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OIA-2025-5519

18<sup>th</sup> September 2025

Dear [REDACTED]

I refer to your email of 25 August 2025 requesting, under the Official Information Act 1982 (OIA):

- 1. Civilian pay tables for 2017/18 and 2018/19 financial years?*
- 2. A breakdown of the number of staff employed in each grade, the number of staff receiving greater than 100% prior to the review, and the number of staff that received a drop in their percentage or step as a result of the ARR.*
- 3. Any generic correspondence sent to defence staff in 2018 which informed them of the purpose and intent of the years ARR.*

Copies of the relevant total remuneration tables for civilian staff are enclosed, as well as a copy of the 29 June 2018 message from the Chief of Defence Force. Enclosure three provides information on the numbers of civilian staff by pay grade, and Annual Remuneration Review data. This data does not capture exceptions such as out-of-cycle remuneration reviews, job changes, or resizing.

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. Civilian Total Remuneration Table FY 2017/18
2. Civilian Total Remuneration Table FY 2018/19
3. Civilian staff pay grade and ARR data
4. Chief of Defence Force announcement of overall 2018 REM results

# NZDF Civilian Total Remuneration Table

Effective from 1 July 2017\*

\*This table applies to the following employment agreements: 2006 IEA and IMA / 2010 IEA / PSA CEA Part B / NUPE CEA Part B / REA CEA / DSA CEA

Grade	Performance Step/Percentage of Midpoint									Grade
	1	2	3	4	5	6	7	8	9	
	85.0	87.5	90.0	92.5	95.0	97.5	100.0	102.5	105.0	
5	34,164	34,164	34,164	34,164	34,363	35,267	36,171	37,075	37,980	5
6	34,164	34,164	34,855	35,823	36,791	37,759	38,728	39,696	40,664	6
7	35,398	36,439	37,480	38,521	39,562	40,604	41,645	42,686	43,727	7
8	38,350	39,478	40,606	41,733	42,861	43,989	45,117	46,245	47,373	8
9	41,436	42,654	43,873	45,092	46,311	47,529	48,748	49,967	51,185	9
10	44,790	46,107	47,424	48,742	50,059	51,376	52,694	54,011	55,328	10
11	48,044	49,457	50,870	52,283	53,696	55,109	56,522	57,935	59,348	11
12	51,944	53,472	54,999	56,527	58,055	59,583	61,110	62,638	64,166	12
13	55,869	57,512	59,155	60,798	62,442	64,085	65,728	67,371	69,014	13
14	60,579	62,360	64,142	65,924	67,706	69,487	71,269	73,051	74,833	14
15	65,180	67,097	69,014	70,931	72,848	74,765	76,682	78,599	80,516	15
16	70,956	73,043	75,130	77,217	79,304	81,391	83,478	85,565	87,652	16
17	77,105	79,373	81,641	83,909	86,176	88,444	90,712	92,980	95,248	17
18	83,161	85,607	88,053	90,499	92,945	95,391	97,837	100,283	102,729	18
19	90,326	92,983	95,640	98,296	100,953	103,610	106,266	108,923	111,579	19
20	97,179	100,037	102,895	105,754	108,612	111,470	114,328	117,186	120,045	20
21	106,050	109,169	112,288	115,407	118,526	121,646	124,765	127,884	131,003	21
22	116,021	119,434	122,846	126,259	129,671	133,083	136,496	139,908	143,321	22
23	126,947	130,681	134,414	138,148	141,882	145,615	149,349	153,083	156,817	23
24	138,580	142,656	146,732	150,808	154,884	158,960	163,036	167,111	171,187	24
Grade	Performance Step/Percentage of Midpoint									Grade
	1	2	3	4	5	6	7	8	9	
	85.0	87.5	90.0	92.5	95.0	97.5	100.0	102.5	105.0	
SM1	142,266	146,450	150,634	154,819	159,003	163,187	167,371	171,556	175,740	20
SM2	164,031	168,855	173,679	178,504	183,328	188,153	192,977	197,802	202,626	21
SM3	188,559	194,105	199,651	205,197	210,742	216,288	221,834	227,380	232,926	22
SM4	221,194	227,700	234,206	240,712	247,217	253,723	260,229	266,735	273,240	23
SM5	252,900	260,338	267,776	275,215	282,653	290,091	297,529	304,968	312,406	24
SM6	288,825	297,320	305,815	314,309	322,804	331,299	339,794	348,289	356,784	25
SM7	355,271	365,720	376,169	386,618	397,067	407,516	417,966	428,415	438,864	26

# NZDF Civilian Total Remuneration Table

Effective from 1 July 2018\*

\*This table applies to the following employment agreements: 2006 IEA and IMA / 2010 IEA / PSA CEA Part B / NUPE CEA Part B / REA CEA / DSA CEA

										High Performance Zone, business case required		
Grade	Pay Step / Percentage of Midpoint											Grade
	01	02	03	04	05	06	07	08	09	10	11	
	85.00%	87.50%	90.00%	92.50%	95.00%	97.50%	100.00%	102.50%	105.00%	107.50%	110.00%	
00					41,540	42,634	43,727	44,820	45,913	47,006	48,099	00
08					43,933	45,090	46,246	47,402	48,558	49,714	50,870	08
09			44,970	46,219	47,468	48,718	49,967	51,216	52,465	53,714	54,963	09
10	45,910	47,260	48,610	49,961	51,311	52,661	54,011	55,362	56,712	58,062	59,412	10
11	49,005	50,446	51,887	53,328	54,770	56,211	57,652	59,094	60,535	61,976	63,418	11
12	52,983	54,541	56,099	57,657	59,216	60,774	62,332	63,891	65,449	67,007	68,566	12
13	56,986	58,662	60,338	62,014	63,690	65,366	67,043	68,719	70,395	72,071	73,747	13
14	61,791	63,608	65,425	67,243	69,060	70,878	72,695	74,512	76,330	78,147	79,964	14
15	66,484	68,439	70,395	72,350	74,306	76,261	78,216	80,172	82,127	84,083	86,038	15
16	72,375	74,504	76,632	78,761	80,890	83,018	85,147	87,276	89,404	91,533	93,662	16
17	78,647	80,960	83,273	85,586	87,899	90,213	92,526	94,839	97,152	99,465	101,778	17
18	84,824	87,319	89,814	92,309	94,804	97,298	99,793	102,288	104,783	107,278	109,773	18
19	92,133	94,843	97,553	100,263	102,972	105,682	108,392	111,102	113,812	116,521	119,231	19
20	99,123	102,038	104,954	107,869	110,784	113,700	116,615	119,531	122,446	125,361	128,277	20
21	107,640	110,806	113,972	117,138	120,304	123,470	126,636	129,801	132,967	136,133	139,299	21
22	117,762	121,226	124,689	128,153	131,616	135,080	138,544	142,007	145,471	148,934	152,398	22
23	128,851	132,641	136,430	140,220	144,010	147,800	151,589	155,379	159,169	162,959	166,748	23
24	140,659	144,796	148,933	153,070	157,207	161,344	165,481	169,618	173,755	177,892	182,029	24
Grade	Pay Step / Percentage of Midpoint											Grade
	01	02	03	04	05	06	07	08	09	10	11	
	85.00%	87.50%	90.00%	92.50%	95.00%	97.50%	100.00%	102.50%	105.00%	107.50%	110.00%	
SM1	145,822	150,111	154,400	158,689	162,978	167,266	171,555	175,844	180,133	184,422	188,711	20
SM2	168,131	173,077	178,022	182,967	187,912	192,857	197,802	202,747	207,692	212,637	217,582	21
SM3	191,388	197,017	202,646	208,275	213,904	219,533	225,162	230,791	236,420	242,049	247,678	22
SM4	224,512	231,115	237,719	244,322	250,925	257,529	264,132	270,735	277,339	283,942	290,545	23
SM5	265,545	273,355	281,165	288,975	296,785	304,595	312,406	320,216	328,026	335,836	343,646	24
SM6	293,157	301,780	310,402	319,024	327,646	336,269	344,891	353,513	362,136	370,758	379,380	25
SM7	360,600	371,205	381,811	392,417	403,023	413,629	424,235	434,841	445,446	456,052	466,658	26

Staff employed in each grade

GRADE	2017/18	2018/19
GRADE00	102	0
GRADE05	4	18
GRADE06	6	29
GRADE07	12	90
GRADE08	164	189
GRADE09	195	223
GRADE10	104	117
GRADE11	128	131
GRADE12	282	290
GRADE13	156	148
GRADE14	281	282
GRADE15	321	321
GRADE16	238	257
GRADE17	161	170
GRADE18	224	213
GRADE19	128	111
GRADE20	124	106
GRADE21	47	51
GRADE22	64	40
GRADE23	40	37
GRADE24	10	6
CIVPRM11	1	0
CIVPRM16	1	0
SMGRAD01	44	34
SMGRAD02	20	15
SMGRAD03	8	10
SMGRAD04	2	2
SMGRAD05	1	2
SMGRAD06	3	2
CHS	55	56
Total	2926	2950

Staff receiving 100% or greater prior to review

Level %	2017/18	2018/19
100	514	540
102.5	531	493
105	671	729
107.5	38	2
110	8	0
Total	1762	1764

*In 2017, 55 people received an ARR recommendation lower than their current step.*

*In 2018, 113 people received an ARR recommendation lower than their current step.*

**Note:** Civil Staff only.

Data relates to the 2017 and 2018 annual remuneration reviews only.

Exceptions such as out-of-cycle remuneration reviews, job changes or resizing are not included.

*From the Chief*

## REM:2018

29 Jun 2018

I am pleased to announce the REM:2018 package, which continues our policy of targeting increases to achieve the best effect.

In total the REM:2018 package delivers \$22.2 million worth of remuneration increases to our people.

In determining the REM:2018 package, Defence Leaders have had to balance a range of considerations, including how remuneration fits against our priorities, its impact on recruitment and retention, and Government expectations around pay and employment conditions in the State Sector.

For the Services, the priority for REM:2018 funding is aimed at Privates and Officer Cadets, as these ranks have had minimal investment in the preceding years.

The secondary priority is to deliver meaningful increases for lower Non Commissioned Officers and Officer ranks across all three Sectors. There will be varied additional increases to all remaining ranks within Sector A, and middle ranks in Sector B and C.

For civilians, the priority is to provide fair remuneration. We are achieving this, firstly, by removing the lowest grades which were set at minimum wage.

In addition, varied remuneration increases have been made to the remaining civilian grades to ensure they remain broadly consistent with the wider public sector.

Applicable remuneration table increases will be paid to military personnel on 5 July 2018 and to civilians following the completion of the ARR at the end of September 2018.

Overall, we have endeavoured to deliver a targeted remuneration package that is fair, and signals our ongoing commitment to you, our people.

I urge you to also take advantage of the other support that the NZDF has to offer. Visit the Force Financial Hub to learn more about the benefits you have access to.

Further information, including the new remuneration tables, is available through the HR Toolkit:  
<http://orgs/imx/hr-toolkit/LP/rem2018.aspx>

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