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OIA-2025-5322

20<sup>th</sup> May 2025

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

Dear [redacted]

I refer to your email of 21 March 2025 requesting, under the Official Information Act 1982 (OIA), the following information:

1. The total number of FTE's prior to October 2023, and as of today within your agency, to the date of this request, broken down by ethnicity including Māori and non-Māori classifications.
2. The total number redundancies within your agency since October 2023 to the date of this request, broken down by ethnicity including Māori and non-Māori classifications.
3. The number of FTE roles broken down by department and job title prior to October 2023, and as of today within your agency, to the date of this request.
4. The number of redundancies, disestablished, or unfilled roles (please specify in your response) since October 2023 to the date of this request, broken down of by department and job title

On 25 March 2025, you clarified your request:

*For questions 1-4 please replace 'since October 2023' or 'prior to October 2023' with 'as at September 30, 2023'. Also to clarify the meaning of 'unfilled roles', in this case it means a role which was vacated (e.g. the employee resigned) and no one has been rehired into that role, and there is no intention to begin a recruitment process.*

Relevant information is enclosed. The number of filled and unfilled FTE roles by job title is withheld in accordance with section 6(a) of the OIA as making this information available would be likely to prejudice the security or defence of New Zealand by divulging sensitive information concerning capability.

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

**Enclosure:**

1. Relevant data

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## Enclosure 1

**Table A.** FTE by ethnic affiliation as at 30 September 2023 and 31 March 2025.

Date	Maori	Pacific Peoples	Asian	MELAA	New Zealander	European	Other	Not Stated
30 Sep 2023	1754.9	624	492.8	56	3490.8	5051.2	27.7	1017.32
31 Mar 2025	1800.0	656.7	524.6	74	3240.7	5520.3	27.7	907.77

\*'Total response ethnicity' counts individuals in each ethnic category they identify with (up to three), so totals may be greater than reported FTE for Regular Force personnel and Civilian staff at these dates.

**Table B.** Total number of redundancies ethnic affiliation from 1 October 2023 to 31 March 2025.

Date	Release Reason	Maori	Pacific Peoples	Asian	MELAA	New Zealander	European	Other	Not Stated
Nov 2023	Redundancy			1			3		
Dec 2023	Redundancy						3		
Mar 2024	Redundancy						1		1
Sep 2024	Voluntary Redundancy			1					2
Oct 2024	Voluntary Redundancy	7	1			9	22	2	10
Nov 2024	Voluntary Redundancy	2	1	3		11	25	1	19
Dec 2024	Voluntary Redundancy	7		1	1	10	16		6
Feb 2025	Voluntary Redundancy								1
<b>Total</b>		<b>16</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>30</b>	<b>70</b>	<b>3</b>	<b>39</b>

\*'Total response ethnicity' counts individuals in each ethnic category they identify with (up to three), so totals may be greater than the count of redundancies.

**Table C.** The number of FTE roles broken down by branch as at 30 September 2023 and 31 March 2025.

Branch	30 Sep 2023	31 Mar 2025
Chief of Army	6245.6	6650.6
Chief of Air Force	2543.3	2630.3
Chief Defence Strategy Management	61.0	59.0
Chief Financial Officer	131.0	118.0

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Branch	30 Sep 2023	31 Mar 2025
Chief Joint Defence Services	2145.4	2373.7
Chief of Navy	2775.3	3025.9
Commander Joint Forces New Zealand	1462.0	1567.0
Chief of Staff	149.3	149.8
Chief People Officer	1358.0	1317.4
Vice Chief Defence Force	1073.8	993.8
<b>Total</b>	<b>17944.6</b>	<b>18885.4</b>

\*Positions flagged as temporary, training or recruit are included.

**Table D.** The number of redundancies broken down by branch as at 31 March 2025.

Date	Release Reason	Chief of Army	Chief of Air Force	Chief Defence Strategy Management	Chief Financial Officer	Chief Joint Defence Services	Chief of Navy	Chief of Staff	Chief People Officer	Vice Chief Defence Force
Nov 2023	Redundancy				4					
Dec 2023	Redundancy					3				
Mar 2024	Redundancy					2				
Sep 2024	Voluntary Redundancy	1							2	
Oct 2024	Voluntary Redundancy	15	8	1	2	9	2		3	7
Nov 2024	Voluntary Redundancy	10	3		2	20	1	3	10	10
Dec 2024	Voluntary Redundancy	5	6			16	3		4	4
Feb 2025	Voluntary Redundancy								1	
<b>Total</b>		<b>31</b>	<b>17</b>	<b>1</b>	<b>8</b>	<b>50</b>	<b>6</b>	<b>3</b>	<b>20</b>	<b>21</b>

**Table E.** Total count of disestablished positions by month and branch from 1 October 2023 to 31 March 2025.

Date	Chief of Army	Chief of Air Force	Chief Defence Strategy Management	Chief Financial Officer	Chief Joint Defence Services	Chief of Navy	Commander Joint Forces New Zealand	Chief of Staff	Chief People Officer	Vice Chief Defence Force
Oct 2023	1	6		38					1	1
Nov 2023	1				5		1		5	

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Date	Chief of Army	Chief of Air Force	Chief Defence Strategy Management	Chief Financial Officer	Chief Joint Defence Services	Chief of Navy	Commander Joint Forces New Zealand	Chief of Staff	Chief People Officer	Vice Chief Defence Force
Dec 2023		1			5					4
Jan 2024	1	1			51				1	2
Feb 2024	1				10					2
Mar 2024	1	14			30		1		4	2
Apr 2024			1		1				1	2
May 2024		1			1	1	3		2	1
Jun 2024		1			3	2				3
Jul 2024		1				1			1	14
Aug 2024					3	1			1	18
Sep 2024	26	11	1		30		3	7	34	22
Oct 2024	5				6					
Nov 2024	1	1			1					3
Dec 2024	1		2	10	1	4	4		2	2
Jan 2025					1	4				
Feb 2025		1				2			1	3
Mar 2025						1				1
<b>Total</b>	<b>39</b>	<b>45</b>	<b>4</b>	<b>48</b>	<b>149</b>	<b>16</b>	<b>12</b>	<b>7</b>	<b>54</b>	<b>81</b>

\*'Disestablished' positions are positions which no longer existed in the following month. It includes Regular Force and Civilian positions disestablished as part of a formal change process, as well as positions removed for the purpose of Human Resources systems maintenance. Positions flagged as temporary, training or recruit are excluded.

**Table F.** Total count of unfilled positions by branch as at 30 September 2023 and 31 March 2025.

Branch	30 Sep 2023	31 Mar 2025
Chief of Army	1734	1633
Chief of Air Force	549	576
Chief Defence Strategy Management	17	14
Chief Financial Officer	34	24
Chief Joint Defence Services	487	536

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Branch	30 Sep 2023	31 Mar 2025
Chief of Navy	518	540
Commander Joint Forces New Zealand	102	73
Chief of Staff	32	26
Chief People Officer	209	174
Vice Chief Defence Force	269	198
<b>Total</b>	<b>3951</b>	<b>3794</b>

\*Positions flagged as temporary, training or recruit positions are excluded.