL**

TO 'OP ANTARCTICA'  
INCLUDING

● **7 C-130 FLIGHTS**

AND

● **2 B-757 FLIGHTS**

FROM NOVEMBER 2015  
THROUGH TO APRIL 2016

*"THESE ARE  
TERRIFICALLY  
SPECIAL PLACES  
TO NEW ZEALAND."*

LTGEN Keating

LTGEN Keating was delighted to spend time with NZDF staff who are contributing to the success of Scott Base and the United State's McMurdo Station.

NZDF provides up to 220 personnel to 'Op Antarctica' each summer. This starts with the team based at the Harewood Terminal Christchurch who support the Joint Logistics Programme and carry through to those based at the ice – the Scott Base Support Team, Light Engineering Team, Ship Offload Team, and at various stages of the summer season, fuel assistants, supply vessel logistics operators, air drop rigging team, and 40 SQN Maintenance Technicians. In total, NZDF will also provide seven C-130 flights and two B-757 flights from November 2015 through to April 2016.

As Peter Begg explains, there is an obvious intrinsic value in the services and support provided by NZDF. But for his organisation they are also a barterable commodity with other like-minded nations. As an example, our ship off-load team taking care of unloading vital supplies from an annual supply ship visit to the US McMurdo Station might in return gain for Antarctic New Zealand US resupply flights dropping scientists working deep within the frozen continent vital provisions.

"It's pretty clear there can never be a simple dollar figure put on Antarctic New Zealand's work at Scott Base," says LTGEN Keating. "I think we just need to keep reminding New Zealanders of the hugely important work Antarctic New Zealand is doing. As a Defence Force we should be very proud of the contribution we are making to that work."



## FILM STARS ON ICE

### NZDF personnel in global TV series

The Defence Force's 50-year contribution to scientific research in Antarctica is to feature in a six-part series on Antarctica New Zealand to be broadcast across 171 countries in 45 languages starting in June.

Antarctica New Zealand's General Manager Communications, Jeanine Begg, said the National Geographic Channel will showcase the challenging work undertaken by Antarctica New Zealand's scientists and support staff through the global series. This will be complemented with articles in National Geographic magazine and multimedia content on the National Geographic web platforms over the three-year partnership.

"People are at the heart of the New Zealand Antarctic Programme," Ms Begg says. "We will be able to tell New Zealand's story to the world through them and the most credible documentary makers on the planet."

Personnel from the Navy, Army and Air Force who are deployed to support Antarctica New Zealand will be filmed for the series, which will be produced and aired each year over the next three years.

Commander Joint Forces New Zealand Major General Tim Gall says Operation Antarctica is one of NZDF's major missions.

"The first Royal New Zealand Air Force air cargo mission to Antarctica was in 1965, and 50 years on we continue to support Antarctica New Zealand and the US Antarctic programmes through the Joint Logistics Pool."

"Our support recognises the importance of the scientific research being conducted in Antarctica," MAJGEN Gall says. "On a practical level, the airlift support flights are crucial because they ensure that science and operational personnel working on the continent have the necessary supplies to get through the season."

Antarctica New Zealand manages Scott Base and supports scientific research in Antarctica and the Southern Ocean, particularly the Ross Sea region.

# SK 17

*“Exercises of this type and scale are a vital part of our preparedness as a defence force....”*

Exercise Director, Colonel Martin Dransfield



**The alert has gone out: the Defence Force has committed to repeating the Southern Katipo Exercise in 2017 on the back of the highly successful SK15, and planning has already started.**

**S**K17 will be staged in October-November 2017. Planning for the area of operation is ongoing, though it will be in the same general region as SK15 – the upper regions of the South Island.

SK15 was widely regarded as successful with all the key training objectives achieved. In light of the positive progress made towards a fully network-enabled joint force by 2020, SK17 will retain the same training purpose: to enhance NZDF’s ability to deploy, command and conduct combined joint inter-agency task force operations in the South West Pacific that require a military and diplomatic coalition response.

The operational objectives will be:

To support the continued development of NZDF joint operational command and control, capabilities and doctrine.

To mount and deploy a joint force into an environment representative of the South West Pacific.

To further improve Amphibious Task Force (ATF) capability.

To integrate newly released capabilities into joint NZDF activities.

In preparation for SK17, and to improve capability generally, NZDF will undertake a series of joint and, where possible, inter-agency exercises to provide a joint and operational-level training activity. These will include amphibious exercises called Exercise Joint Waka and a series of table-top and command-post exercises based on NZDF contingency plans. The focus of Joint Waka 17 will be the integration of the NH90 into the ATF.

The Exercise Director, Colonel Martin Dransfield says “The exercise design was ambitious and challenging to each level of command. So the success of SK15, particularly from the point of view of a test of operational capability and working closely with other militaries, demonstrates the requirement for the SK series of exercises, the next one being in SK17.

“The overall response was that it achieved its objectives, while being both challenging and realistic at all levels, proving that we have quality people able to operate effectively in any environment.”





MAIN SUCCESS OF SK15

**BETTER UNDERSTANDING**

of integration, training and operations capability of the Amphibious Task Force

**DEMONSTRATING**

NZDF's ability to work with international partners, including the Pacific Island Company and the ANZAC Ready Reaction Force, as cohesive and effective operational forces

**SHOWING**

how the integrated NZ, Australia and US Strategic Airlift capabilities can work together to rapidly build up forces while delivering air drops in support of humanitarian assistance missions

**DELIVERING**

an all-of-government, including MFAT-led evacuations by air and sea and a transition plan, to give NZDF a better understanding of MFAT's role

**ENHANCING**

military and Police cooperation, and allowing NZDF to work with the Police to practise procedures for issuing arrest and search warrants

**DISPLAYING**

a greater understanding of how non-government organisations work and how the military can and cannot operate, particularly around internally displaced persons

“Exercises of this type and scale are a vital part of our preparedness as a defence force, and we must continue to challenge ourselves in this way, or, to use a rugby analogy, you don't see the gaps until you put the whole team on the pitch.

“SK15 was a great opportunity to test and evaluate new and developing capabilities and interoperabilities, and there's no doubt that it helped us identify areas for improvement towards meeting the goal of a fully network enabled joint force by 2020.

“The out-takes from the exercise were significant, and we now want to take that to another level, to test ourselves in new and challenging ways.”



**SK 17**  
KEY AREAS OF FOCUS

**ALL-OF-GOVERNMENT PLANNING**  
**COMMAND AND CONTROL** – strategic, operational and theatre levels  
**INTELLIGENCE, SURVEILLANCE, RECONNAISSANCE**

**ATF** – including shaping operations, ship-to-shore Logistics, rotary wing  
**INTEGRATED AIR OPERATIONS**  
**ANZAC READY REACTION FORCE**  
**HIGH READINESS COMPANY**

**COMBINED ARMS TASK GROUP**  
**LOGISTICS TASK GROUP**  
**HEALTH SERVICE SUPPORT**  
**INTERNATIONAL ENGAGEMENT** – including elements from Fiji, Tonga, Papua New Guinea, Australia, US, UK, Canada, FANC, Malaysia and Singapore.

# FRENCH JOIN IN EXERCISE SKYTRAIN

In keeping with the Defence Force's mantra of working with other militaries to enhance combat capability and to build ties, the Air Force has just finished training with the French Armee De L'Air (FANC) based in New Caledonia as part of Exercise Skytrain in Hawke's Bay.



**F**ANC was enthusiastic when invited to the exercise, and deployed a CASA CN-235 aircraft, similar to a C-130 but smaller, along with a crew of eleven personnel.

The purpose of Exercise Skytrain was for 40SQN to maintain air crew currency in aerial delivery drops and tactical military flying. It was also the first time the exercise had been conducted using Night Vision Goggle technology on the night flights.

During their week in Hawke's Bay, with temperatures over 30C most days, the French managed to conduct five sorties, including two aerial delivery drops, a reconnaissance mission and "assault-style" departures and landings. The crew even found time to impress the Dannevirke locals by conducting grass landings in the small central Hawke's Bay town.

Working with the French crew was a new experience for many Air Force personnel, but it was a scenario that could happen in real-life if both RNZAF and FANC had to respond to a humanitarian disaster in the South Pacific. Training together enabled both contingents to work out how the other operates, to

be familiar with each military's processes and to overcome any language barriers.

The FANC Detachment Commander Captain Vincent Ferre said he hoped there would be opportunities to work together in the future. "This has been an excellent opportunity to practise tactical flying, and work alongside our New Zealand colleagues. We have thoroughly enjoyed the warm weather and the welcome we received from the Air Force."

Exercise Skytrain was completed over 18-28 January and operated from a Forward Operating Base at Hawke's Bay Airport in Napier.

Conducting operations in a deployed environment is an important part of the training. The camp set-up simulated as near as possible to what conditions would be like if 40SQN – responsible for the tactical airlift of people and supplies – were deployed. This meant having to sleep in a tent and dealing with IT issues, and with none of the comforts of home.

The base also allowed for a range of other Air Force trades to practise in a deployed environment, including Force Protection, Medics, 230SQN, Safety and Surface Technicians and Ground Support Equipment Technicians.

Tactical aerial delivery drops wouldn't be possible without the help of logistics specialists from Army's 5 Movements Company and 10 Transport Company who were essential in preparing and retrieving the pallets.

Army chefs from 21 Supply Company kept the 150+ contingent fed and watered with three hot cooked meals a day.



# OUR DEFENCE FORCE WAY

Our Defence Force is a highly professional force with good people at its heart.

**W**e draw a sense of pride from serving our country with honour and discipline. To achieve this, we set ourselves high standards because we know that if we are to maintain the trust and confidence of the public we serve, we must set the bar high and expect more of our people than other organisations. This is our Defence Force way.

This new column will regularly remind all our people of some of the standards we have in place that guide our actions as individuals – to ensure that as a team we are delivering on our important mission for New Zealand. It will also try to point people to the Orders and Guidance you can look at in greater detail if you are at all unclear of what the expectations are.

## ● PRIVACY

The Defence Force collects personal information for the purposes of command, administration, discipline, security, employment, training and medical support. This information will be provided to and used by NZDF members whose duties require them to have access to that information. The NZDF Privacy Policy is about to be refreshed and will outline roles, responsibilities and processes in relation to privacy in the NZDF. Should any member be concerned about privacy issues, they are encouraged to contact the NZDF Privacy Officer in Freyberg House (04 349 7031).

## ● CLEAR DESKS

The clear desk policy is designed to limit the incidence of breaches of security. It greatly reduces the risk of unauthorised access, loss of, or damage to information resulting in a security breach. It takes into account security classifications. It applies (a) when a room is vacated for the day, (b) when a room is vacated and the occupant(s) intend to leave the building, (c) where the occupant(s) leave and would be unable to return to secure material in an emergency. The policy means (a) all material is removed from desktops and other work surfaces, (b) classified material is stowed in security containers, (c) scribble pads or other paper which may have legible indentations, desk calendars, or any form of classified waste must be stored appropriately or destroyed by approved means, (d) classified information must be cleared from printers immediately. The policy includes the logging out of computers, and removal of classified hard drives and authorised USBs from PCs.

## THE WINNING TEAM

The winning team in our Defence Blacks photo competition reckon the prize of sports vouchers for shoes could not have come at a better time. Jaimee Wattie is the mum of one of the dancers in the Hip Hop troupe at Eternity Performing Arts in Glenfield, Auckland. She told us the girls had just made a decision not to wear shoes because they all had different footwear. “The girls are so grateful to win this competition and have matching shoes which is a requirement for their dance school this year.”



To the Defence Blacks,  
Thanks for letting us win. We are different to you because we play before dancing but you have to run. But you have a black uniform and we have a black and white costume. And we have some things the same. You have a boss and we have a boss. We call her Miss Rachel. I want to have pink shoes and our dance teacher wants us to have white shoes for the next show.

From Kobie

# INVICTUS GAMES

ORLANDO 2016

# 20

## TO FLY NZDF FLAG AT INVICTUS GAMES



## INVICTUS FLORIDA

- **4 DAYS**

OF COMPETITION  
MAY 8 TO 12

- **MORE THAN 500**

COMPETITORS  
FROM FOURTEEN  
COUNTRIES

- **3 CAMPS**

SELECTION/TRAINING  
CAMPS FOR THE NZDF TEAM

- **TEN ADAPTIVE  
SPORTS ON SHOW**

ARCHERY  
INDOOR ROWING  
SWIMMING  
TRACK AND FIELD  
ROAD CYCLING  
POWER LIFTING  
SITTING VOLLEYBALL  
WHEELCHAIR TENNIS  
WHEELCHAIR BASKETBALL  
WHEELCHAIR RUGBY

- **NZ TEAM  
SPONSORS**

AUCKLAND AND  
CHRISTCHURCH RSAS  
BLK SPORT  
FULTON HOGAN NZ  
OFFLIMITS TRUST  
FALLEN HEROES TRUST



*“Being part of the Kiwi team gives me a sense of belonging and a drive to succeed with my training..”*

Petty Officer Medic Aaron Gibbs

In an organisation whose core values include those of courage and commitment, it is not unusual to see Defence Force men and women pushing themselves that much further in order to succeed. Even when the odds seem insurmountable to some, our people can usually be found going the extra mile to reach a goal.

**W**ith this at their core, last year 12 NZDF athletes took the Kiwi fighting spirit to London’s Olympic sporting venues as part of the inaugural Invictus Games – an international sporting competition for wounded, injured and ill currently serving and retired servicemen and women. The Kiwi team, one of the smallest at the Games, fought hard and brought back six medals for their efforts.

In May this year in Orlando, Florida, 20 competitors will compete in 10 adaptive sports – road cycling, indoor rowing, powerlifting, archery, sitting volleyball, swimming, track and field, wheelchair basketball, wheelchair rugby, and wheelchair tennis – representing their Service, our Defence Force, and our country against more than 500 competitors from 14 countries in a bid to bring back gold.

Across all Services, both Regular and Reserve Forces, the Kiwi Team is showing again the dogged determination it takes to succeed.

“I am immensely proud and humbled to be selected as part of the Kiwi Team,” says Petty Officer Medic Aaron Gibbs from the Naval Operational Health Unit.

“I am still recovering from total hip replacement surgery and now have reduced movement and power in my hips. Being part of the Kiwi team gives me a sense of belonging and a drive to succeed with my training while being rehabilitated through competitive sport.”

Aaron hopes to compete in several sports, including wheelchair rugby, wheelchair basketball and archery.

Staff Sergeant Nick Marfell, the Southern Regional support Centre Training Coordinator, echoes his team-mate’s sentiments: “Having never thrown a shot-put or discus before, I’m enjoying the challenge of learning this new skill and being put through my paces by my coach. Being quite a competitive person by nature, I want to do my best to win and represent NZDF well.

“Competing at the Invictus Games will give me a focus and a chance to forget about my injury, meet other nations’ defence force personnel, share experiences, and be inspired by others who are challenged daily by far more severe illness or injuries than mine.”

The support the team has received so far has surpassed their expectations, with the Auckland and Christchurch RSAs coming on board as a principal sponsor, and with New Zealand companies including BLK Sport, Off Limits Trust and Fulton Hogan pledging their support to get the team to the Games.

“We could not get to the Games to compete without the generous support of so many,” says team captain David Sheriff. “I don’t think our sponsors understand the impact of their support – how much of a burden it takes off the team so they can just concentrate on their training and, hopefully, getting over there and representing our Defence Force and sponsors in the best way we can.”

For more information about the Kiwi team and their build-up to the Games, or to show your support, follow the New Zealand Invictus Games Facebook page.



# SUPER, SAVINGS AND ADVICE

## Personnel have access to some of the best

Defence Force personnel and their families have access to some of the best superannuation and saving schemes and financial advice available in any organisation in New Zealand, but too few are taking advantage of it.

That's the word from Chief People Officer Debbie Francis after the completion of round 1 of the NZDF superannuation and benefits roadshows and after looking at the latest membership figures of the two new schemes.

Total membership of the NZDF KiwiSaver and NZDF FlexiSaver schemes was 900 at January 16. The schemes were launched last October and the first round of the roadshows, which went to all bases and camps, consisted of 76 presentations and attracted 3270 people.

But those numbers represent only a small proportion of NZDF personnel.

"Having 3,270 people turning up to the roadshows is good but it means there's a further 11,000 people out there who missed out on seeing our latest offerings because they were overseas, unavailable at that time, or didn't see any benefit for them or their families," says Debbie Francis.

"The same goes for the signups to KiwiSaver and FlexiSaver. We want people joining at a faster rate. These are schemes that provide great benefits for savings and retirement.

"Of course, there are a lot of personnel who are already in other schemes including KiwiSaver and the Defence Force Superannuation Scheme, which is still running, although it's no longer accepting new members.

"I urge them to also consider the new NZDF schemes".

A target is also the 650 personnel who are not in any scheme attracting an employer contribution. Those people may also be missing out on a portion of their total remuneration.

"People have to make up their own mind about their financial futures, but all personnel are urged to get along to the second round of roadshows, which has just started. Financial advisers are also available to provide advice across a broad range of money matters/issues including the best investment option for members".

Information about the roadshows and the KiwiSaver and FlexiSaver schemes are on the recently established Force Financial Hub which can be accessed through the Force 4 Families page on the Defence Force website.

The hub is a one-stop-shop of information where personnel and their families can access a wide range of products, services, benefits and tools – from superannuation, financial advice, insurance, and Wills. Personnel can access their account through the site to get updates on their savings and enable them to check their insurances.



## THE RETIREMENT SIMULATOR

How much money do you think you will need when you retire? Use the retirement simulator to estimate the budget you require to provide you with a comfortable retirement

- You will be asked to set an income that will give you a comfortable lifestyle upon retirement.
- Taking into account rates, insurances, electricity bills etc, it factors in national super, and helps you calculate the lump sum you're going to need to have invested upon retirement which you can draw down for your desired income.
- It shows you the gap between what you've got now and what you're going to need to have for a lump sum that will give you the lifestyle you want.

The retirement simulator can be accessed through the Force Financial Hub.

## WILLS CAN SAVE ANGUISH AND DELAY – YOU CAN GET ONE FOR FREE!

Defence Force personnel and their families have access to free Wills and a discounted power of attorney.

Chief People Officer Debbie Francis says many people don't have Wills because they don't think they're going to die young.

"Many also think they have nothing to leave, but they actually have \$300,000 of life insurance provided through NZDF. Having a current Will can help prevent problems occurring with distribution of this insurance and the rest of the estate.

"We want everyone to think about the impact that dying without a Will could have on their family, having to grapple with paying the bills and everything else on top of the stress of your death, when there may be up to a year before the money starts flowing."

Details on how to access the free Wills are on the Force Financial Hub.



## MAKING YOUR MONEY WORK

Making your money work for you and your family is the aim of NZDF's new Financial Capability Programme, which will begin to be rolled out across camps and bases early this year.

The programme is based on pilot programmes that were run in each of the three Services towards the end of the last year – at Linton, HMNZS Philomel, and Whenuapai – using material and facilitators supplied by the Commission for Financial Capability, an independent government agency.

It's a free and voluntary programme for personnel and their partners, and is aimed at helping them build their financial capability covering a range of issues such as setting financial goals, getting control of your money, helping you understand the true cost of credit, and getting the best out of KiwiSaver and also using it to buy their first home.

Chief People Officer Debbie Francis says NZDF got some very good feedback from the pilot programmes, and after doing some fine-tuning hope to be able to roll the programme out from late February.

"We detected a big appetite for this. There was very positive feedback from participants.

"This is simply about trying to build people's financial savvy."

The programme is all about a combination of information, skill development and tools, with participants sharing their experiences. It's a weekly modular programme, and people have a bit of homework to do between each session, but Debbie Francis says most will see the advantages.

Three examples are understanding the true cost of credit, using KiwiSaver to buy your first home, and financial goal setting.

### ● ADVISORY SERVICE

Personnel on each base and camp and their families can now get access to free or discounted financial advice.

The Financial Advisory Service has been in place since October and enables personnel and their families to talk to an "authorised" financial adviser on anything from investment options for KiwiSaver, the Defence Force Superannuation Scheme, FlexiSaver, transferring overseas pensions, and insurances. An adviser is allocated to each camp and base.

Personnel wanting a comprehensive financial plan or advice on more complex issues (for example tax or investment properties) are required to pay, but at a discounted rate.

Contact details for the financial advisers are on the Force Financial Hub.

### ● STARTING YOUNG

From this year new recruits will receive a five-hour programme covering the benefits of superannuation, insurance, Wills, financial advice, and financial capability concepts.



## HELPING IDENTIFY CAREER PATHS

The Census told us you wanted more and clearer information about career paths. And that's the aim behind a recently enhanced career management system which will also help the Defence Force identify talent to fill key positions.

The Performance and Development Report (PDR) is designed to help people plot their career paths by looking forward to what they hope to achieve rather than at what they have done.

RNZAF Career Management Director Wing Commander Greg Burroughs says it's about identifying potential as well as a person's desired career path.

"It lets us look ahead two or three rotations – or about nine years – to identify talent pools to fill key positions.

"For example, we can identify potential candidates for key command roles, look at our potential pool, and come up with a number of career path options to properly prepare the candidates for the post.

"The PDR system enables us to look at what each person needs in terms of experience and skills in order to fully prepare them for future roles, and will allow us to close any performance or skill gaps to enable them to get where they want to be in a way that is beneficial to them and NZDF."

The process starts with an annual conversation between each person and their immediate commander when at least three current position performance expectations and two rank behavioural/competency expectations are agreed and recorded. These are in addition to NZDF performance expectations which are generic for each rank level in the NZDF competency framework.

Personnel can then select one or more of the options of courses they want to pursue and also comment on career aspirations (which can be short, medium or long term).

An interim review is conducted at the six-month point in the cycle. The member completes a self-review followed by a review by their commander and a meeting to discuss it.

The final review takes place at the end of the cycle, and follows a similar process to the interim review, but with the addition that a two-up and three-up commander can make comments. Nominated part appraisers may also make comments from a trade perspective, or if the member was attached on a tour of duty or deployment during the reporting period.



## MORE SUPPORT FOR VETERANS

The care of veterans and their families remains a stated and core mission for the Defence Force, and latest changes to support mechanisms and entitlements have been widely applauded.

Veterans and their families now have access to new types of entitlements and support under the Veterans' Support Act 2014, after Scheme Two came into effect just before Christmas.

Scheme One was introduced in December 2014 and covered veterans from the Second World War to the Viet Nam War. Scheme Two was introduced on 7 December last year and it covers all other veterans with qualifying operational service from 1 April 1974 onwards.

In addition, Veterans Affairs is introducing the Veterans' Independence Programme, which is available to all veterans who need it and is designed to help them continue living independently in their own home.

Scheme Two recognises the needs of younger veterans, whether civilian or currently serving. It has a focus on tailored wrap-around packages of treatment and rehabilitation, including vocational support. Where a veteran is unable to work because of a service-related injury or illness, or where a veteran has died because of a service-related illness or injury, vocational services can be offered to their spouse or partner to support them through this difficult time. Veterans will receive support over and above that offered by ACC.

The Veterans' Independence Programme (VIP) is available to veterans with qualifying service who need it. It is designed to help veterans live independently in their own home. After a needs assessment, tailored packages are provided, including short-term attendant care, home help, house and section maintenance, home adaptations (for ramps and rails), allowances and adaptive clothing and footwear, medical alarms and travel costs.

### THE VIP FOR VIPS

For the most part, the VIP takes support that Veterans' Affairs already provides and puts it together into a needs-based package. There are some important changes, however.

The first is that the VIP is available, based on need, to all veterans with qualifying service whether or not they have a service-related injury or illness. This means that all veterans who need support to maintain their independence in their home can seek support under the VIP from Veterans' Affairs. The second change is the VIP support we will be able to provide for spouses and partners.

In the past, Veterans' Affairs has been able to provide home-based support to spouses and partners for six months following the passing of a veteran. This period is now extended to 12 months.

In addition, support can be provided to a spouse or partner of a veteran who was not receiving support at the time the veteran passed away if it is determined the veteran would have been entitled to support.

There is also additional government funding of over \$5 million each year to provide VIP support, in recognition of the broader group of veterans we will be able to assist.

Veterans seeking further information are urged to contact Veterans' Affairs on free phone 0800 483 8372 or to talk to their case manager.

The Head of Veterans' Affairs, Jacki Couchman, says through all the changes, veterans can be assured that Veterans' Affairs will maintain the same benevolent approach in recognition of service and when determining claims based on merit.



### WHAT'S CHANGED

#### ● YOUNGER VETERANS

YOUNGER VETERANS CAN NOW ACCESS SERVICES – THE NEW LEGISLATION COVERS THOSE WITH QUALIFYING SERVICE FROM 1974 ONWARDS. MORE SUPPORT – YOUNGER VETS WILL GET SUPPORT ON TOP OF ACC ENTITLEMENTS

#### ● INJURY OR ILLNESS

SUPPORT CAN BE GIVEN WHETHER OR NOT THE INJURY OR ILLNESS IS SERVICE RELATED.

#### ● SPOUSES AND PARTNERS

SUPPORT CAN BE OFFERED TO SPOUSES AND PARTNERS OF A QUALIFYING VETERAN.

#### ● MORE MONEY

MORE GOVERNMENT MONEY MEANS MORE SERVICES FOR MORE VETERANS.

### WHAT HASN'T CHANGED

#### ● OLDER VETERANS

OLDER VETERANS WILL STILL BE LOOKED AFTER IN THE SAME OR SIMILAR WAY AS BEFORE.



## BATTLING HEAT, PIRATES AND DRUG RUNNERS

They worked in 50-degree-plus heat almost every day for five months as they undertook one of the Defence Force's most significant operations in the Middle East.

With ice vests providing the only relief, 53 personnel busted nearly \$500 million in illegal drugs and, in conjunction with HMNZS Te Kaha, helped combat piracy and drug trafficking in waters across the Middle East as part of the multinational Combined Maritime Forces (CMF).

The NZDF personnel returned home in December after a tour of duty that supported an Air Force P-3K2 Orion surveillance aircraft in the fourth and final rotation of an operation that started in 2014.

"Our work has helped the CMF locate and intercept vessels involved in illegal activities, including piracy and drug smuggling," says Wing Commander Brian Ruiterman, the mission's Senior National Officer. "Based upon feedback from the CMF, we set the benchmark for performance."



Orions were sent five times from New Zealand and more than 300 personnel were deployed in four rotations throughout the 16-month operation, which was No.5 Squadron's longest-ever undertaking. They flew 174 missions and notched up 1400 flying hours, with only three scheduled surveillance flights having to be cancelled.

"The Orion's operation helped protect a vital route for global commerce and represented New Zealand's contribution to enhance maritime security in the Middle East," says Major General Tim Gall, Commander Joint Forces New Zealand.

"It also affirmed New Zealand's ongoing international commitment to global security."

## FIGHTING FIRES IN AUSTRALIA

A second deployment of NZDF firefighters is being sent to relieve five firefighters sent earlier to help fight Tasmania's bush fires.

The first deployment – four from the Army and one from the Air Force – started work in Tasmania on January 29 as part of a 43-strong contingent organised by New Zealand's National Rural Fire Authority.

Air Commodore Kevin McEvoy, the Acting Commander Joint Forces New Zealand, said the rotation of the crew "is to ensure our people get adequate rest."

"They work in extremely tough conditions and up to 12 hours each day. But they are determined to help and the Australians have appreciated that."

Warrant Officer Class 1 Brent Ruruku, who is leading the first NZDF deployment, said working with the Australians has been a great opportunity to enhance their skills.

"It has been great working with them as a joint force. For us, this deployment has confirmed that our skill sets are aligned with international standards.

"The temperature reaches up to 30 degrees but it feels hotter because of the special gear we use – long sleeves, helmets, gloves and boots – and the physical exertion that our work entails. Each of us drinks up to five litres of water each day to keep ourselves hydrated.

"Apart from the intense fires, we have encountered snakes and spiders.

"We are always conscious of our safety and we have lookouts so we can leave quickly if needed."



# SAFETY

## BECAUSE IT'S THE RIGHT THING TO DO

Keeping all Defence Force personnel safer is behind a stronger approach to safety management being delivered by the Directorate of Safety on behalf of the NZDF.

The approach comes in the form of a realignment in the way NZDF identifies and manages risk.

Charles Lott, Chief Joint Defence Services & Chief Security Officer, says people don't work for CJDS expecting to be harmed, injured, maimed or otherwise hurt. "I will do everything I can within the reason of our business to make sure that they are not hurt. This is not because I have to but because I value my people and I have a personal duty of care towards them."

The Chief of Navy, Rear Admiral John Martin, says having a safe place in which to work, live and play enables staff to be the best they can be. "It also allows us to be confident and comfortable living and delivering maritime effects in one of the most unremitting and unforgiving environments on the planet – the sea. It's up to all of us to think, plan and act to ensure a safe working environment, looking out for and after each other both afloat and ashore."

Part of the timing is a result of the new Health and Safety at Work Act 2015, which comes into effect on 4 April. Though the Act won't fundamentally change the way NZDF personnel train or operate, it does place increased importance on the way safety risks are managed. This reinforces the need to deliver a NZDF Safety Management System (NZDF SMS), which will ensure the focus is on managing risk and implementing and managing the controls that will stop people from getting hurt – rather than hazard spotting.

This risk-based approach will ensure NZDF has the necessary organisational structures, accountabilities, policies and procedures in place to best protect the safety of our people. Overarching Defence Force processes and standards will be introduced to link procedures and practices, and the current Safety Reporting System (SRS) will be replaced with a Defence-wide safety event management tool.

Services and portfolios will retain responsibility for their health and safety systems, but all will link into the NZDF SMS, providing a single source of the truth and making it easier for NZDF to manage risk and provide an overview of best practice, which everyone can learn from.

To support this, the Directorate of Safety is developing an overarching Defence Force Order for Safety, which will describe the NZDF SMS, and provide the safety responsibilities and standards for measuring safety performance.

Implementation of the NZDF SMS will require some changes to ensure proper alignment within NZDF, however little disruption is expected. Service health and safety units will be included in the Directorate of Safety's work programme activities and collaborated with regarding any proposed changes to ensure any transition is as smooth as possible.



*"I will do everything I can within the reason of our business to make sure that they are not hurt. This is not because I have to but because I value my people and I have a personal duty of care towards them."*

Joint Defence Services  
& Chief Security Officer  
Charles Lott



## GHANA DEPLOYMENT HAD FOUR-PRONGED OBJECTIVE

The New Zealand Defence Force's positive attitude to the role women play in operations is gaining international recognition, with a recent deployment to a prestigious training centre in Africa likely to be repeated.

Two instructors were sent to the prestigious Kofi Annan International Peacekeeping Training Centre (KAIPTC) in Ghana to teach a module to Masters students on the role that gender plays in operations. NZDF has a unique perspective on the issue, being second only to Sweden in the percentage of military women deployed to operations and overseas.

The deployment was a joint initiative between NZDF and the Ministry of Foreign Affairs (MFAT), with Ghana being identified as an important country for New Zealand engagement in Africa.

The key objectives were to help build bilateral links in Africa, enrich security relationships, broaden NZDF's expertise internationally in building partner capability – particularly on the role of women – and contribute to New Zealand's National Action Plan for the implementation of United Nations Security Council resolutions, including Resolution 1325 on Women, Peace and Security.

Such was the success of the deployment that the training centre indicated they wanted NZDF people back to teach there again.

NZDF's instructors were Lieutenant Colonel Helen Cooper, who gave her perspective on the impact that females have on military operations, and Mrs Erica Dill-Russell, a strategic analyst who has researched the impact that gender has on operational effectiveness.

They developed a module for the Gender, Peace and Security Master of Arts programme which bridged a gap between academic theory and policy and operations on the ground. Though they gave the New Zealand take on the subject, the course was anything but prescriptive.

"We talked about how to use the capability of women in operations," LT COL Cooper said. "That is, how militaries can best employ the capabilities of female military personnel to achieve mission success – as one of their force multipliers.

"The students were very engaged and enjoyed a highly interactive style of teaching. They were clearly very interested in New Zealand's approach to both peacekeeping and gender issues at both strategic and operational levels, and were keen to apply what they learned in a practical way in their work after graduating from the centre."

As well as students from Ghana, there were others from Mali, Liberia and the Democratic Republic of Congo. They came from Navy, Army, Air Force, and Police, while some of the students were aiming to work for non-government organisations or the United Nations after they graduated.

The Kiwis also lectured on peace operations and conflict prevention at a university, and spent a day teaching female officers from the Ghana armed forces.



## THE INSTRUCTORS

LT COL Cooper has been deployed a number of times, including to Cambodia and East Timor. In 2011, she went to the United Nations peacekeeping mission in Lebanon as the Chief Military Observer, the first female to hold a command appointment at that level within the mission. Her work during the deployment earned her commendations from the United Nations and the Lebanese Government.

Mrs Dill-Russell's research indicates that women are able to contribute in a niche way to the success of military operations as a result of their gender. While no situation is the same, females are more likely to be able to access females in cultures where female and male members of the population may not interact unless they're family members, and that can be a useful tool in de-escalating situations, in providing humanitarian aid and in peacekeeping operations.

# WHY DO I THINK WE NEED MORE MILITARY WOMEN?



**“.... to make us an even better Defence Force.”**

**Lieutenant General Tim Keating**  
Chief of Defence Force



**“.... because that strengthens our ethos and values.”**

**Flight Sergeant Reginald Daws**  
HQJFNZ



**“... a diverse workforce is a more effective and representative workforce.”**

**Warrant Officer Mark Harwood**  
Warrant Officer of the Air Force



**“.... to use all the skills at our disposal for operational advantage.”**

**Major General Tim Gall**  
Commander Joint Forces New Zealand



**“.... different perspectives improve decision making.”**

**Chief Petty Officer Combat System Specialist Shane Re**  
HQJFNZ



**“.... to add character and different leadership styles.”**

**Air Vice-Marshal Kevin Short**  
Vice Chief of Defence Force