



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

OIA-2025-5310

23rd
May 2025

[redacted]
[redacted]@rnz.co.nz

Dear [redacted]

I refer to your email of 12 March 2025 requesting, under the Official Information Act 1982 (OIA), the following information:

1. *All advice and communications (including email, text messages, meeting notes, meeting minutes etc) relating to the appointment in 2024 of each of*
 - a. *Chief of Navy*
 - b. *Chief of Air Force*
 - c. *Chief of Army*
 - d. *Vice Chief of Defence Force*
 - e. *Commander Joint Forces*
2. *In particular, I request in each case you detail*
 - a. *The person specifications for the roles (if any),*
 - b. *whether the positions were advertised,*
 - c. *how possible candidates were identified,*
 - d. *how the successful candidates entered the process (e.g. response to advertisement, selection from database, advice from Minister or coalition party),*
 - e. *how many candidates were considered,*
 - f. *how many were shortlisted,*
 - g. *how many were interviewed,*
 - h. *whether any conflicts of interest were identified,*
 - i. *what those conflicts were*
 - j. *how those conflicts have been managed*
 - k. *the actual remuneration, or at least the salary band per role (for senior govt positions, privacy does not apply)*
3. *Pls also advise if*
 - a. *any nominations were received from government parties,*
 - b. *or any instructions to the ministry or interview panel about 'shortlists*
 - c. *or who should be interviewed,*
4. *Pls release any communications from MPs or Ministers about the appointments, per role.*

In addition, I would like to request:

- 1) all advice, commentary, or communications to/ from /between the NZDF and the Minister of Defence and/or the Associate Minister of Defence – and including the Ministers' officers - relating to these appointments.*
- 2) Any nominations or suggested candidates received from any MPs or other ministers either solicited or unsolicited about the above appointments.*
- 3) Any advice, guidance or instruction to the ministry or NZDF or to the interview panel about the above interviews.*
- 4) Any advice, guidance or instructions provided to the Ministry or NZDF about the candidates.*
- 5) Any other advice or communications relating to the appointment process or the appointments not covered above.*

On 18 March 2025 you were advised that the Public Service Commission (PSC) is the lead for the appointment of these roles. While consulting with the PSC for the purposes of any potential transfer of the request, they advised that they have received the same request from you. As a result, there was no requirement under section 14 of the OIA to transfer the request to the PSC on this occasion.

I understand that the PSC response to you noted that while the Chief of Defence Force appointed the Vice Chief of Defence Force (VCDF) and the Commander Joint Forces (COMJ), documentation related to the recruitment process for the appointment is withheld. The appointments of VCDF and COMJ were noted in the PSC appointment documents which are publicly available on their website¹. The Defence Force does not hold any additional information.

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

GA Motley

Brigadier

Chief of Staff HQNZDF

¹ <https://www.publicservice.govt.nz/assets/DirectoryFile/Appointment-Chief-of-Defence-Force-Position-Description-and-Appointment-Process.pdf>