



Headquarters
New Zealand Defence Force
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New Zealand

OIA-2024-5017

12 June 2024

[REDACTED]
[REDACTED]

Dear [REDACTED]

I refer to your email of 13 May 2024 requesting, under the Official Information Act 1982 (OIA), information about many aspects of the New Zealand Defence Force (NZDF). Following refinement of your request, responses to each part are provided below:

General Recruitment

- which government or private entity/people in the past 6 years has handled recruitment in each branch (Navy, Army, Airforce)?
- in each year what was the recruitment target for each branch?
- when were the targets met and when not?
- what were the actual recruitment numbers for each branch for each year?
- what was the cost of recruitment across each year for each branch, including a breakdown and costs for private entities/people?

NZDF recruitment is undertaken centrally by Defence Recruitment and not by the individual Services. Recruitment targets for each Service, and actual attestation numbers for calendar years 2018 to 2023, are provided at Enclosure 1.

As recruitment is conducted for the three Services collectively, costs are not budgeted by Service so a breakdown by Service is not available. Since 1 July 2017, Clemenger BBDO has been contracted to run NZDF recruiting campaigns and the below table provides the costs over the past six calendar years.

| Year | 2023 (\$M) | 2022 (\$M) | 2021 (\$M) | 2020 (\$M) | 2019 (\$M) | 2018 (\$M) |
|--------------------------------------|------------|------------|------------|------------|------------|------------|
| Advertising and Recruitment Expenses | 4.164 | 4.729 | 4.816 | 4.346 | 4.080 | 4.403 |

Quotas

By quotas - set recruitment of

- Women
- gender which is non-binary or transgender or other where a person does not identify with their biological sex at birth
- sexual orientation other than heterosexual
- ethnic minorities and any other minorities
- which government or private entity/people in the past 6 years has handled recruitment in each branch (Navy, Army, Airforce) for quotas?
- what were the quotas numbers set for each branch across the 6 years; when were the targets met and when not?
- what were the actual recruitment numbers for each branch for each year?

- *what was the cost of recruitment across each year for each branch, including a breakdown and costs for private entities/people?*

The NZDF does not recruit against the above categorised quotas. This aspect of your request is declined in accordance with section 18(e) of the OIA as the requested information does not exist.

Process

In the past 6 years-

- *what was the recruitment process? i.e. was it face-to-face in an office or online with a call center.*
- *Please articulate by year what the process was.*

Enclosure 2 outlines what processes were conducted online versus face to face over the past six calendar years. Most online components are submitted via the Defence Careers portal, with the exception of interviews conducted over online platforms during the COVID-19 pandemic. During both online and face to face components of the process, regular engagement (via email, text, or phone call) is conducted by the assigned Candidate Engagement Facilitator and Recruiter.

Military Housing

By base and branch –

- *How many houses comply with the Health Housing legislative requirements?*

At present, 1,824 houses are compliant.

- *How many have been inspected in the past 5 years per this legislation?*

The NZDF completes annual housing inspections for all NZDF houses with regard to compliance in relation to respective tenancy agreements and to identify any issues for action not reported by the tenant.

- *How many houses does the NZDF own and/or lease?*

The NZDF owns 1,585 houses and leases 302. The number of houses can vary as the NZDF takes on or disposes of houses from its stock.

- *How many were built pre-1980?*

Of the NZDF housing stock, 1,525 are identified as being constructed before 1980.

- *How many are insulated?*

As stated above, 1,824 houses are insulated to meet healthy homes standards.

- *How many have heat-pumps?*

There are 546 NZDF houses with heat pumps installed.

- *How many are tenanted?*

As at 1 May 2024 there were 1,033 NZDF houses occupied by NZDF military personnel and their families. The remaining unoccupied houses are either between tenants, undergoing refurbishment, are designated transit, welfare or emergency housing, or are in the process of being disposed of through a housing stock renewal.

- *How many military staff live off base within country.*

As at 30 May 2024, there were 2,015 NZDF Service personnel permanently occupying barrack accommodation. As at 1 May 2024, 1,033 NZDF houses were occupied by military personnel and their families. All other New Zealand-based NZDF Service personnel live in private accommodation.

- *Average military housing rents v commercial sector rents adjusted for inflation for past ten years and project for next 5 years*

The NZDF does not collect or hold information on commercial sector rents adjusted for inflation, or make projections on future rents. This aspect of your request is declined in accordance with section 18(e) of the OIA as the requested information does not exist.

NZDF rent for Defence housing and barrack accommodation is renegotiated with the Commissioner of Inland Revenue every three years. It is a standard process the NZDF has to follow in order to apply rents at a discounted rate from the local market. This is the best option available to the NZDF within the constraints of New Zealand tax laws. The Chief of Defence Force engages with the Commissioner of Inland Revenue to discuss the situation and continues to advocate in this area.

Wages/Salary

- *By branch, please track average military pay against commercial sector pay adjusted for inflation for the past ten years and project for next 5 years*
- *for commissioned officers and above against inflation for the past ten years.*
- *for non-commissioned officers against inflation for the past ten years.*
- *for military staff below the rank of officer against inflation for the past ten years.*

The Regular Force base salary is benchmarked to a mix of the public sector, general and private sector markets. The NZDF does not collect or hold information on market wage rates adjusted for inflation across rank brackets, or make projections on future market wage rates. This aspect of your request is therefore declined in accordance with section 18(e) of the OIA as the requested information does not exist.

In Budget 2024, the New Zealand Defence Force (NZDF) will receive \$163 million, over four years, to go towards remuneration for uniformed personnel. Any changes to individual pay levels are still to be finalised, but this increase is particularly focussed on the military factor and allowances that recognise the unique duty and service of our people in the Armed Forces.

You have the right, under section 28(3) of the OIA, to ask an Ombudsman to review this response to your request. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Please note that responses to official information requests are proactively released where possible. This response to your request will be published shortly on the NZDF website, with your personal information removed.

Yours sincerely

AJ WOODS

Air Commodore
Chief of Staff HQNZDF

Enclosures:

1. Targets versus attested
2. Recruitment process

Released under the Official Information Act 1982

Recruitment targets

| Service | 2023 | | 2022 | | 2021 | | 2020 | | 2019 | | 2018 | |
|-----------|--------|----------|--------|----------|--------|----------|--------|----------|--------|----------|--------|----------|
| | Target | Attested | Target | Attested | Target | Attested | Target | Attested | Target | Attested | Target | Attested |
| Army | 756 | 474 | 698 | 460 | 833 | 646 | 611 | 458 | 571 | 470 | 565 | 513 |
| Navy | 333 | 158 | 348 | 197 | 207 | 164 | 268 | 230 | 296 | 246 | 292 | 216 |
| Air Force | 253 | 152 | 201 | 156 | 136 | 122 | 136 | 134 | 157 | 144 | 202 | 159 |

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Recruitment Process

| Year | Online | Face to Face | Comments |
|------|--|---|--|
| 2018 | <ul style="list-style-type: none"> • Initial application (and supporting documentation) submitted. • Initial health check questionnaire. • Police check • Security check | <ul style="list-style-type: none"> • Interview • Aptitude testing • Fitness testing • Full medical assessment • Force Fit sessions (optional) • Pre-intake briefs | |
| 2019 | <ul style="list-style-type: none"> • Initial application (and supporting documentation) submitted. • Initial health check questionnaire. • Police check • Security check | <ul style="list-style-type: none"> • Interview • Aptitude testing • Fitness testing • Full medical assessment • Force Fit sessions (optional) • Pre-intake briefs | |
| 2020 | <ul style="list-style-type: none"> • Initial application (and supporting documentation) submitted. • Initial health check questionnaire. • Police check • Security check • Interview • Pre-intake briefs | <ul style="list-style-type: none"> • Aptitude testing • Fitness testing • Full medical assessment | <ul style="list-style-type: none"> • COVID protocols observed for face to face interactions. • During Level 4 lock down, face-to-face activity suspended, intake and selection boards postponed. |
| 2021 | <ul style="list-style-type: none"> • Initial application (and supporting documentation) submitted. • Initial health check questionnaire. • Police check • Security check • Interview • Aptitude Testing • Pre-intake briefs | <ul style="list-style-type: none"> • Fitness testing • Full medical assessment | <ul style="list-style-type: none"> • COVID protocols observed for face to face interactions. • Face to face activity suspended for areas under orange and red lockdown. • New online NZDF aptitude testing launched Jan 2021. |
| 2022 | <ul style="list-style-type: none"> • Initial application (and supporting documentation) submitted. • Initial health check questionnaire. • Police check • Security check • Aptitude Testing | <ul style="list-style-type: none"> • Interview • Fitness testing • Full medical assessment • Force Fit sessions (optional) • Pre-intake briefs | <ul style="list-style-type: none"> • COVID protocols observed for face to face interactions. |

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| Year | Online | Face to Face | Comments |
|------|--|---|----------|
| 2023 | <ul style="list-style-type: none">• Initial application (and supporting documentation) submitted.• Initial health check questionnaire.• Police check• Security check• Aptitude Testing | <ul style="list-style-type: none">• Interview• Fitness testing• Full medical assessment• Force Fit sessions (optional)• Pre-intake briefs | |