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New Zealand Defence Force  
Defence House  
Private Bag 39997  
Wellington Mail Centre  
Lower Hutt 5045  
New Zealand

OIA-2025-5261

28 February 2025

[REDACTED]  
[REDACTED]

Dear [REDACTED]

I refer to your email of 5 February 2025 requesting, under the Official Information Act 1982 (OIA):

*[...] The base salary scales (not total remuneration salary scales) for all NZDF personnel, broken down by rank and trade, for the years:*

2025  
2024  
2023  
2022  
2021  
2020

*And any official documentation, pay scales, or tables used internally by NZDF to outline base salaries for personnel over these years.*

The New Zealand Defence Force (NZDF) uses a Total Remuneration model, rather than a base-salary model. Total Remuneration is made up of base salary, military factor and NZDF superannuation components. Base salaries are not readily retrievable or centrally recorded, therefore, this part of your request is declined in accordance with section 18(f) of the OIA. Total Remuneration tables from the 2020/21 financial year to the 2024/25 financial year are provided at Enclosure 1. Remuneration information for the 2025/26 financial year is not yet available.

Personnel are paid for their rank and trade, with trades grouped into 'sectors' and 'tiers'. Copies of the Trade Sector and Tier Allocations from the 2020/21 financial year to the 2023/24 financial year are provided at Enclosure 2. No changes were made for the 2024/25 financial year. The NZDF Pay Progression Models that cover the requested period are provided at Enclosures 3 to 6.

Pay grades are at different sector placements (A-D) and tier (the subsequent number). The military ranks are listed as rank equivalent (E) based on the New Zealand Army rank structure for consistency. For your reference, the New Zealand Army military ranks are: Private (PTE); Lance Corporal (LCPL); Corporal (CPL); Sergeant (SGT); Staff Sergeant (SSGT); Warrant Officer 2nd Class (W02); Warrant Officer pt Class (W01); Officer Cadet (OCDT);

Second Lieutenant (2LT); Lieutenant (LT); Captain (CAPT); Major (MAJ); Lieutenant Colonel (LTCOL); Colonel (COL); Brigadier (BRIG).

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](http://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

**GA Motley**

Brigadier

Chief of Staff HQNZDF

**Enclosures:**

1. Total Remuneration Tables
2. Sector and Tier information
3. Pay Progression Models- Senior Officers, Special Operations, Health, and Youth Development Services
4. Pay Progression Models- Royal New Zealand Navy
5. Pay Progression Models- New Zealand Army
6. Pay Progression Models- Royal New Zealand Air Force