COMFORT IS THE ENEMY OF DEVELOPMENT

WGCDR JOHN CUMMINGS

As I reflect on the past five years of Service in the RNZAF, there has been a high operational tempo not just for those on the front line, but for all of us here in the back office supporting the operations.

In many ways my own career mirrors that of the RNZAF in the past five years. In this short space of time I have worked within four separate Defence organisations. Apart from these ‘day jobs’ I have been required to undertake short tours of duty (operations, conferences and staff tours) that diverted my focus away from the routine, for periods of up to four months at a time. Then there has been the training I have undertaken in this time, both internal NZDF training (Core Military Skills, and Law of Armed Conflict to mention a couple), and external courses where my attendance has been sponsored by the NZDF.

Similarly during this time the RNZAF has maintained its day-to-day task of raising, training and sustaining Forces at a level ready to undertake operations in support of New Zealand’s Security interests. Over the same time, a number of our units and individuals have undertaken both planned and short notice operational deployments. As well as this we have conducted training activities both within New Zealand and overseas with our Allies and friends.

The constant here with my personal career and that of the RNZAF has been change. We turn up to work ready for the daily task only to find that things have changed. This has often resulted in us all working outside of our ‘comfort zones.’ This is a good thing! The recent operational tempo and organisational changes we have undertaken have provided opportunities for us to learn and develop as an organisation as well as professional and private individuals. At the time, some of these changes to our anticipated daily state may have been seen as an ‘embrogglement,’ but in reality they were all opportunities for development. It is these changes we must make the most of in order to be an Air Force that is the best in all that we do.

During a recent course I attended, a statement was made to the effect that ‘diversity is required in order for an individual to make the most of their potential’. On reflection this is so true not only for an individual but for organisations as well. Individually and as an organisation we are fortunate in being able to learn and develop as a result of the diverse nature of our day-to-day functions as well as operational activities. As a result I know the RNZAF is more ready for today’s eventualities than the RNZAF of 1937. The 1937 RNZAF was ready for the eventualities of 1937 but not best suited to 2005 and beyond. The evolution of the RNZAF and the NZDF has been required to ensure we remain relevant for operations in today’s world.

Change is not only an opportunity but also a necessity. I would however suggest that had the RNZAF of 1937 been asked to develop a charter stating their Mission, Commitment, and Values it would not differ too much from the RNZAF Mission Statement of today (take some time to re-read the RNZAF Mission statement with this in mind). I make this point to illustrate that although we may appear to be constantly changing the core of our organisation has remained essentially intact.

The next time you are asked to adopt a new system or process that takes you (or your unit) outside of your comfort zone, look on it not as an ‘embrogglement’ but as an opportunity for growth in the knowledge that our core remains true to our Mission. It is these changes that allow us to grow and to make the most of our potential.
FEATURES

2 FIRST WORD
Comfort is the enemy

4 PERSONNEL
Our people and activities

5 FAT ALBERT’S FACELIFT
C-130 upgrade

6 AFGHANISTAN AWAY
Crib 6 takes off

6 P-3K UPGRADE REPORT

8 A TASTE OF KIWI
Our UNMO’s to Sudan

10 MARITIME NEW ZEALAND
A proactive philosophy

12 NEPTUNE’S WARRIOR
No. 5 Squadron exercise in Scotland

14 STAR ATTRACTION
Cosford Air Show

16 READY FOR ACTION
Aviation Medicine Unit

18 STRESS RELIEF
RAF recruits coming

20 BACK IN BLUE
Re-enlistments

22 ASLEEP AT THE WHEEL
Hypoxia training

24 NAVIGATORS
Canada school graduates

25 DEFENCE MEDICAL

26 TIMOR LESTE
New era

27 A TIME TO REMEMBER
No. 75 Squadron’s UK reunion

29 ON TOP OF THEIR GAME
Firefighters tackle Sky Tower

30 TROPICAL SOJOURN
No. 42 Squadron’s Pacific tour

32 SPORT
Rugby, Hockey, Harriers

37 BOOK REVIEWS
Taming your dragons

38 AIR FORCE MUSEUM
No. 3 Squadron history

LAC Amy Houben (right) monitors the patient’s condition onboard the flight to Dunedin.
PROUD DAY FOR GRADUATES

It was a proud day for the twenty RNZAF Officer Cadets who graduated from the 05/01 Initial Officer Training Course (IOTC) at Base Woodbourne on 24 June. The graduation represents the culmination of months of hard work, intensive training and rigorous assessment for the Air Force's future leaders.

Winner of the Karl Dobson Memorial Trophy for sportsmanship, teamwork and fitness was FLTLT Peter De Rungs. PLTOFF Charles Nelson won the Officer Training Course Trophy for demonstrating the most officer potential. The top award, the No.2 Officers Mess Trophy, went to PLTOFF Craig Austin for attaining the highest overall assessment.

A Ceremonial Parade marked the occasion on the CRTS Parade Ground. Reviewing Officer for the parade was AIR CDRE R. Newlands. The Base's Cultural Party, Hui Manaaki, also welcomed the graduates and a flyover by Flying Training Wing Air Trainers capped off the ceremony.

Family, friends and invited guests later attended a formal afternoon tea at the Base Officers Mess.

SUPPORT FOR REDS

After transporting personnel and equipment for the New Zealand contingent to this year’s Joint Maritime Course (Neptune Warrior – page 12) at Kinloss in Scotland, the No. 40 Squadron C-130, captained by SQNLDR Greg Caie, offered its services to the RAF.

The offer was taken up, and much appreciated, by the RAF’s Red Arrows display team when it deployed to the Netherlands for the Dutch Air Force Open Days at Gilze-Rijen.

“We were very impressed by the skill and professionalism displayed by the Kiwi crew over the whole weekend, a weekend that saw temperatures in the high 20s. These soaring temperatures will prepare them no doubt for the weather they can expect on the route back home in a few days, a route which will take them through Canada, the USA and Hawaii,” said a Red Arrows spokesman.

TROPICAL TRAINING

Four Air Force Iroquois helicopters and over 100 personnel are taking part in the Air Force’s tropical training exercise from 23 July to 14 August in Fiji – Exercise Tropic Astra.

The exercise provides an excellent opportunity to assist with civil aid projects while undergoing training in a tropical environment.

The Air Force will be working with Fijian authorities and New Zealand Aid on civilian aid projects in a number of locations.

During the last Tropic Astra exercise also held in Fiji, civil aid assistance provided by the Air Force included building a maternity and childcare clinic, building a school toilet block and erecting power pylons. After six months in the planning, Air Force personnel and equipment started arriving in Fiji on 23 July through to 26 July.


FORCES RADIO

The NZDF has decided to discontinue funding the NZ Forces radio service provided by Radio New Zealand.

The Force Radio service, which provided news and information to personnel, began in 2002 when personnel were deployed to East Timor in large numbers. It was broadcast on short-wave radio across the Pacific on Saturday and Sunday nights. In recent years only a small number of personnel have been deployed in the broadcast area, and audience participation has been low. For this reason funding was discontinued.

Radio New Zealand employees Adrian Sainsbury and Katrina Batten have been thanked for their enthusiastic delivery of the programmes.
CAF TAKES A PEEK AT FAT ALBERT’S FACELIFT

Affectionately known as ‘Fat Alberts’ the Air Force’s five C-130 Hercules aircraft are progressively undergoing a life-extending upgrade in Canada. The upgrade – much more than a mere facelift – is ‘the most comprehensive modernisation project programme ever undertaken on a C-130 worldwide,’ says WGC DR Frank Dyer.

On an official visit to Canada AVM Hamilton took the opportunity to spend a day at Edmonton in the province of Alberta to visit L-3 SPAR Aerospace, the company contracted for the RNZAF C-130 Life Extension Programme. The company briefed CAF on the history and development of L-3 SPAR and on the RNZAF C-130 programme in general.

Currently SPAR are in the design phase of the project confirming design aspects across the mechanical, structural, fatigue and avionics areas for implementation during the programme. As explained to CAF this is the most comprehensive modernization programme ever undertaken on a C-130 worldwide. Hercules NZ7003 arrives in October this year as the prototype aircraft and after a two year refurbishment is scheduled to complete flight testing in December 2007. The remaining four RNZAF Hercules will be refurbished in New Zealand.

During the visit SPAR had a number of C-130’s, from different Air Forces, at their facility undergoing various modification programmes. This enabled CAF to see the full range of SPAR’s capabilities during his tour around the plant.

Whilst these aircraft had a number of structural components removed our aircraft will be extensively disassembled. This includes the removal of the centre wing which means the fuselage will be contained in a specially built jig to ensure there is no movement while the refurbishment takes place. This was also an opportunity for CAF to meet the small resident team of four who have been based in Edmonton since April this year and will remain for the duration of the project. The team consists of two RNZAF Engineers, one RNZAF pilot and is led by Ministry of Defence Programme Manager Mr. Ian Gibson. A fifth team member (Sgt Darryl Brown) will join the team later in the year just prior to the arrival of the prototype aircraft. Other RNZAF staff are periodically deploying to Canada to support design reviews and to provide specialist advice and support as requested by the Ministry of Defence, which is responsible for the Life Extension Project. Edmonton itself is the northern most city in Canada (the aurora-borealis can be seen) and while the team is currently enjoying the short summer of warm temperatures and long hours of sunlight, it is known for its brutally cold winters.

The temperature in winter regularly drops below -25 degrees Celsius. This will make life interesting for Kiwis used to more ‘temperate’ conditions. However, equipped with 4-wheel drive vehicles, the trip to work each day in winter will be made easier.

After the brief, a tour of the facility and a meeting with the RNZAF team CAF departed for Ottawa to continue his Canadian visit.

LATEST DEPLOYMENT TO AFGHANISTAN

Five Air Force personnel were among the 122 NZDF personnel who departed Christchurch International Airport aboard an Air Force B757 bound for Afghanistan on Wednesday 20 July.

FLT Lt Steve Thorpe, Sgt Mark Reynish, CPL Robyn Stewart, and medics LACs Nicole Sangers and Michael Inns are part of the latest New Zealand-led Provincial Reconstruction Team (PRT), Crib 6, that will be located in the Bamyan Province of Afghanistan for the next six months.

‘The New Zealand PRT plays an important role in restoring and maintaining stability in the Bamyan Province. The team assists the Afghan Government by promoting reconstruction in Bamyan and assessing civil, political and military reform efforts. The team conduct liaison patrols throughout the province and interact with members of the community at all levels,’ said Maj Gen Lou Gardiner, the Commander Joint Forces New Zealand.

(L-R) Cpl Robyn Stewart and LAC Michael Inns.
This year’s Returned Services Association (RSA) conference was attended by over 400 delegates and ran from 11 to 13 July. RNZRSA National President LT COL (Rtd.) John Campbell welcomed guest speakers including the Governor General, Dame Silvia Cartwright; Prime Minister, Helen Clark, Leader of the Opposition, Don Brash, Minister of Defence, Mark Burton; Minister of Veterans Affairs, George Hawkins; Chief of Defence Force, AM Bruce Ferguson; and National President of Australia’s Returned Services League, MAJ GEN (Rtd.) William J Crews AO.

Prime Minister Helen Clark made three key announcements at the conference:

• that she will seek the Queen’s approval for eligible New Zealanders who served in Malaya / Malaysia, to wear the Pingat Jasa Malaysia (PJM) medal. The Malaysian government wishes to award the medal to those who served in Malaya / Malaysia, for a defined period of days, between 31 August 1957 and 31 December 1966. This also includes service in Singapore up to 9 August 1965.

• that the government has approved the presentation of war medals, certificates and medallions to the families of the five soldiers who were executed during the First World War for mutiny and desertion and pardoned by Parliament in 2000. The Pardon for Soldiers of the Great War Act 2000 pardoned the five soldiers of the New Zealand Division, First New Zealand Expeditionary Force, who were executed during the First World War for either mutiny or desertion.

Research has shown that the five soldiers would have been eligible for medals, certificates and medallions. It is planned to present the awards to the next of kin at ceremonies in Wellington and Canberra later this year.

RSA CONFERENCE

Seventh form student Ben Woodhouse, winner of this year’s RNZAF prize at the annual Walsh Memorial Flying School held at Matamata in January, has high hopes of becoming a No.3 Squadron helicopter pilot once his studies are over.

After spending a week at Base Ohakea as a guest of the Base Officers Mess Ben says he is convinced the Air Force life is for him. ‘I love the lifestyle,’ says the student from Nelson’s Waimea College who spent a day on each of the Squadrons – PTS, Central Flying School and No.42 Squadron. No. 3 Squadron, where he spent two days hanging out with the helicopter crews is ‘definitely’ his favourite.

Ben reckons he might take a year off from his studies but, if he can pass the Air Force’s stringent entry criteria, he’ll return to the Air Force as a trainee officer. And, in case you were wondering, that name Woodhouse is familiar. Ben’s family connections include Woodbourne-based SQNLDRs Dave and Sarah Woodhouse. Good luck with your studies Ben!

HIGH HOPES

Staff at L-3 Communications Integrated Systems (L3/IS) - the company undertaking the P-3 Systems Upgrade Project - had their first close up look at our P-3K aircraft when No. 5 Squadron spent four days at the L-3/IS facility in Greenville Texas on the way to last month’s Joint Maritime Course in the UK. The Ministry of Defence, managing the acquisition phase of the project, was keen to expose L-3/IS personnel to the aircraft and the way the RNZAF operates it.

L-3/IS’s recent work has been on P-3Cs rather than ‘B’ model aircraft. Most of the staff have worked for a number of years on the project but had never seen a P-3K and the unique systems currently fitted to our fleet. While the aircraft was in Greenville the L-3/IS engineering and design staff looked over the aircraft, measured and photographed bays and reviewed structure and external configuration.

There is nothing like the real thing to help understand the issues in designing a solution. For example the L-3/IS cockpit designer was able to check and verify the placement of equipment in the cockpit, sight angles and the implications for operating in the upgraded cockpit using cardboard cut-outs of the equipment that will be fitted as part of the new instrument panels.

FIRST LOOK FOR L-3 STAFF
**GERMAN TRAINING CHIEF FLYS IN**

AVM John Hamilton hosted Brigadegeneral Richard Bolz during a very fleeting visit to New Zealand from 17-19 July, which followed his speaking engagement at Queensland’s Heli-Pacific Conference.

Brigadegeneral Bolz is the Bundeswehr (German Army) Director of Army Aviation and the Commandant of the Army Aviation School in Germany. The German Army Aviation Centre, based in Bückeburg in the north-west, undertakes all rotary wing aviation training for the three Services of the German Armed Forces.

The Brigadegeneral spent a day in Air Staff receiving briefings from the RNZAF, HQNZDF, the NZ Army and the Ministry of Defence. Brigadegeneral Bolz presented an overview of the German concept of airmobility, their training and the transition of the Bundeswehr from the UH-1D to the NH90. A visit to No. 3 Squadron at Ohakea followed before the Brigadegeneral departed for Germany.

As the lead customer for the NH90, the Germans are at least four years ahead of where New Zealand is in its consideration of the aircraft and its introduction into service. The German Armed Forces have a requirement for more than 200 of the aircraft in both Tactical Transport Helicopter (TTH) and NATO Frigate Helicopter (NFH) variants. Currently Germany has placed orders for 80 aircraft and has options on a further 54. The opportunity to discuss the German programme and their experiences to date was therefore of considerable interest to both NZDF and MOD staff. The visit was not the first contact with the Germans on the NH90, but was of benefit in building understanding of their programme. GPCAPT Poot said that the relationship is important and the visit was extremely successful from an RNZAF perspective. ‘It will be very useful being able to compare notes with the Germans and other NH90 operators as we move forward with the New Zealand project.’

A demonstration flight provided software engineers and system engineers with an understanding of RNZAF operations. The visit also enabled the L-3/IS designers to speak to RNZAF operators to clarify the aircraft’s operation, systems and the RNZAF’s operational tactics. FLTLT Paul Cameron, a TACCO aboard the flight noted that ‘... the specialised areas of expertise of the L-3/IS staff was obvious from the many questions and keen interest in different areas of the aircraft.’

No. 5 Squadron crew toured the working area being used by the P-3K upgrade project working areas, a hive of activity, and were later treated to a Texas style BBQ by L-3/IS staff.

**ABOVE:** CHECK IT OUT: No. 5 Squadron personnel show L-3/IS systems designers and engineers the Orion P-3K’s interior prior to a demonstration flight over the Gulf of Mexico.

**RIGHT:** WELCOME TO TEXAS: No. 5 Squadron Joint Maritime Course (Neptune Warrior) Detachment Commander, SQNLDR Nick Olney is greeted by US-based Senior Project Officer, WGCdr Mike Yardley at the start of the detachment’s four days at L-3/IS’s Greenville, Texas facility.
A TASTE OF KIWI IN SUDAN

Two New Zealand Defence Force (NZDF) personnel – FLTLT Neil McGarvey and MAJ Shayne Te Aika – will add a dash of Kiwi culture to the 700-strong international contingent of UN Military Observers (UNMOs) in Sudan. Air Force News editor Grant Carr caught up with the pair as they waited for the order to move out for a six-month posting to the strife-torn country.

Working alongside personnel from the United Kingdom, Canada, Australia, Bangladesh, Pakistan, India and Egypt the two Kiwi UNMOs are New Zealand’s contribution to a high-profile mission aimed at resolving Sudan’s long-standing conflict that has had such tragic humanitarian consequences.

The Kiwis aren’t yet sure exactly which sector they will be assigned to, says FLTLT McGarvey, but will be attached to one of six sectors assigned to lead countries (India, China, Nepal, Bangladesh, Pakistan and Kenya) which also provide peacekeeping forces to the UN. ‘We’ll be attached as unarmed observers, theoretically neutral entities who monitor all parties and report back to the UN command.’

Although the UNMOs are backed by force (up to 10,000 in-country armed military personnel from 38 countries) FLTLT McGarvey says being unarmed ‘is critical if we are to build trust between ourselves and the various parties we are dealing with - Government forces, militia, local officials, religious leaders, locals, NGOs and other UN agencies. It is difficult to gain non-military people’s respect when you come bearing arms.’

The two UNMOs share a wealth of overseas operational experience. FLTLT McGarvey served with NATO in Bosnia (2000), as a UNMO in Timor Leste (2002) and in the Solomon Islands (2004) flying helicopters with No.3 Squadron. He has also back-packed his way through various third-world countries and is well aware of their environmental hazards. Likewise, MAJ Te Aika has served in Cambodia (UNTAC, 1991), Bosnia (SFOR, 1998) Timor Leste (UNTAET, 2001) and Afghanistan (Op CRIB, 1993).

That combined experience has taught them that Sudan’s primitive, tropical conditions warrant extra health and personal security precautions. ‘The health risks are extremely high and probably more of a threat than mines or armed conflict, but there are lots of common sense precautionary and preventative actions that I will take to assist in combating sickness,’ says MAJ Te Aika. Not drinking the water is at the top of FLTLT McGarvey’s list of precautions that also include: ‘Taking anti-malarial medicines, avoiding mosquito bites by wearing long-sleeved clothes, sleeping under a mossie dome, taking multi-vitamins, and eating safe.’

They agree that keeping in touch with family and friends back home is also an important part of coping with the isolation and loneliness they may face.

Aucklander FLTLT McGarvey says his mum, dad and 29-year-old brother are used to him departing for third world countries so, despite the usual reservations, ‘they’re happy I can look after myself’. He’ll write to them by email if it’s available or ‘old-fashioned letters’ if it’s not.

Timaru-born family man MAJ Te Aika, says his wife Karyn and and two children - Corban (15) and Kayla (10) - will be the focus of his regular home contacts. ‘Generally my wife gets on with things and has a range of coping mechanisms that see her and the children through the period I am away. In my own case – it’s a bit of an adventure and there is always the attached excitement that coincides.’

The language barrier - with other UNMOs as well as Sudanese – is a surmountable problem, they say. ‘Luckily for us English is widely spoken in the UN and Sudan was once a British colony so most locals speak English. It just takes patience when speaking to non-native English speakers. Hopefully we’ll get some interpreters and it’ll also be a good chance to learn some Arabic,’ says FLTLT McGarvey.

And their personal goals? Upholding the NZDF’s reputation is a key goal for both UNMOs, as is seeing and getting to know Sudan and sharing experiences with the multi-national UN force.

But ultimately, as MAJ Te Aika observes, it’s all about making a contribution to the peace efforts: ‘we want to make a small but viable contribution to the people and the peace process. If I can assist even one person to get clothed, fed and sheltered within a safe environment then it will have been worth it.’

MAJ Shayne Te Aika.
SUDAN’S ON-GOING CRISIS

Since gaining its independence from the United Kingdom in 1956, the Sudan has suffered an on-going civil war. Military regimes favouring Islamic-oriented governments have dominated national politics. The current Government is an Arab/Islamic mix of military elite and an Islamist party that came to power in 1989. It has fought primarily against the non-Arab/non-Muslim rebels from the south – the Sudan Peoples Liberation Movement/Army (SPLM/A).

The war is rooted in northern economic, political and social domination of non-Muslim and non-Arab southern Sudanese. The prevailing wars, combined with famine throughout the region, have resulted in the death of many people (estimated at 2 million plus) and double that in displaced persons.

The move toward peace gained momentum in 2002 and in Jan 2005 a Comprehensive Peace Agreement (CPA) was reached between the Sudanese Government and the SPLM/A. Notwithstanding this peace agreement, the country continues to be troubled with numerous other rebellions throughout the country – notably the security and humanitarian crisis in the western Darfur region.

The UN Security Council established the United Nations Mission in Sudan in March 2005 to support the implementation of the CPA and to assist in the protection and promotion of human rights as well as provide certain functions relating to humanitarian assistance.

While UNMIS will focus on North/South Sudan area a separate African mission (AMIS) is also present in the Darfur region. The NZDF is sending two personnel as United Nations Military Observers (UNMOs). The initial commitment is for 12 months. FLTLT McGarvey and MAJ Aika will be replaced after six-months.

RELIEF EFFORTS

New Zealand’s recognition of the plight of people in Darfur has seen New Zealand give $4 million directly to humanitarian relief efforts in the past year.

At the outset of the crisis, in June 2004, New Zealand contributed $2 million to the UN consolidated humanitarian relief efforts and $500,000 each to NZ Red Cross and to Medecins sans Frontieres. A further $1 million has been provided in support of New Zealand NGOs working in Darfur, Western Sudan and neighbouring countries.
Maritime New Zealand’s Rescue Coordination Centre New Zealand (RCCNZ) was at the heart of coordinating last month’s series of search and rescue operations involving the use of Air Force P3-K Orions on seven occasions. Grant Carr looks at the centre, its contribution, and its new way of doing things.

Proactive isn’t normally the sort of word you’d associate with search and rescue (SAR) but it aptly describes the new philosophy at the Rescue Coordination Centre New Zealand (RCCNZ). Rather than merely reacting to information as it comes in the RCCNZ’s new internationally recognised systematic approach to evaluating and planning search and rescues ensures the centre’s officers are on the front foot from the start - planning, evaluating, consulting and getting on the blower to their contacts.

For example when the Bluenose yacht and its father and son crew failed to turn up to a rendezvous in Tonga late in June a No. 5 Squadron Orion was tasked with searching for the eight-metre sloop. Over three days two Orions successively covered about 65,000 square kilometres without finding any trace of the yacht. Eventually it contacted maritime search authorities, safe, sound and some 700 kms away from its advised course.

No emergency beacon had been set off and normally a wait and see stance would be adopted. But there was sufficient concern about the yacht’s non-arrival after a relatively straightforward course, the prevailing unsettled maritime conditions, and the context of six other active search and rescues (SARs), to warrant a search.

That’s not to say every report of an overdue vessel prompts launching an Orion immediately. The RCCNZ, in consultation with the Air Force, held off searching for overdue trimaran Manoah because, as spokesperson SAR officer Dave Wilson explained, it is not unusual for the trip to take 30 days and its beacon had not been activated. Eventually an Orion was launched but after searching thousands of square kilometres the aerial search was suspended on 16 July. The case remains unresolved with ships in the area advised to keep a lookout. Clearly each case is carefully weighed but cost is never part of the equation.

The centre, based in Avalon and set up in its new form in July 2004, is responsible for coordinating major aviation, land and maritime search and rescue operations (Class III) in New Zealand’s huge search and rescue region.

The 13-person SAR team - made up of highly trained and experienced SAR Officers with backgrounds in SAR, shipping, aviation, air traffic control and communications - provides coverage 24 hours a day, 365 days a year. The first step in the duty officer’s new proactive stance is to evaluate the information and categorise it into one of three phases:

• uncertainty – where there’s doubt about the safety of person, vessel or aircraft.
• alert - where there is apprehension about safety.
• distress – where immediate assistance is required due to grave and imminent danger.

Once the situation has been categorised (and this is constantly re-evaluated) the team continues the systematic approach by developing a Search Action Plan involving the Search Area Determination (SAD) and Search Area Coverage (SAC). A valuable and powerful tool in developing these plans is the Search And Rescue Information System (SARIS) computer programme. Search and Rescue Officer Bruce Wilkinson, who has over 32 years experience on merchant ships, says...
On 5 July 2004 the coordination of Class III search and rescues (SARs) in New Zealand region changed fundamentally says the centre’s General Manager of Safety Services Chris Raley. He says the changes were partly the result of criticism of the way some SARs had been handled in the past but also developed from a wide-ranging and overdue review of New Zealand’s SAR set up.

The changes were:

• The recruitment of 13 SAR Officers with a wide range of maritime and aviation experience.
• Extensive training to international standards.
• Development of a new 24/7 operations centre at Avalon, Hutt Valley.
• Adoption of international methodologies for coordinating SARs.
• Adoption of new standard operating procedures.
• Development of a closer working relationship with the Maritime Operations Centre (co-located with the RCCNZ).
• A review of the relationship with the NZ Police.
• Adoption of a more consultative approach to SAR management.
• Playing a key role in the strategic development of SAR management.
• Developing a comprehensive on-going review process.

that key data such as last known position, wind directions over the past 48 hours, weather data and the approximate size of the vessel are entered into the programme and it is able to calculate a search area. Formerly all of this information had to be manually charted and calculated says SARO Officer Wilkinson. The SARIS programme does it in seconds.

While the centre, via its SAR Mission Controller (SMC), takes overall responsibility for coordinating the plan the On Scene Coordinator (OSC – e.g. ship’s captain or Orion pilot) plays an important role in making local decisions says former RNZAF WGC, Operations Manager John Seward. The SMC plays a coordination role in classifying and overall planning of the operation, initiating broadcasts, maintaining communications, recording progress, and concluding the mission, he says. Coordinating with the wider SAR community (Police, yacht clubs, maritime radio, overseas maritime authorities, and the RNZAF to name a few) is at the centre of the RCCNZ’s role.

The proactive stance is also part of Maritime New Zealand’s commitment to working with the maritime community to improve safety. For example, in consultation with the maritime community, Maritime New Zealand will insist that by the end of the year ocean-going yachts registered in New Zealand carry long-range HF radios onboard. Both the Bluenose and the Manoah are foreign registered vessels and neither carry a HF long range radio. ‘Most Kiwis have heard enough reports of missing yachts and get the safety message but it’s often the foreign registered vessels that take risks,’ says General Manager, Safety Services Chris Raley.

Maritime New Zealand's Media Advisor Heidi Brook and SAR Officer Bruce Wilkinson discuss the 'Manoah' trimaran.

RESCUE COORDINATION CENTRE NEW ZEALAND – THE CHANGES

On 5 July 2004 the coordination of Class III search and rescues (SARs) in New Zealand region changed fundamentally says the centre’s General Manager of Safety Services Chris Raley. He says the changes were partly the result of criticism of the way some SARs had been handled in the past but also developed from a wide-ranging and overdue review of New Zealand’s SAR set up. The changes were:

• The recruitment of 13 SAR Officers with a wide range of maritime and aviation experience.
• Extensive training to international standards.
• Development of a new 24/7 operations centre at Avalon, Hutt Valley.
• Adoption of international methodologies for coordinating SARs.
• Adoption of new standard operating procedures.
• Development of a closer working relationship with the Maritime Operations Centre (co-located with the RCCNZ).
• A review of the relationship with the NZ Police.
• Adoption of a more consultative approach to SAR management.
• Playing a key role in the strategic development of SAR management.
• Developing a comprehensive on-going review process.

SAR Officer Bruce Wilkinson has 32 years experience in merchant shipping and worked as a SAR Advisor for the National Rescue Coordination Centre (forerunner of the RCCNZ). SQNLDR Sue Connolly and SAR Officer Dave Wilson are in the background.

Maritime New Zealand's Media Advisor Heidi Brook and SAR Officer Bruce Wilkinson discuss the 'Manoah' trimaran.
This year, the Joint Maritime Course (JMC) was renamed Neptune Warrior in recognition of its shifting focus from a traditionally maritime base, to one centred on Intelligence, Surveillance and Reconnaissance (ISR). The new focus also highlights the exercise’s joint nature with the inclusion of ground forces. Consequently, it provided a Tier 2 exercise, allowing the Fighting Fifth's crews to extend their professional warfighting skills in a complex and dynamic environment. Understanding and following Rules of Engagement was a particular emphasis.

This year, the course's complexity and the consequent opportunity for crew training not readily sourced from anywhere else, saw No. 5 Squadron deploy two crews and an airframe. An augmented main maintenance team also deployed, allowing 24 hour rotational shifts and a rate of effort unparalleled by any other nation on the exercise. A noteworthy point, and one of the stated aims of the detachment, was the requirement to test No. 5 Squadron’s ability to deploy and operate from a remote location (Kinloss, in Scotland, definitely qualifies). This detachment deployed more personnel, further from home, than the Squadron’s Operation Troy deployment to the Persian Gulf.

Getting a detachment this size to the other side of the world is no easy feat. It relied on the support of our ‘truckie’ brothers at No.40 Squadron, who dragged a Fat Albert (C-130) full of spares, stores and people across two major oceans and a continent allowing us to fully participate. Civil transport was also used to get the remaining personnel to the UK, resulting in a three-tiered RNZAF assault on Scotland over 24 hours. Once the dust had settled, bags had been unpacked and No. 5 Squadron stickers again adorning everything, the detachment got down to business.

Crew executives attended a mass brief in Faslane, a ‘mere’ six-hour drive from Kinloss. Remaining air and ground crews prepared themselves and the aircraft for a fortnight of intensive Coordinated Protective Ops flying, encompassing all aspects of our war-fighting repertoire. On the first Monday in theatre, the Grey Kingswood flew out for the first of 14 sorties over 11 days, operating in a challenging environment in the Northwest of Scotland. It was challenging for many reasons: the number of warships (over 30), Submarines (5), aircraft (50+ - including AWACS, Fast Jet and MPA) and the ‘mixed’ weather conditions - from the sublime to the downright scary. A highlight was the fact that every No. 5 Squadron sortie arrived on station, on time. All tasked missions were flown - testimony to the maintenance team’s ability to achieve the impossible and without too much grumbling! Key personnel commented on our rate of effort. That fact is mentioned here with pride, as it comprised 50 percent of all completed MPA sorties over the two weeks. Our crews’ attitudes to providing Task Group support in extremely challenging weather conditions resulted in a number of naval participants meeting key training objectives. In particular RN Aircraft Carrier HMS Illustrious was able to conclude a successful Operational Readiness Evaluation.

As well as the benefit of the flying experience gained by both crews, our detachment executives and key maintenance personnel took the opportunity to talk to the Canadian CP140 detachment and the Royal Air Force experts regarding their experience with the Wescam Electro Optic Turret. Under a project titled the P-3K Enhanced Early EO, due for completion in early 2006 the Wescam will replace our P-3K’s aging AAS-36 Infra Red Detection System. The invaluable data sharing will result in an outstanding technological leap forward once the first turrets are fitted.

Neptune Warrior 052 (JMC052) provided the RNZAF Maritime Patrol force with immeasurable operational, logistic and philosophical benefits. The detachment also renewed friendships with colleagues and enhanced their personal experiences with some innovative ‘out of exercise’ engagements. The latter could be the subject of a completely separate article.
Annually, No. 5 Squadron deploys Air, Ground and Operations Support personnel to the United Kingdom to participate in the Joint Maritime Course (JMC). JMC is a course run three times a year by the UK Joint Maritime Ops Training School (JMOTS) based out of HMNB Clyde in Faslane, Scotland.

The Operations Support Personnel are traditionally based within the JMOTS organisation at Faslane, whilst the Air and Ground Crews are based out of RAF Kinloss, in the far northern reaches of Scotland. Kinloss is the home of the worlds ugliest Maritime Patrol Aircraft, the RAF Nimrod, so the arrival of the majestic Lockheed Steakhouse and her equally beautiful crews doesn’t tend to go unnoticed.

INFLIGHT ON THE BAL

The staff at Inflight Whenuapai know the importance of teamwork when it comes to supporting No.5 Squadron personnel’s food supply needs whenever a SAR mission comes up. Michelle Skevington, Auckland’s Eurest Site Manager explains.

A normal day in the life of Inflight Whenuapai is busy enough with day-to-day tasks but when a SAR call-out is received it adds an extra challenge. Call-outs take priority over everything and any other tasks being performed are immediately set aside.

Inflight duty staff carry a cell phone 24/7. When a staff member carries the cell phone they must be within 30 minutes of Base in the event of a SAR. Aircrew can always reach us by mobile with any changes to flights.

The primary purpose of having the phone is for No.5 Squadron’s SAR call outs. We always have two SAR boxes ready containing the dry goods required in crew rations. The reason we have two boxes made up is so that there is always a back up box available should the need arise for back-to-back SAR call outs. Never was this more evident than in the 10-day period in June. It started on a Friday and ended 9 days later with 13 call-outs. Since Eurest has operated the Inflight kitchen we have never seen so many SARs in such a short space of time.

This was a challenging time in that many flights were disrupted. However, Inflight is always prepared for this eventuality and, as usual, performed professionally.
THE STAR ATTRACTION

A RNZAF No. 40 Squadron C-130 Hercules was one of the star attractions at this year’s annual RAF Cosford Air Show (in the Shropshire countryside 240 kms northwest of London) held on Sunday 12 June before a crowd of over 50,000 people.

‘By a general consensus the Kiwi’s display did seem to feature in most people’s favourite displays of the day along with more traditional favourites such as Typhoon, Chinook and Tornado F.3;’ said the Flying Display Officer’s FGOFF J.M. Plenty.

Cosford Air Show Co-ordinator Norman Branagh said: ‘Securing the RNZAF Hercules added another dimension to our excellent flying programme and we enjoyed meeting a crew from a ‘down under’ Squadron which has a long history of working with the RAF worldwide’.

The Red Arrows were the highlight of the show. As one of the world’s premier aerobatic display teams, they delighted the crowds with a spectacular show. Also on offer this year was the Battle of Britain Memorial Flight, including Lancaster, Hurricane and Spitfire aircraft.

Various modern jets also took to the air and there was a display of helicopter aerobatics by the Blue Eagles (the British Army display team) and the Black Cats (the Royal Navy Lynx display team).

There was also a display of nerve-wracking wing walking when 19-year-old twins Libby and Poppy Dover took to the air on the wings of a pair of 1940’s Boeing Stearman biplanes.

Due to RAF Cosford’s runway length and limited space many of the display participants operated from nearby RAF Shawbury. These included: 2x RAF Typhoons; 2x RAF Tornado F.3; 2x RAF Tornado GR.4; 2x RAF Hawk T.1A; RAF Jaguar; RNHF Sea Hawk FG.A6; RNZAF C - 130H Hercules; RAF Red Arrows; Breitling Jet Team.

Display Director WGCGR Bill Hartree (RAF) passed on his congratulations to the RNZAF crew for ‘flying an impressive and exciting display of such a large aircraft so far from home.’
Seventy Air Force personnel swooped on Tauranga over 19-28 July as part of its regular pilot training exercise Exercise Wiseowl.

The very distinctive black and yellow Airtrainers deployed to Tauranga with the eight student pilots and their instructors from RNZAF Base Ohakea.

Working away from home, the student pilots got their first taste of operating in the ‘field’ and flying in unfamiliar territory.

The camp, a virtual mini tent city, was self-sufficient. Supporting the exercise was a field kitchen, medical facility, administration unit, communications centre, and a maintenance centre for the aircraft.

An open day, held on Saturday 23 July, included a flying display.

The NZDF’s New Zealand Military Messaging System (NZMMS) took a step closer to completion when the NZDF’s Chief Information Officer (CIO) Mr Ron Hooton signed the final acceptance certificate with Fujitsu New Zealand Manager Mr Joel O’Halloran in Wellington on 30 June.

‘The sign-off means that the pilot phase has officially ended and effectively the MMS project is now in the hands of the NZDF to implement,’ says Project Manager SQNLDR Paul Drysdale. ‘The pilot phase, from 7 June to 01 July, was to ensure the application met all of our expectations and is acceptable for use within the NZDF, I am happy to say it passed all tests with no apparent problems.’ The project is now proceeding to its next stage, (phase 1) which will see the MMS client installed on all current Secure Wide Area Network (SWAN) terminals replacing the SECNET CMX application. The project aims to extend the MMS programme to select DIXS users by the end of 2005.

The new system provides the same ‘look and feel’ of standard email messaging allowing users to send messages with file attachments, use the full range of email functionality but at the same time it meets the military’s strict requirements for identification, authorisation, authentication and secure delivery.
The latest AE course held at the Base Auckland Aviation Medicine Unit (AMU) from 16 June to 1 July, was only the second in three years but provided the unit with plenty of student feedback on ways to improve future courses, says LAC Gillespie.

The course is aimed at providing the NZDF’s doctors, nurses and medical assistants with the knowledge and practical expertise to support each others roles during an aero-medical evacuation (AE) flight and, in some circumstances, to command such a team.

An AE’s main goal is to transfer patients to an appropriate level of medical care quickly without them deteriorating on the way, says LAC Gillespie.

Each course has a certain number of slots allocated to RNZAF personnel with the remaining slots filled by Army, Navy and civilian doctors drawn from around the country. The recent course included an Army Territorial Force nurse, a civilian doctor, a Navy medic, three RNZAF Base Auckland medics, two RNZAF Base Ohakea medics, and two Base Woodbourne medics.
OBJECTIVES

• Assess the effects of altitude on the respiratory, cardiovascular, gastrointestinal, musculoskeletal, neurological, endocrine, and ear, nose and throat systems
• Outline the effects of hypoxia and hyperventilation on the human body
• Assist in the treatment of diving related diseases
• Use aircraft systems for AME purposes
• Outline situations of medical conditions which could reduce the attendant's performance during flight
• Participate in an AME team
• Complete AME administration
• Classify and prioritise AME patients
• Prepare for the loading of AME patients and aircraft
• Use AME equipment
• Outline the nursing considerations which have been taken into account while performing an AME
• Use aircraft survival equipment

The type of equipment taken on an AE depends on what sort of patients will be transported. The RNZAF will have the capacity to transport high dependency patients requiring a ventilator, once it reaches its full establishment and is currently looking at updating its equipment stock.

EQUIPMENT

• Pelican case (Medication Kit)
• Thomas pack (Includes emergency care equipment)
• Dressing kit (Specialist dressings if required)
• Suction equipment
• Linen bag (Contains bed pans, sheets, blankets etc)
• Various splints (Fractures, or the need for immobilisation)
• Pro pack (Monitoring equipment)
• Ventilator equipment
• Oxygen (Portable and spare bottles and regulators for on aircraft)
• Defibrillator
• Plaster cast cutters
• Power inverter leads so aircraft power can be used
• AE admin case
• Stretchers
• Stretcher harnesses

So, next time you hear of the RNZAF tasked to care for patients in the aftermath of a disaster or a lone Kiwi in need of specialist treatment in a remote part of the globe you’ll know they are in the best hands on their journey back to New Zealand.
STRESS RELIEF IN THE WINGS

GRANT CARR

The 97 RAF personnel recently sent offers of service with the RNZAF will, as they arrive in groups over the coming year, bring ‘an enormously beneficial resource and provide much-needed workplace stress relief’, says the Air Force’s Director of Personnel GPCAPT Peter Port. He, along with a 10-personnel selection team, has returned from an exhaustive series of 194 interviews of United Kingdom RAF personnel in June. The new blood will be spread over just about every Air Force trade and will help us achieve our outputs with less stretch than is presently required of our current manpower.

But the GPCAPT is also keen to reiterate that while the lateral recruitment is the most visible and immediate move to reinvigorate the Air Force personnel strength, it is just one part of a four-pronged approach under the Personnel Recovery Management Plan. Other initiatives in the plan are to maximize the number of re-enlistments, to expand the recruitment of new personnel, and to maintain our low attrition rate.

Lateral recruitment from the RAF and ex-RNZAF re-enlistments will fill holes that cannot be filled sensibly in any other way. The recruitment will not ‘mess around with’ personnel’s career progression but help, among other things, to fill the Air Force’s black hole in experienced personnel that developed during low recruiting in the early 1990s. Such holes cannot be filled by simply pushing in more recruits at the bottom, says GPCAPT Port. Loading too much responsibility on personnel before they are ready or have the appropriate experience isn’t good for them or for the Service.

Once new personnel have accepted the offer, signed on the dotted line and arrived in New Zealand they will receive an initial conversion into the nitty-gritty of the RNZAF – including everything from how to hold a Steyr rifle or which forms to fill in for stores or allowances. This is not a probation period. They are, from the time they sign on 100 percent RNZAF.

GPCAPT Port says we all have a role to play in making the recruitment project a success. One way our personnel can help is to offer themselves as ‘sponsors’ and to take one of the new people ‘under their wing’. That means showing them the ropes, explaining how things work, being someone to go to for information and making them quickly feel a valued part of the team.

An equally important part of the equation for success is to ease their family through the transition. ‘We’ll be using an immigration placement firm, Woburn International, to assist and drawing on our in-house welfare representatives – welfare facilitators and padres – to help. And across the board our legendary Kiwi friendliness will be a huge benefit here, in the same way that it has always made such a success of Long Look and CansEx exchanges, says GPCAPT Port.

The UK interviews, up to 16 each day, were conducted near RAF Base clusters – Kinloss (Maritime); York (Trades training); Peterborough (Operations), Swindon (Transport) and London (HQ and overseas). One keen couple flew all the way from their posting on a Nevada Air Base for an interview in London. A meet and greet for interviewees and short psychological test led into a 90 minute briefing on the RNZAF and life in New Zealand before morning tea with the group and their partners. The interview followed and included two personnel from the RNZAF of which at least one represented the applicant’s trade.

The RNZAF received 1160 expressions of interest after the RAF kindly allowed us to post an announcement on their Intranet site. From that number a short-list of 720 personnel was selected and that was further narrowed to 355 when trade qualifications, experience and performance were assessed. In all the team interviewed almost
SQNLDR Nige Sainsbury left the RAF and joined the RNZAF on 1 September 2004 and SGT Carl Booty arrived here in 1997. SQNLDR Sainsbury now works in Logistics Policy in Wellington and SGT Booty is SNCO at Base Auckland’s Photographic Unit. Air Force News asked them how they found the transition.

SQNLDR Sainsbury says coming to New Zealand with his wife and three children (aged 15, 13 and 10) was an adventure. He found a land ‘full of friendly people, with a moderate climate and opportunities for those who want to get ahead.’ At work he was made to feel welcome and valued. ‘The RAF is a huge organisation and your voice and opinions can get lost. The RNZAF is much smaller in comparison so people listen and value your opinion. It made the transition a lot easier.’

‘My wife and I did a recce of the place before we moved. We spent 10 days looking around just to make sure we hadn’t made an awful mistake and I recommend doing that to anyone with the time and money. But we also did a lot of research on the Internet and, to be honest, we felt we’d virtually done all the meetings we needed to do before we got out here. Schools, housing, transport, prices – the information is all there. The recce reinforced what we’d already found out, but more importantly we got a real feel for the place.’

SGT Booty was a Senior Aircraftsman in the RAF. His wife is a Kiwi, so he knew more about the place than most, although both his children (now 11 and 10 years old) were born in Britain. He came here to meet the in-laws and later returned for a summer holiday. In the context of RAF redundancies he decided to make a new life here but he wasn’t aiming for an Air Force career. ‘I had no intention of joining the Air Force, but here I am,’ he says.

Both have words of warning. ‘Not everything is better than the UK and there are many challenges. You have to work at it just like living in the UK and you have to make the right decisions,’ says SQNLDR Sainsbury. SGT Booty says married men in particular should make sure their partner is 100 percent behind the idea. ‘I’ve seen some expats return because their wife misses family and friends. Those social connections are important’.

If national sports affiliations are any indication, SQNLDR Sainsbury has passed an important test of NZ citizenship – he was an All Blacks supporter during the recent Lions tour – the only one in his family.
BACK IN BLUE

Maximising the re-enlistments of former RNZAF personnel is one part of the four pronged approach being used to reinvigorate the Air Force’s personnel strength under the Personnel Recovery Management Plan. Many former personnel miss the RNZAF’s culture and the benefits of Service life such as health, job security and being part of a committed and valued team. If you have the right skills the RNZAF wants to hear from you. Danielle Coe spoke to two former members of the Air Force who have decided to put the blue uniform back on.

SGT BRAD ADLAM – FIRE FIGHTER

SGT Brad Adlam was a fire fighter before leaving the RNZAF in early 2001 to run a company with his brother. With numbers down in his old trade SGT Adlam re-enlisted in 2004 after being approached by the Air Force.

‘When I was approached by the Air Force to re-enlist I took the opportunity to get time back with my family and get back in touch with the people that I had worked with before I left. There is also the job security side of employment within Defence,’ said SGT Adlam.

After passing a fitness test SGT Adlam went back to work as a fire fighter, although not for much longer. ‘One of the advantages of working here is that if the opportunity comes to advance yourself, the system can help you.’

‘I’m starting the Initial Officer Training Course (IOTC) in September and once successfully completing the course I will be employed as a Works Officer. So in a way, getting out and gaining qualification has helped my Air Force career,’ he said.

FLTLT MARK WATERS – TECHNICAL SUPPORT FLIGHT

FLTLT Mark Waters was based at Ohakea before getting out of the RNZAF in 2001 to pursue work as an Electrical Engineer for the Australian Super Seasprite Project.

Missing friends, family and the culture of the RNZAF FLTLT Waters decided to return to New Zealand and he re-enlisted in June this year. ‘I missed the variety of work available in the RNZAF. Since I’ve been back I have been on course, had a weapons refamil, conducted military interviews, been lined up for a tri-Service parade, and been Acting Officer Commanding Logistics Squadron (A/OCLS) – all in two weeks!’

But the clincher for FLTLT Waters was the direction the RNZAF is heading in. ‘I think the current and pending projects and the command intention over the next 5-10 years is looking exciting and I’m glad to be back part of it,’ he said.

For FLTLT Waters there have only been minor challenges to re-enlisting. ‘There’s been an incredible amount of restructures and renaming since I left. Things are all over the place but I am slowly getting to grips with it. There’s lots of the old faces – just new names!’
RECRUIT CHANGE

The recruitment of civilians within the New Zealand Defence Force is being changed and improved, with managers taking a greater role in the employment of their staff.

A new Defence Force Order on recruitment, being introduced nationally throughout July, is designed to bring the NZDF in line with the rest of the State sector and to ensure the best possible staff are recruited. NZDF principal Human Resources Advisor (Development) Ruth Harrison says the new policy means managers will be responsible for ensuring the recruitment process is conducted in a timely way, and that staff recruited into the organisation are those most suited to the position. Although immediate managers are responsible for the recruitment of their staff, the new policy does not mean they have to personally deal with every aspect of the process; ‘administrative support staff (where available) will be able to do many of the tasks involved in the process, and Human Resource Advisors (HRAs) are available to fully support managers throughout the process,’ she says.

HRA Advisor (Development), Suzy Kilpatrick says tools have been introduced, including professionally produced forms, templates, and a flow chart to give an overview of the process, and written procedures. ‘These will ensure a professional image is presented to potential applicants and that managers have all the documentation they need to take them through the entire recruitment process. They are all available on the Intranet and in hard copy.’

As well as bringing the NZDF in line with other State sector organisations, and observing recognised best practice, the changes have been made to recognise the importance of managers taking a keen interest in, and being closely involved with, recruiting employees. Civil staff management delegations allow decisions in relation to the recruitment of civil staff to be made more quickly than previously, with key decisions approved one level above the immediate manager. Recruiting staff is expensive, says Ms Harrison, and employing the wrong person is costly. ‘By ensuring that best practice guidelines are followed, and responsibility taken for key decisions, our managers will help ensure sound recruitment decisions are made for the NZDF.’

Civilian vacancies will be advertised on the NZDF civilian vacancies website. When a vacancy arises, managers are encouraged to contact their local HRA immediately, so that they can provide advice and support from the beginning, ensuring that vacancies are filled as quickly as possible.

The new recruitment policy, which has been trialled in some areas by the NZDF, is hassle-free and easy to navigate, says first-time user Atlas manager Major Wayne Cross. Atlas is the NZDF’s primary human resources management system. ‘We have advertised for and appointed two people, and will appoint a further three before the end of the year. The recruitment procedures prepared by the human resources advisors are extremely helpful, and provide well-placed prompts and ideas on how to structure interviews and the types of questions to ask potential civilian employees.

THE HOT OIL ON CIVILIANS

NZDF is rolling out a new training programme for managers of civilian staff in 2005 and 2006. Known as the Integrated Management Seminar, IMS aims to enhance the confidence of NZDF managers (military and civilian) in building good working relationships with their civil staff. Civilians now make up almost 20% of the NZDF’s permanent workforce.

In his Foreword to the IMS Handbook that accompanies the training Commodore Bruce Pepperell, AC Pers, notes that civil staff, ‘play a vital role in ensuring NZDF meets its operational commitments. They are both committed and proud to be part of Defence and our way of life. As such we have an obligation to make sure we manage our civilian staff according to the best management practice. Our HR vision is a strong, satisfied, and successful Force. The IMS and Handbook will support this.’

The seminar has been specifically tailored for NZDF managers and is delivered by the Employers and Manufacturers Association (EMA) with support from NZDF HR staff. The trainers have a wealth of knowledge and practical experience in both the legal and policy requirements, and best practice management strategies. Topics in the two day seminar include: The Employer/Employee Relationship, Employee Representation, Job Descriptions, Recruitment, Induction, Performance Review/Management, Disciplinary/Termination, EEO, Health & Safety.

Feedback from the initial seminars has been very encouraging. Both civilian and military managers have commented on how relevant the seminar has been to their role as managers. Some feedback from participants; ‘IMS will be a great help to all managers or supervisors of civilians;’ This course is excellent. A lot of information that is explained very well; and ‘an excellent course which I recommend.’

And about the presenters, ‘ VERY good technique, very approachable and knowledgeable. Lots of experience and able to communicate very well with trainees...a wealth of information on policy.’

The IMS is currently being rolled out in Devonport and will be provided to all Camps, Bases and Headquarters during 2005 and 2006. Local Human Resource Advisers will be advertising the seminar dates and collecting nominations so look out for an IMS coming to your location.
ASLEEP AT THE WHEEL

FGOFF LARA BLACKMORE

In September 2000, a Beech Super King Air 200 crashed in Queensland, Australia about five hours after departing from Perth. The pilot and seven passengers were killed and the aircraft was destroyed. The Australian Transport Safety Bureau (ATSB) said in its final report that the significant factors in the accident were:

• The aircraft was probably unpressurised for undetermined reasons,
• The pilot and passengers were incapacitated, probably due to hypobaric hypoxia, because of the high cabin altitude and their not receiving supplemental oxygen.

Accidents like this are more common than they should be. Most people will have heard about Payne Stewart, the famous golfer, whose Learjet hit the ground after four hours of flight during which everyone onboard was incapacitated by hypoxia. The principle causes are:

• Ascent to altitude without supplementary oxygen
• Failure of personal breathing equipment to supply oxygen at an adequate concentration and/or pressure; and
• Decompression of the pressure cabin at high altitude.

To prevent catastrophic events like these, aircrew must recognise hypoxia's warning symptoms and know what to do. The Air and Space Interoperability Council (ASIC) - a group of five like-minded nations working together to enhance interoperability - requires all aircrew to undergo theory and practical hypoxia training every five years. To meet this standard, the Aviation Medicine Unit provides lectures on the physiology of hypoxia during the Initial Human Factors Course and the five yearly Aviation Medicine Refresher Courses. Personal experience of hypoxia is a far superior training method than theory alone and really illustrates, particularly to new aircrew, the disastrous effects that hypoxia can have on performance. The Aviation Medicine Unit has a hypobaric chamber that can simulate high altitudes by removing some of the air from inside the chamber, creating an environment with a low barometric pressure. Unfortunately our chamber has been out of service for three years and some of our aircrew have had to receive practical training overseas.

On 26 June 05, I accompanied 22 aircrew and one medic to RAAF Edinburgh in Adelaide, Australia, to gain a personal experience of hypoxia. At the RAAF's Institute of Aviation Medicine we were enthusiastically welcomed by the unit's Aviation Physiology Training Officer, FLTLT Steve Folpp. The RAAF use the Combined Altitude Depleted Oxygen (CADO) method for hypoxia training. Their chamber can only seat eight students at a time so we were split into three groups. With infra red and closed circuit TV we were able to watch the other students in the chamber. Each chamber run took about an hour and involved several stages:

• The chamber ascends to 10,000 feet
• Students then experience positive pressure breathing for one minute
• Half the students are then switched to breathing an air mixture

WHAT IS HYPOXIA?

Hypoxia is a state where a physiologically inadequate amount of oxygen is available or utilised by the vital organs. Humans are sensitive to oxygen deprivation and severe hypoxia will result in a rapid deterioration of most bodily functions and eventual death. One of the most serious hazards at altitudes above 10,000 feet is hypobaric hypoxia, caused by a reduction in the molecular concentration (partial pressure) of oxygen as a result of the low barometric pressure.
Notes:
1. The above figures are ideal (pressure chamber), represent average and may vary from day to day and hour to hour.
2. Physical activity lowers times by 50 percent or more (increased body needs for oxygen).
3. Rapid or explosive decompression lowers consciousness time by 33-50 percent.
4. The above table is reproduced with permission from ADF Aviation Safety Spotlight Magazine.

<table>
<thead>
<tr>
<th>Altitude Range</th>
<th>Onset of Symptoms</th>
<th>Decrement in Performance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Above 50,000 feet</td>
<td>Loss of useful consciousness in 9-15 seconds</td>
<td>(circulation time from lungs to brain). Death will occur in less than 2-4 minutes.</td>
</tr>
<tr>
<td>40,000 – 50,000 feet</td>
<td>Loss of useful consciousness in 15 seconds.</td>
<td></td>
</tr>
<tr>
<td>30,000 – 40,000 feet</td>
<td>Loss of useful consciousness in 30-60 seconds and death in 2-5 minutes. May have no subjective symptoms of hypoxia (sudden unconsciousness). Recognition of pressure failure immediate and critical in this zone.</td>
<td></td>
</tr>
<tr>
<td>25,000 – 30,000 feet</td>
<td>Loss of useful consciousness in 1-4 minutes and death in 8-10 minutes.</td>
<td></td>
</tr>
<tr>
<td>22,000 – 25,000 feet</td>
<td>Loss of useful consciousness in 4-7 minutes.</td>
<td></td>
</tr>
<tr>
<td>15,000 – 22,000 feet</td>
<td>Extension of below with weakness, cyanosis (bluish discoloration) of nails, tremors of hands, fingers and head; loss of useful consciousness (10-20 minutes) and death (1-4 hours). Avoid dependency on cyanosis as a warning signal. Tremors are a sign of severe hypoxia.</td>
<td></td>
</tr>
<tr>
<td>10,000 – 15,000 feet</td>
<td>Progressive cerebral deterioration frequently with insidious onset; headaches, visual changes, defective judgment, poor discrimination, slowing of reaction time, exhilaration.</td>
<td></td>
</tr>
<tr>
<td>8,000 – 10,000 feet</td>
<td>Long flights – fatigue, insomnia, weakness, irritability (transport aircraft).</td>
<td></td>
</tr>
<tr>
<td>5,000 – 8,000 feet</td>
<td>No symptoms in resting, healthy person except for decreased night vision.</td>
<td></td>
</tr>
<tr>
<td>0 – 5,000 feet</td>
<td>Ideal – asymptomatic.</td>
<td></td>
</tr>
</tbody>
</table>
Young Kiwi Air Force Officers are training to be navigators at the Canadian Forces Air Navigation School (CFANS) on Winnipeg's cold plains. The RNZAF has recently received six graduates, two going to No. 40 Squadron and the other four going to No. 5 Squadron. PLTOFFs Joe Tasker and Simon Costello recently completed the demanding course.

And they have done well. PLTOFF Tasker finished in the top three percent of all students to graduate since 1998, while PLTOFF Costello finished in the top ten percent. 'Highlights are flying and simulated SAR and surveillance missions,' said PLTOFF Tasker.

The ten-month course is in three phases. The first begins with three weeks of ground school, learning the basics of visual navigation, meteorology, visual flight rules and airmanship.

Next the students head to Portage La Prairie aerodrome an hour's drive west of Winnipeg. 'The aim is to introduce the students to the airborne environment as well as teach the basics of low level visual navigation. They complete a total of six 90-minute flights,' said QNI FLTLT Anton Cronin.

Arguably phase two, with the focus on instrument flying, is the most difficult part of the training. 'Students are taught all about maintaining the aircraft position without reference to the ground, how to navigate with all computer and navigation systems operating normally, and how to continue to navigate safely when some or all of those systems fail,' said FLTLT Cronin. Nine simulations and nine flights are completed in phase two, with the last flight a phase check.

In phase three the students are introduced to Tactical Air Navigation to meet a target, at a specific time, on a set heading and altitude, while avoiding many physical and simulated restrictions. The last two flights are dynamic, with the students receiving a tasking early in the morning. 'Within two and a half hours they are expected to have planned and briefed the mission and be airborne. They usually arrive at their target within 90 minutes and are then re-tasked to a SAR,' said FLTLT Cronin.

Winnipeg's climate is different from much of Canada with the flat terrain a backdrop for extreme weather. 'In the winter it's often below –30°C and when you add the wind chill, temperatures of –45°C or less are common. That is indescribably cold, said FLTLT Cronin. 'If your exposed skin is outside for more than 2 minutes, you will get frostbite.'

But the students and instructors make the best of the situation, travelling and taking to the ski slopes during down time. 'We did snowboarding most weekends in the winter and made new friends with students from Canada, Australia and Norway,' said PLTOFF Tasker.

As summer arrives in Winnipeg two more RNZAF students are due to start training in September at CFANS. Another four have recently started phase two. For PLTOFFs Tasker and Costello, now back at RNZAF Base Auckland, the hard work continues with conversion course keeping them busy.
If you’ve been to a medical unit recently you may have noticed a difference in the way the medical staff ‘write’ your notes. For the most part, gone are the paper and pens, and in the corner of the treatment cubicle or on the doctor’s desk will be a computer. As part of an NZDF-wide project a computerised system called Profile is being implemented in every major medical unit throughout New Zealand and selected overseas locations.

Profile has been used to a limited degree by RNZAF Base Auckland since 1997 and by the Navy Hospital since July 2002. A different version of Profile is also used by the civilian practice located in the MTC in Waiouru.

The Defence Medical Information System (DMIS) Project is building on these foundations to create an electronic medical record that will allow medical staff to look after you more safely and efficiently when you travel between camps and bases and overseas. Eventually almost your entire medical record will be electronic, but to start with we kept things simple by recording your ‘recalls’ (including your vaccination records) electronically.

Since September last year all Camps and Bases have been able to see vaccinations given to you by other places and other recalls you’re due such as blood pressure checks, audios, repeat blood tests etc. This means, for example, that when you go to Burnham for Pre-Deployment Training (PDT) the staff there are able to see what vaccinations you need to maintain your Protocol A or other vaccination status to keep or get you up-to-date, and when you post to another unit you are still recalled for followup when you need to be. Medical staff can also inform the Command of the deployability of their unit (in terms of their vaccination status) easily and in a standardised way.

With the phased introduction of the full clinical system, which started in March this year at RNZAF Base Ohakea, Directors of Medical Services and Senior Medical Officers of Camps, Bases and regions will be able to maintain a detailed eye on their Services’ health status, and target areas for prevention of disease, illness or injury prevention. The key to this is standardised entry of data into the system.

As well as rolling out the current system, we are also in the process of developing the NZDF version of the product, which takes into account the unique nature of military medicine. Although there are some obvious commonalities between the civilian sector and the military, in what other organisation are you likely to work where one day your records are needed in Christchurch and in Afghanistan the next?

What about your privacy though? This system, despite currently being shared between all Services, is actually more protective of your privacy than paper-based records. Being electronic, access is controlled and everything is monitored – it is possible to tell very simply who accessed your record, when, for how long and even from what computer they accessed it, as each user has a unique identifier. In accordance with Defence’s current policy, appropriate action will be taken against anyone who is accessing notes for no authorised reason.

Since March the system has progressively been installed at RNZAF Base’s Ohakea and Woodbourne; in the RAP on Op Crib 5 in Afghanistan; Burnham Military Camp’s MTC and RAP; Trentham Camp MTC; and Linton Military Camp’s MTC and RAP. The next major installation will be Waiouru before converting RNZAF Base Auckland’s version of Profile to align with the rest of NZDF. The NZDF version of Profile is due for completion in December of this year.
TIMOR-LESTE’S NEW ERA

A new era has dawned in Timor-Leste, where infrastructure and stability is rising out of the ashes of a troubled history. As New Zealand’s last Military Observer to serve in the region, SQUADRON LEADER Karen Mead has witnessed the changes first hand. Danielle Coe reports.

Seeing the joy on the faces of families reunited after years apart will be a lasting memory for SQUADRON LEADER Karen Mead who left Timor-Leste in late June.

Originally from Blenheim, she has spent the past year in Timor-Leste working with villagers and security agencies alike.

‘Working with the locals has been amazing. I’ve gained an insight into their culture and what they went through during the years of Indonesian occupation,’ she says.

With the United Nations Mission of Support in East Timor (UNMISET) now over, SQUADRON LEADER Mead will be the last New Zealand Military Observer to serve in the region.

‘As a Military Observer my duties included patrolling to villages within five kilometres of the Indonesian border to talk to villagers about the security situation. I’ve brought families back together and repatriated refugees.’

In May the United Nations Mission of Support in East Timor (UNMISET) was brought to an end after successfully completing its mandate. Established in 2002 it provided security while also developing a law enforcement agency. It was also directed to help core administrative structures critical to political stability in the region.

With UNMISET closed, the United Nations Security Council established the United Nations Office in Timor-Leste (UNOTIL), a one-year mission to ensure the foundations for a stable country are continued to be built upon.

A month on from the transfer of UN Missions, the changes are already visible. ‘As you travel around you see buildings that had been damaged in 1999 are now being repaired or new buildings erected,’ says SQUADRON LEADER Mead.

As part of UNOTIL New Zealand Defence Force personnel deployed to Timor-Leste will now work as Military Training Advisors. Their role will be to teach and mentor Border Patrol Units and facilitate meetings between Units and Indonesian Army. ‘It’s a positive change as it means there is no longer a requirement for a peacekeeping mission, rather the focus is now on capacity building.’

But SQUADRON LEADER Mead has also seen the harder side of life for those living in isolated villages. ‘While they all have the same basic needs for food, shelter and water the options available for meeting them are very different. The villagers often have to walk long distances to get water, to visit the doctor or for the children to get to school.’

The worst part of her deployment has been the staple diet of chicken and rice, but that’s been quickly outweighed by a long list of highlights. ‘Seeing the smiles on the faces of the children when you drive through a village. Being recognised as a Kiwi - a sign that the contribution New Zealanders made is still remembered.’

SQUADRON LEADER Mead begins a three-month travel expedition when she leaves Timor-Leste, before returning to a new posting as Air PMS Project Manager with the RNZAF.

CADETS

Cadet FLTLT Jeremy Kuriger won the annual David Culverwell Trophy for the Cadet Force’s ‘Top Shot’ with a top score of 92 out of the possible 100 in the annual competition held this year on 10 May at Te Puke Small Bore Range.

Adjudicated by Army SGT Neal Mateara the shoot consisted of three five shot application shoots and a five shot snap shoot. Cadets were within four points of each other at the shoot’s completion.

In 2004 Mr Denis Culverwell offered Cadet Forces a .22 competition rifle for use as a trophy in memory of his son David, a keen competition shot tragically killed in a traffic accident. Northern Area mounted and engraved the trophy and Headquarters verified it as being the trophy for the annual Cadet Force’s ‘Top Shot.’

New Zealand Defence Force personnel are deployed around the world’s trouble spots, with the Defence Force contributing to 19 missions from Afghanistan through the Middle East and Europe to Timor and the Solomon Islands.

Four members of the NZDF are currently serving in Timor-Leste, three as advisors to the East Timor Defence Force and one as a Military Training Advisor with UNOTIL.
A TIME TO REMEMBER

NO. 75 SQUADRON VE DAY COMMEMORATIVE UK VISIT (2-13 MAY 2005)

ABOVE: Three aircraft types flown by No. 75 (NZ) Squadron in their Squadron colours. Top to bottom: Lancaster, Stirling, Wellington.

NO. 75 (NZ) SQUADRON PRESIDENT GRAHAM BETHELL

Fifteen No. 75 (NZ) Squadron veterans, their wives and family members, returned to England to commemorate the 60th anniversary of VE Day, 8 May 1945.

The UK Branch of the No. 75 Squadron Association arranged a reunion at Peterborough to coincide with our visit and also chartered a coach to meet us at London’s Heathrow airport where UK president Jack Richards joined us. The old 75 Squadron spirit is still alive among our UK members. Along with locals they made us welcome and showed their appreciation of our efforts.

Saturday 7 May was a full day. We journeyed to East Kirkby to view a fully restored Lancaster, which can taxi but not fly. We also saw a great collection of wartime memorabilia including the stations’ original flying control and operations rooms.

It was then back to our hotel ‘The Boathouse’ where we were joined by the Squadron’s very popular commander from August 1943 to May 1944 WGC DR (Rtd) Roy Max DSO, DFC. He now lives in England and we were very pleased he was able to be with us.

At 1830 hrs we assembled for cocktails prior to the reunion dinner attended by 90 people. Jack Richards welcomed us, toasted the Queen, the Squadron, the future and absent friends. Nevill Staples read a letter from Chief of the RNZAF, AVM John Hamilton.

On Sunday 8 May we travelled by coach to our three wartime stations – Mepal, Newmarket and Feltwell where short services were held, wreaths laid and tributes paid. At the latter we were greeted by the British legion and after the formalities strolled to The Chequers Pub for a chance to warm up, and socialise with the locals. The BBC interviewed Jack Richards and Nevill Staples and the interview was broadcast the next day in New Zealand. It was then back to our hotel at 1900hrs after a very moving day of commemoration and nostalgia. We will cherish the memories forever.

The organised weekend concluded on Monday 9 May with a trip to Norfolk via Sandringham and then to the Thursford Steam and Fairground organ museum.

From the next day many of the attendees moved on to private visits in the UK but the four Veterans returning to Christchurch received a bonus of a few hours at the Imperial War Museum Duxford, courtesy of our very friendly coach driver.

We returned to Heathrow for our flight home via a two-night stopover in the amazing city of Singapore.

• Veterans Affairs NZ recognise the reunion as an official VE Day commemoration and made a grant to each veteran to assist with travel expenses.

CHIEF’S COMMENDATION

SqnLdr Bruce Gilbert Sinclair was commissioned into the NZ Cadet Forces on 26 August 1994 as a PltOff and assumed a position with No 3 (Auckland City) Squadron, Air Training Corps. He served in the RNZAF from 1979 until his discharge in 1987. After service with the RNZAF, SqnLdr Sinclair then joined the Ministry Of Transport as a Traffic Officer until its merger with the NZ Police. SqnLdr Sinclair continues to serve as a Police Officer in the Auckland area.

In March 1996 he transferred to No. 30 (Hobsonville) Squadron and was promoted to FgOff. He was promoted to his current rank in December 2004.

Throughout his Cadet Forces service, SqnLdr Sinclair has demonstrated excellent organisational, instructional and managerial skills and remains a fine example to both cadets and fellow officers in dress, bearing, and service custom. His advice is sought accordingly by other Cadet Force Officers. SqnLdr Sinclair remains an extremely willing officer prepared to put in significantly more time than can be realistically expected. His good humour, enthusiasm and knowledge of both Cadet Forces and the Military, make him an invaluable asset to the organisation.

SqnLdr Sinclair epitomises the ideal Cadet Force Officer and is a worthy recipient of the Chief of Air Force Commendation.
ARE YOU EXPERIENCED?

BY FGOFF HEIDI PAIGNTON NZCF, AND SGT LISA CLARK

During April and September school holidays the RNZAF hosts Air Training Corps Cadets (ATC) on a scheme designed to illustrate the many opportunities available within the Air Force. This scheme allows Cadets to experience life on each Air Force Base and dispel any myths that may be associated with what our modern Air Force’s role is within the NZ Defence Force.

Not every applicant need aspire to be aircrew and the Air Force Experience, (AFE) gives an overview of all career paths available should cadets wish to join the RNZAF. This ranges from Administration, Air Security, Fireman, Aircraft Technicians, to the unique Machining and Avionics trades. Each Base provides a different perspective on these trades.

In order for Cadets to be selected for the AFE, they must apply in writing to NZCF HQ. They must also submit an essay outlining why they wish to partake in the scheme. Selection is relatively competitive with only 24 places available nationwide.

Cadets are transported from each Base by a King Air aircraft, courtesy of No. 42 Squadron and chaperoned by a Cadet Force Officer throughout the duration of their visit. Each unit visited by Cadets provides an escort and presentation, giving an overview of their particular specialty within the Air Force. This year, all personnel were well prepared and enthusiastic and provided presentations that were interesting and realistic. They further displayed they were Service members passionate about their jobs and the Air Force lifestyle.

Cadets not only get an insight of the opportunities and lifestyle within the RNZAF but they also have a lot of fun in the process. All participants of the April AFE wish to extend their sincere thanks to all those that contributed in providing them valuable insight regarding a career within the RNZAF.

Rest assured from the 18 Cadets that participated, the Air Force has some definite recruit applications to come. Finally from the NZCF Officers involved, thanks to the RNZAF and Cadet Force staff for their time and efforts.

The next AFE will be held during 03-07 October 2005.
The RNZAF Firefiighters team turned on a brilliant performance to take five of the top 15 places in the annual ‘Fire-fighters Sky tower vertical challenge’ on 28 May.

One Army and six RNZAF fire fighters were among the 91 competitors who raced to the top of Auckland’s iconic Sky Tower. The race consisted of a 200 metre run followed by a climb up the internal staircase of the Sky Tower wearing full fire-fighting turn out clothing and breathing apparatus.

Second placing overall went to AC Mike Crisford and a seventh overall placing went to W/O Buck Buchannan. Our team was first overall in the teams event and are already making plans to do it again next year.

ON TOP OF THEIR GAME

LAC ANDREW LILLIE

The RNZAF Firefighters team turned on a brilliant performance to take five of the top 15 places in the annual ‘Fire-fighters Sky tower vertical challenge’ on 28 May.

One Army and six RNZAF fire fighters were among the 91 competitors who raced to the top of Auckland’s iconic Sky Tower. The race consisted of a 200 metre run followed by a climb up the internal staircase of the Sky Tower wearing full fire-fighting turn out clothing and breathing apparatus.

Second placing overall went to AC Mike Crisford and a seventh overall placing went to W/O Buck Buchannan. Our team was first overall in the teams event and are already making plans to do it again next year.

THE OVERALL PLACINGS WERE:
2nd AC Mike Crisford (Whenuapai)
7th W/O Buck Buchannan (Ohakea)
11th AC Ross Peters (Whenuapai)
12th LAC Andrew Lillie (Whenuapai)
15th AC Caleb McCarthy (Whenuapai)
19th CPL Robert Allen (Linton)
23rd AC Doug King (Whenuapai)

TEAM PLACINGS:
1st RNZAF
2nd NZFS Ponsonby
3rd Wellington Airport
Flying a King Air around the Pacific helps No.42 Squadron pilots consolidate their oceanic flying skills. But there’s no reason you can’t have fun on the way. FLTLT Heather Peart reports.

From the depths of a New Zealand winter to island hopping in the tropics. It was no wonder a 5-person No. 42 Squadron crew, including OC SQNLDR ‘Slooty’ Vandersloot, and TFC SQNLDR ‘T’Weed’ Marshall, jumped at the chance to carry out King Air oceanic flying training in the South Pacific from 30 May to 3 June.

The Squadron aims to conduct Pacific Trainers about three times a year, but other commitments meant there hadn’t been one since November 2004. The Pacific Trainer’s main purpose is to consolidate pilots’ oceanic flying skills and to develop their knowledge of facilitation procedures.

After a lot of organising in the weeks leading up to the trip, this journey began early for FGOFF Jenna Robinson and myself – at work at 0600hrs to spin winds, load the aircraft, flight plan, pre-flight the aircraft and do all the myriad things that are needed to take an aircraft overseas. On spinning the winds, we found that with 100kt headwinds on the first leg, there was no way we would make it to Norfolk Island direct from Ohakea with the required fuel reserves. So, after some frantic last minute arrangements, we flew to Whenuapai, refuelled and set off to Norfolk Island from there.

From Norfolk we flew on to Suva, arriving in the dark, and received some ‘interesting’ assistance taxiing to our parking spot. This involved a flickering torch, turned on and waved at intervals in the pitch black. Nevertheless, we made it and shut down. On opening the door we were enthusiastically greeted by at least ten Customs officials.

The next day was another full day of flying. The first leg was from Suva to Fua’Amotu, Tonga. There we refuelled and enjoyed the sounds of a group of Tongan men singing along with their ukuleles, welcoming passengers to the terminal.

From Tonga we headed further east, to Faleolo, Samoa. The long van ride from the airport to Aggie Greys Hotel meant we saw a bit of the island – interesting houses, numerous large churches, children playing soccer and men out net fishing. That night we enjoyed the hotel’s free meals for military personnel and, of course, being on a tropical island, we had to have our first pina colada.

Day three consisted of a flying leg from Samoa back to Fiji, but this time to Nadi. We had a bit of excitement on the initial climb out from Samoa when a fire warning light illuminated. After a quick circuit to land, our Aeromotive technician, Dave Swain, confirmed it had been a spurious warning, gave the aircraft the all clear and we were on our way again. Arriving at Nadi in daylight hours meant we had good views on the flight in. We sampled a bit of the Fijian market in Port Vila, Vanuatu.
nightlife with dinner at Maharajah’s Restaurant and a spot of pool at a local bar.

After three long days of flying, Thursday was a shorter day. We flew one leg from Nadi to Port Vila, Vanuatu, arriving just after midday. This meant we had time to rest up and enjoy being tourists for the afternoon. Most of us headed off in one of the local taxis to visit the market in town and to have a fantastic hour of snorkelling at a little resort island just off the mainland. By a stroke of luck, Thursday night was ‘Melanesian Feast’ night at our hotel so we enjoyed a candlelit feast on the beach, including the local delicacy of flying fox and entertainment from two Vanuatuan cultural groups.

Next morning our trip was drawing to an end with another long day of flying to get back to New Zealand. From Port Vila we flew to Norfolk Island for a refuel and a crew swap, as well as a bit of duty free shopping (lots of Lego for the instructors) before continuing on to Ohakea. Ironically, the winds had changed by 180° from Monday, so it was a slow trip down the North Island, with strong headwinds. We landed after dark, and although tired, there was a Squadron farewell dinner to attend, so into town we went.

The trip was a great experience, and the crew would like to thank the Ohakea and Whenuapai Base Operations and Air Movements staff, as well as JFHQ personnel, among others, for their assistance in ensuring it ran smoothly.

Photos taken by FGOFF Jenna Robinson
GOOD GAME

PITY ABOUT THE SCORE

Last month’s clash between the RAF Vultures and Auckland WOs and SNCOs Mess rugby team had many of the hallmarks of a Lions tour – a good natured, but highly competitive clash between old rivals. But the game, played on 5 July, had one big difference, says player WO Ray McMath – we lost.

This was our third international game played in as many years and up till now, the Mess had an undefeated record. It was a bad omen when our team was all ready to go when the kick off whistle blew. Usually we have two or three missing at the start and get up to full strength after the first scrum. But its not so much the final score as the spirit the game was played in that counts, he says philosophically.

The game saw a number of new players and a supplement of the old guard make up the 25 strong Auckland W/O & SNCO’s Mess Rugby team. With rotating substitutions all 25 players had a shot at a game time.

The 30 strong touring RAF Vultures team was made up of Ex RAF capped players that must be in the +35 bracket to qualify team representation. It was suggested that a few of their lads may be able to take up position with their National touring Lions Squad having proved themselves in playing the Mess.

The Final score was 40 something to 30 something and reflects the competitive nature of the game as well as the age of most who played the game. Players like SGT ‘Sore Scaphoid’ Garner Gulliver, along with SGT ‘Yes I’m a Halfback’ Destry Tumataiki at 105 kgs and 6 ft tall who filled in as Half Back once the legendary team captain WO ‘Senior man onboard’ Cedge Blundell retired due to injury, these and many more were all stand out players for the Mess. Despite having lost each Auckland player gave 110 percent says WO McMath. Injuries were largely the result of irregular playing techniques rather than ‘ugly’ incidents or age.

For the RAF Vultures they felt they had their heads down at the ‘Viaduct’ for the first twenty, which is about the time the Mess team held a points advantage over them. After this point it became a see saw affair with spurts of brilliance and moments of despair to follow along the way. Player of the match for the RAF Vultures would have to go to the short stocky Welshman, who was fined accordingly in the court session held at the Mess later on that evening.

The after match function saw a number of jerseys, trophies and momentos join the mess’s memorabilia cupboard before the Vultures departed to catch the Auckland – Lions game at Eden Park.

Many thanks must go to Oi/c Base Auckland Rugby FGOFF Andy Foster and SGT Garner Gulliver for their efforts of ensuring the RAF Vultures were well looked after whilst on their stay over in Auckland.

It is hoped the Auckland W/O & SNCO’s Mess will reciprocate with a tour of RAF Bases in the not too distant future.
INTERBASE
HOCKEY 05

SQNLDR STEVE HANCOCK

Men’s teams from Auckland, Ohakea, Woodbourne and Palmerston North Boys High School and women’s teams from Auckland, Ohakea and Fielding High School competed in a round robin format for their respective tournament trophies at the 2005 Interbase Hockey Tournament. Hosted by Ohakea over 20 - 24 June matches were played at the Hockey Manawatu Inc. twin turf complex at Fitzherbert Park, Palmerston North.

The tournament was played in cool and wet conditions with one game in particular resembling underwater hockey rather than field hockey. All of the matches were played in good spirit with all teams displaying a high standard of sportsmanship.

45 YEARS IN THE MAKING

Like a good red wine or a classic cheese, some things take a while to develop and mature. A parallel between these and the Ohakea men’s team could easily be drawn, with them winning Interbase for the first time since 1960. Teams were affected by player unavailability due to Service reasons, but the playing standard remained high and ensured a close competition, with the final standings being decided in the last game with Woodbourne beating Auckland. This handed the tournament crown to Ohakea who finished with 2 wins and a draw from three games. Ohakea also took out the sportsmanship award.

The women’s competition was also affected by player absences due to Service reasons, but once again, this produced a close competition, which went down to the final game where Ohakea beat Auckland to take out the competition. Ohakea also took out the award for sportsmanship.

Final standings for the tournament were:

MEN - Diebert Memorial Trophy: Ohakea (1st), Molynoux Trophy: Woodbourne (2nd), Stanton Trophy: Auckland (3rd).

WOMEN - WRNZAF Challenge Cup: Ohakea (1st), Smudge Smyth Memorial Trophy: Auckland (2nd), Wooden Spoon: Auckland. Ohakea won both the Noel Smart Sportsmanship and WRNZAF Sportsmanship Awards.

F/S S. Grant (Ohakea) was awarded the Wiagram Trophy for the Men’s Player of the Tournament while F/S JJ Boylan was awarded the RNZAF Hockey Association Cup for the Women’s Player of the Tournament.

AC Alex Yule (Auckland) was named most promising male player of the tournament while AC Sophie Eason was named most promising female player of the tournament.

The RNZAF representative teams for Interservices (25 – 29 July 2005) hosted by Air in Auckland were (report in September Air Force News):

MEN: SQNLDR K. Read WB (Coach), SQNLDR S. Hancock OH (Manager), SQNLDR M. Stevens AIRSTAFF, FLTLT G. Donaldson AK, FLTLT B. Iggo AK, F/S S. Grant OH, SGT M. Berrett OH, SGT G. Hey OH, CPL D. Ellington OH, CPL W. Frost WB, CPL H. Nicholson AK, CPL D. Timbs AK, CPL R. Toomer AK, LAC S. Finlayson AK, LAC J. Ramsay AK, AC R. McFarlane AK

WOMEN: WGCDR Stu Parker AK (Coach), MRS M. McKenzie AK (Manager), F/S JJ. Boylan AK, F/S T. Tate OH, SGT A. Clarkson OH, CPL P. O’Neil AK, CPL E. Tipene OH, LAC A. Ball OH, LAC S. Claridge OH, LAC S. Cooper OH, LAC R. Koch OH, LAC M. Mikaere OH, AC A. Craig OH, AC N. Croft AK, Miss S. Edwards NZDF, Mrs A. Nicholson WB.

SQNLDR Kelvin Read presents the Diebert Memorial Trophy for the winners of the men’s competition to SGT Gavin Hey (OH).
Interbase Harriers for 2005 was held at RNZAF Base Auckland with Hobsonville providing a great cross-country course as well as accommodating visiting Base teams.

The Auckland weather did not disappoint. The course was marked out, start line erected and runners awaited the starting gun.

Interbase Harriers 2005 saw a huge increase in competitors with 51 people competing for the ultimate prize of ‘Best Performed Base Overall’. The largest contingent for years was made up of nine from Woodbourne, 12 from Ohakea, four from Wellington and 26 from Auckland.

The Hobsonville course consisted of 3km laps using the airfield and existing bush and skirting the bomb dump and its sea views. The moderately hard and fast course provided great views of the Harbour Bridge and Sky Tower for those with time to look.

WOMEN

The women’s race saw 20 runners over 6kms (2 laps). Ms Sue Marfell (WBN) led from start to finish. The race for second and third was a lot closer, resulting in a sprint finish over the last 200m between LAC Janelle Hunter (AKL) finishing second and PTE Rachael Dredge (WBN) third.

The ensuing sprint closed the gap to first place to 24 seconds. The Interbase team results are derived from the first three placings in each team. The smallest number wins. For the women it was Woodbourne who took the 2005 Interbase Harriers Women’s team trophy with 12 points, ahead of Auckland on 15 and Ohakea 20.

MEN

The men’s race saw 31 runners over 9kms or three laps of the Hobsonville course. When the gun went off, tactics became apparent.

With no one immediately wanting to take the lead it was left to SQNLDR Kelvin Read to front the pack. By the end of the first lap, the lead group consisted of SQNLDR Kelvin Read, F/S Grant Winwood and SGT Phil Souster.

On the second lap it was a two horse race. SQNLDR Read and F/S...
Winwood extended their lead while vying for first place. A burst by SQNLDR Read midway though the third and final lap gave him the break he needed, winning by 20 seconds from F/S Winwood and 66 seconds back to SGT Souster in third.

The overall team results gave Auckland first with 16 points, Woodbourne second on 29 and Ohakea third with 56. Wellington finished on 76 points.

OVERALL TEAM CHAMPIONS
With The Woodbourne women winning the Women’s Team trophy and the Auckland men winning the Men’s team trophy, it was left to overall team points to decide on the overall team champion. Auckland came out on top winning the ‘Best Performed Base Overall’.

A formal function was held at the Sunderland Lounge in the evening, and it was recognised that this could have possibly been the last opportunity to host Interbase Harriers at Hobsonville, with the Base being on borrowed time pending a final decision on its future.

2005 HARRIERS SERVICES RUN TAUPO – 2 JULY
A RNZAF Harriers team selected from 2005 Interbase Harriers completed in the 2005 North Island Cross Country Championship. This was held at Spa Park in Taupo. The team of 11 competed in five categories between them. The competition with the NZ Police proved tight with the RNZAF team beating the Police team in 2 of the 3 categories the Police had entered.

The best result within the RNZAF team was that of Ms Sue Marfell (WBN). Sue finished second in her category within the North Island.
AIR COMMODORE
THEODORE J. MACLEAN
DE LANGE CBE, DFC

Born on 16 June 1914, in Simla, India, he was educated at Truro College, Cornwall. In 1930 he arrived in Auckland and went to Auckland Grammar School where he was head prefect, captain of the 1st XV, cricket captain, and the Sergeant Major of the school’s Cadet Battalion. From 1931 to 1937 he was a territorial in the Army, beginning as a gunner in the 1st Field Battery of the Auckland Regiment. He also worked as an accountant in Auckland.

In January 1938 he joined the RNZAF, training as a pilot at Wigram on the large Vickers Vildebeeste biplane. On obtaining his pilots wings, Theo was held in New Zealand as a flying instructor on Tiger Moths and Oxfords, serving at Taieri and Woodbourne. After a period of service at Central Group Headquarters he was appointed to command the newly formed No. 25 (Dive Bomber) Squadron. The Squadron was formed at Seagrove (on the shores of the Manakau Harbour opposite the current Auckland International Airport) in July 1943 with Douglas Dauntless dive bombers, provided from a US Marine Aircraft Group based at Seagrove. He was the only Commanding Officer of the Squadron which was disbanded in May 1944.

No.25 Squadron was New Zealand’s only Dauntless Squadron and the only one specialising in pure dive-bombing techniques. The Squadron served a single operational tour in the South West Pacific Theatre, based at Espiritu Santo from January to March 1944, and then at Bougainville from March to May 1944. The Squadron’s operational activities were recorded on film by the New Zealand Publicity Department and are one of the rare film examples of RNZAF actions in the Pacific War. The Piva airstrip on Bougainville was less than 1000 yards from the Japanese lines. Squadron personnel not only faced daily shelling and bombing from the Japanese, but when the Squadron’s aircraft went into action, the ground crews could observe the delivery of the bombs they had loaded on the aircraft some minutes before.

Apart from operations over Bougainville, the primary task of the Squadron was to support the allied air effort over the main Japanese Base at Rabaul. The Squadrons based on Bougainville almost daily made the long flight from their Base to Rabaul, and back. The Japanese defence of Rabaul was intensive and several of the Squadron’s aircraft and crews were lost over the Rabaul area. The citation for his Distinguished Flying Cross (DFC), awarded 29th September 1944 states that he ‘displayed courage and devotion to duty of a high order’ while with 25 Squadron, ‘he undertook 32 operational missions, involving 105 hours flying mainly against Japanese positions in the Rabaul area. …[he] led both his own Squadron and combined Allied formations of upward of 70 dive and torpedo-bombers’.

In August 1944 he took part in a course at the Command and General Staff School at Fort Leavenworth, Kansas. From April 1945 he was New Zealand Air Representative in South-East Asia, based in India. When the war ended he travelled from India to Singapore to co-ordinate the location of New Zealand prisoners of the Japanese and to arrange their repatriation to New Zealand by RNZAF Dakota aircraft positioned at Singapore to achieve this task. Over 150 were located and repatriated by RNZAF Dakota aircraft.

From June 1947 to March 1949 he commanded No.41 Squadron and set a record time of 39 hours 15 minutes for a flight in a Lodestar twin engine VIP transport aircraft from Iwakuni, Japan, to Whenuapai. Flying Dakotas, de Lange pioneered the dropping of kitset huts to remote bush sites in the South Island as the post-war deer eradication programme got underway in the late1940s. At the same time he was an Honorary Aide-de-Camp to the Governor General. He was New Zealand Air Representative in Australia during 1950 – 1951. He was Deputy Director of Organisation and Staff Duties at Air Headquarters until 1953. In September 1953 he became Commanding Officer of RNZAF Station Whenuapai in December was present when the Queen’s Colour was presented to the RNZAF at Whenuapai by HRH Queen Elizabeth II. In 1956 he was one of those chosen to take part in Operation Handclasp III – the RNZAF’s first goodwill mission to the United States. From March 1957 he was Commanding Officer of Wigram, then Director of Training from May 1960. In July 1962 he became the Air Member for Personnel. He became a Commander of the Most Excellent Order of the British Empire in 1965 and retired in February 1966.

He died in Rotorua on 04 July 05. He is survived by his wife Marjorie, son Angus and daughter Gennie.

No. 25 Squadron aircrews, in front of a Douglas SBD Dauntless dive bomber. RNZAF Station, Seagrove. CO No. 25 Squadron SQNLDR Theo de Lange in his distinctive white flying suit.
Finding yourself always arguing with people? Ever said something in the heat of the moment and then regretted it afterwards? If so, then the dragon within you may need taming.

Taming Your Dragons looks at how to reduce conflict by focusing on yourself first and foremost. Conflict occurs because when frustration levels are high we seek outlets for all that negative energy and so we pick fights. Sometimes it’s with those people closest to us who often have nothing to do with our frustration.

One big cause of frustration is stress and Samuels recommends you think about a past stressful event and trace it back through what happened until the point that you first got stressed. Keep thinking back until your stress dissolves. Do this everyday for 15 minutes and watch your stress levels drop. He also recommends spending less time on stress relieving activities and more time focusing on your work and getting it completed, ie avoid procrastination!

This book is packed with exercises and ideas for how to reduce your frustrations, recognize the many little “me’s” inside your head that are all trying to have their say and become more aware of how your moods are manipulated by your surroundings.

The ultimate goal is to become more objective in how you look at yourself and the rest of the world. Full of stories and observations, it’s an easy-to-read, practical book that can help anyone wanting to raise their self-esteem, reduce their stress levels and not get into so many arguments!
NO. 1 REPAIR DEPOT
16 - 18 September 2005
Base Woodbourne
Contact: Graham Adams
Sec/Reunion Committee
gradams@xtra.co.nz

NZ FORCES SINGAPORE
October 22 - 24 2005
(Labour Weekend)
Wellington
Contact: Tracy Keith-Wade
PO BOX 22306, Khandallah,
Wellington;
(04) 479 7327
nzforcesschool_spore@paradise.
net.nz

RNZAF MEDICAL SERVICES
21 – 23 October 2005
(Labour weekend)
Both regular force and retired personnel welcome to attend;
DF Medics, Nurses, Medical Orderlies, Medical and Secre-
tarial Officers, Nursing Officers, Civilian Medical Admin Clerks,
Navy/ Army who have served with the RNZAF.
Contact: Colin Draper
Reunion Co-ordinator
(03) 578 9388
drapermates@xtra.co.nz

DEEP SOUTH COMBINED SERVICES REUNION
21 - 23 October 2005
(Labour Weekend)
Gore RSA
For those who served in J-Force, K-Force, Malaya/Borneo, Singa-
pore, Vietnam and East Timor and any other country whether it be for fighting, peacekeeping, aid, training etc.
Contact: Mingo (03) 204 8776
Bruce (03)2128541

1956 INTAKE OF BOY ENTRANTS
50th Reunion
12 - 15 January 2006
Base Woodbourne
Contact: Graham Adams
gradams@xtra.co.nz

PTSU REUNION
Centenary Celebrations
16 October 2005
It will be held at the PTSU Hangar at Whenuapai. We will conduct parachute descents as part of the reunion with drinks and an evening meal.
Contact: SGT Ian Leatherland
PTSU, RNZAF base Auckland.
09 4177000 Ex 7512
ian.leatherland@nzdf.mil.nz

TAIERI ’55 INITIAL TRAINING SCHOOL REUNION
7 - 9 October 2005
Otago Aeroclub, Taieri
The weekend event will be open to any who had a link with RNZAF Taieri, from 1940 to 1955.
Contact: Reunion Coordinator
Reg Weeks,
91 Tenby Street,
Wanaka
(03) 443 4395
027 491 5947
reg@actrix.co.nz

TE RAPA PRIMARY SCHOOL
Centenary Celebrations
March 2006
For those who attended the school to recognise our Air Force connection with the School's past.
Te Rapa Air Force Base, Hamilton
Contact: (07) 84902232
centenary@terapa.school.nz

ENROL TO VOTE
DO IT NOW
IT’S EASY
To get an enrolment form either:
• call 0800 ENROL NOW
(0800 36 76 56);
• Freetext your name and address to 3676;
• visit any PostShop; or
• visit the elections website
www.elections.org.nz

You are qualified to enrol if:
• you are 18 years or older, and
• are a New Zealand citizen or permanent resident, and
• have lived in New Zealand for more than one year continuously at some time in your life.
There are some restrictions, which are listed on the enrolment form.
Don’t leave it until the last minute. Check your enrolment details now and then you won’t need to think twice about it on Election Day.
Recently, while deployed to Christchurch for search and rescue and Army training, a No.3 Squadron crew was tasked with flying to the 'secret' World War II airfield Te Pirita. This was probably the first RNZAF aircraft to land there for nearly 60 years.

In early 1942 when the Japanese threat was nearest, plans for the defence of the Dominion were made. Part of this was to accommodate up to 200 American B17 bombers. RNZAF Station Ohakea, with the sealing of runways underway, was one North Island station proposed. A secret Public Works Department memorandum dated 10 February 1942 identified suitable farmland 'in the Burnham area'. Air Headquarters approved expenditure of an estimated £220,000 and the Aerodrome Services branch of the Public Works Department was commissioned to build the airfield. Five revetments were dug to protect three aircraft in each from bomb blast damage. Three strips, each 2100 metres (7000 ft) long were built; compare this to runway 03 at RNZAF Base Auckland at 2031 metres, and the runway at RNZAF Base Woodbourne at only 1425 metres.

Land mainly belonging to the Early brothers and some smaller lots of adjoining property were taken over by the Crown for the project. Eric Early, farm worker and son of the owner, remembers: 'We didn't know until Sunday morning [10 March 1942] when we were getting ready for church. My brother answered the phone and he said “the Public Works are coming over to the Plains [family name for that part of their property] to do a military exercise.” That's all we knew. And when we got over there on Monday morning, here was all this machinery and all sorts of things going for it flat out. So we just had to stand back and look on. They had opened some gates but had just driven straight through with bulldozers over others, the same with some of the fences.'

No paperwork was presented to the family but farm work had to go on, producing food and wool for the war effort. By mid 1943 the Japanese threat had decreased, and in August 1943 a telegram to 'Works Dept Te Pirita' stated 'No further expenditure on construction or maintenance to be incurred.' The unfinished airfield was handed back to the Early brothers at the end of the war. It had cost £142,469, over 614,295 cubic metres (803,000 cubic yards) of material was shifted, and about 17 kilometres (approximately 11 miles) of telephone cables were erected. A dispersed underground bulk fuel storage depot was also built at Bankside nearer the coast and close to the Rakaia River. It was proposed that two be built but eventually only one 3,409,567 litre (750,000 gallon) tank was partly completed.

The RNZAF used the airfield on only a few occasions during the war, landing a few Harvards and Oxfords, the latter on beam approach training. It was intended to be used for the RNZAF's first jet aircraft, the Gloster Meteor (NZ6001), and again in 1947 for RAAF aircraft flying to Antarctica. This did not eventuate, with Wigram then Harewood Stations being used for Antarctic operations.

Current owner, Mr Bob Jarman, contacted the CAF worried that the history and mostly untouched nature of the airfield would be damaged with the increase in dairy farming in the area. Air Force Museum staff made a ground reconnaissance of the property with Department of Conservation historian, Ian Hill, and also made an oral history recording with Eric Early. Number 3 Squadron was tasked with an aerial reconnaissance of the property on June 20 during a southern flight, and Mr Jarman offered to allow the Iroquois to land. The aircraft, crewed by FLTLT Rob Cato, FLTLT Simon Van Rijs and MACR John Bray, was met by a small band of locals and previous owners. The importance of landing at the once secret airfield was not lost on the helicopter crew, who did their best to be as helpful as possible to both Museum staff and spectators.
An aerial view of Beachcomber Island, Fiji, as an RNZAF P3 Orion circles above.

Photo: Air Force