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New Zealand Defence Force
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New Zealand

OIA-2024-4918

2 April 2024

[REDACTED]
[REDACTED]

Dear [REDACTED]

I refer to your email of 14 February 2024, requesting information about New Zealand Defence Force (NZDF) recruitment. Your request has been considered in accordance with the Official Information Act 1982 (OIA).

- 1) *Between the years 2015 and 2023, what are the results for people doing the theory testing and fitness testing?*

The NZDF does not have theory tests for people applying to join the Armed Forces. However, between 1 January 2015 and 31 December 2023, 24.6 percent of applicants failed to meet the required cognitive ability standard.

From 2015 to 2023 inclusive, there were 17,181 fitness tests completed. Of these, 2,387 tests were failed, meaning an overall fitness test failure rate of 13.9 percent. The below table shows the results of fitness testing during the recruitment process from 2015 to 2023.

Calendar Year	2015	2016	2017	2018	2019	2020	2021	2022	2023	Total
Failed Tests	345	245	262	345	403	315	154	170	148	2387
Total Tests	2,922	2,275	2,179	2,291	2,316	2,045	1,171	1,152	830	17,181
Percentage Failed	12%	11%	12%	15%	17%	15%	13%	15%	18%	14%

- *How many people between these years have failed at all chances of ever joining and being blacklisted?*

There is no NZDF Recruiting policy setting a fixed number of times an individual may apply to join the Armed Forces, and there is no 'blacklist'. Cases of repeated failures in cognitive ability or fitness tests are treated individually. Detailed information on the management of cases of repeated failure is not collated centrally and would require a review of each individual application file. This part of your request is declined in accordance with section 18(f) of the OIA as it would require a substantial research effort.

- *During the process from start to finish, where are the biggest attrition rates?*

In the 'application stage' of the recruitment process, candidates must submit their CV and meet residency requirements, pass the initial health check, and pass the minimum entry requirements (cognitive ability standard). For the years 2016 to 2022 inclusive, this stage accounted for 83.8 percent of attrition across the whole recruitment process. *Within* the 83.8 percent, the greatest proportion of attrition is attributed to: Profiles closed due to

inactivity (33.77 percent); applications withdrawn by the applicant (17.07 percent); residency requirements not met (15.37 percent); and medical requirements not met (12.34 percent). These figures are for 2016 to 2022 only, as the data for 2015 was not readily retrievable.

2) *How many/approximately staff leave the NZDF between 2015 and 2023?*

Between 1 January 2015 and 31 December 2023, there were 8,025 resignations from the Regular Force (Royal New Zealand Navy, New Zealand Army, and Royal New Zealand Air Force). This figure excludes resignations because of Service transfers.

3) *Between 2015 and 2023, what is the biggest challenge for candidates in regards to study and training, and where are the biggest failures in exams and theory testing?*

The NZDF does not record this information. As such, this aspect of your request is declined in accordance with section 18(e) of the OIA.

4) *Lastly, what is the process for someone applying to join from another military force (Commonwealth) for them to join the NZDF?*

This information is available on the Defence Careers website:

<https://www.defencecareers.mil.nz/defence-careers/how-do-i-join/overseas-applicants/>

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