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OIA-2025-5398

11th
June 2025

Dear [REDACTED]

I refer to your email of 17 May 2025 requesting, under the Official Information Act 1982 (OIA), information concerning updates to NZ P23. A response to the various parts of your request is set out below.

I understand the NZ Army has recently updated its dress and grooming standards, and the new (current) version comes into effect from 17 May 2025. Please provide the following information, and answers to the following, pursuant to the Official Information Act 1982:

1. *Those areas and provisions of the NZ P23 that detail standards for grooming, tattoos, and piercings/body modifications, as that publication currently stands (being the new, revised, standards).*

The relevant extract from NZ P23 Issue 20 (May 2025) is at Enclosure 1.

2. *Those areas and provisions of the NZ P23 that detail standards for grooming, tattoos, and piercings/body modifications, as that publication stood immediately prior to the new, current, standards.*

The relevant extract from NZ P23 Issue 19 (October 2023) is at Enclosure 2.

3. *Did the current NZ P23 undergo a legal review by Defence Legal Services before its release and implementation? If so:*
 - a. *On what date was that review completed?*
 - b. *What was the scope of that review?*
 - c. *Did Defence Legal Services flag any potential conflicts between the current version of the NZ P23 and primary legislation (i.e., the Bill of Rights Act 1990)?*
 - d. *Was the current version of the NZ P23 amended in response to that review, before its release?*

Yes, on 9 April 2025. Further details concerning this review is withheld in full in accordance with section 9(2)(h) of the OIA to maintain legal professional privilege.

4. *Where do the NZDF consider the NZ P23 to sit in the hierarchy of NZDF/NZ Army publications?*

It is a general order issued by the Chief of Army under her prerogative of command.

5. *If a commander or manager considers that there is a conflict between the provisions of NZ P23 and those of an Act of Parliament or other higher-ranked publication than the NZ P23, which publication does the NZDF expect that commander or manager to take as authoritative?*

DM 69 (2 ed) Volume 1¹ contains paragraphs on lawful commands and conflicting lawful orders in the context of offences relating to the performance of duty and obedience to orders. Relevant extracts are provided below.

4.8.3 Lawful command means an order which is:

- a. Not contrary to New Zealand or international law, including the law of armed conflict;
- b. Within the authority of officer or NCO who issued it;
- c. Within the physical capability of the person to whom it is directed; and
- d. Connected with a Service purpose.

4.8.4 Lawfulness. It is the duty of a member of the Armed Forces to obey any order of his or her superior officer which is not manifestly unlawful.

4.8.7 Conflicting lawful orders. If a member of the Armed Forces receives an order which the member considers to conflict with any other order to which he or she is already subject, the member is to represent the conflict orally or in writing (if there is no urgency) to the superior officer who issued the later order. If the member is then directed to obey the order of that superior officer, he or she is to do so.

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.desc.govt.nz/assets/Uploads/DocumentLibrary/dm_69_2ed_v1.pdf

Chapter 1 – General

Section 1 – General Instructions

Introduction

1. Ngāti Tūmatauenga the New Zealand Army is a disciplined, professional and operationally focused military organisation. Members of the New Zealand Army are to comply with these dress and grooming standards. They are to ensure that they maintain physical neatness, cleanliness, and are dressed and groomed in a manner that is safe, and upholds the New Zealand Army's military image and appearance. Additionally, the Army seeks to maintain standards which foster respect, team cohesion, and service before self.
2. Officers and Soldiers are individually responsible for maintaining the dress and grooming standards detailed in this Order. Commanders and Managers are to check subordinates daily to ensure that any carelessness in meeting these standards is corrected immediately. The standards set forth require common sense and good judgement to be used in their interpretation and implementation.
3. Commanding Officers may issue exemptions to these standards on Religious, Cultural, Medical, or Health and Safety grounds, ideally seeking advice from Army General Staff first where practicable.

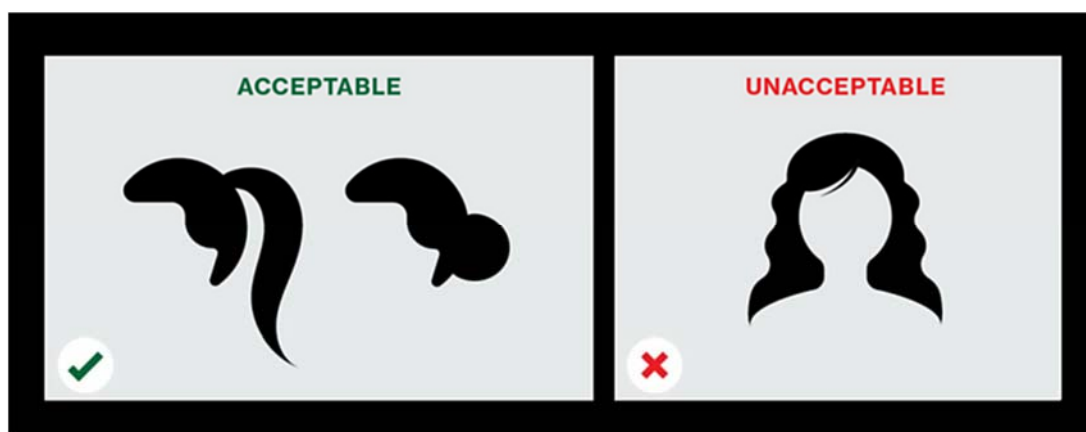
Health and Safety

4. Commanders and Managers at all times remain permitted to issue additional orders or instructions relating to dress and grooming standards in order to ensure workplace or operational health and safety requirements are met. When deviating from the standards laid down in this Order, Commanders and Managers are to identify the specific health and safety requirement being addressed and communicate this when issuing their direction.

Grooming Standards

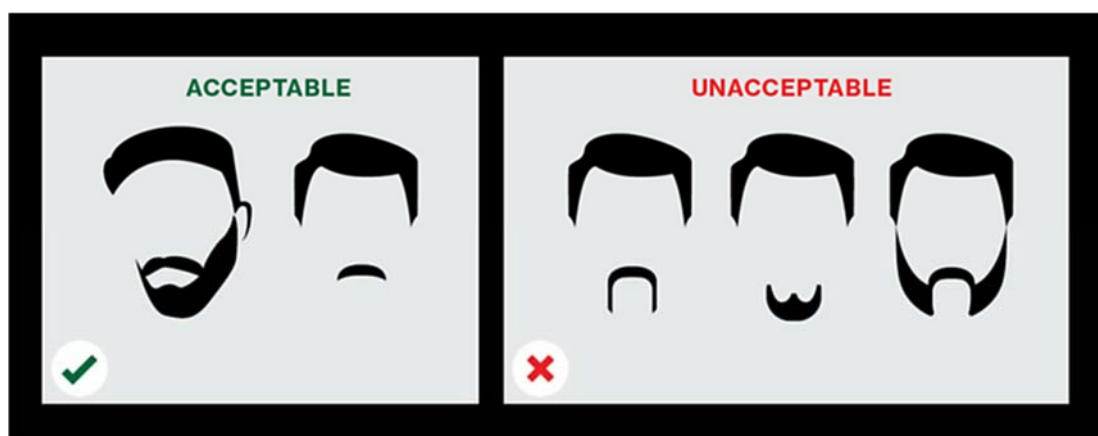
5. The following general regulations apply to all Army personnel:
 - a. **Hair.** Hair is to be maintained as per the guidelines below in order to maintain a well-groomed military appearance:
 - (1) Hair is to be neat, of natural colour and clean.
 - (2) Irregular patterns, partially clean-shaven heads, mohawks, mullets, undercuts, dreadlocks and zigzagging of hair are not permitted.
 - (3) The bulk of hair (minus the bun) shall not exceed three (3) cm. Bulk is defined as the distance that the mass of the hair protrudes perpendicular from the scalp when groomed as opposed to the length of hair. Three (3) cm bulk includes any plait or ponytail worn; if a bun is worn the bun bulk shall be tidy and tightly formed to be as compact as possible.
 - (4) Hair must be styled in such a manner which does not interfere with health and safety, operational and training requirements, or the functional effectiveness of Personal Protective Equipment (PPE).
 - (5) Fringes are not to obscure the eyes, and hair is not to show on the face or forehead when worn under headdress.
 - b. **Long Hair.** Long hair is defined as hair that extends beyond the upper edge of the collar on the back of the uniform when hair is loose. Long hair may be worn in the following ways:
 - (1) **Bun.** Long hair may be worn in a bun to the back and centre of the head in any uniform configuration. Hair is to be securely held above the collar in a neat and tidy bun. Hair buns are to be worn:

- (a) For ceremonial activities, when in a formed body of troops in public, or when the unit is being reviewed.
 - (b) When wearing Dress 1A and Dress 1B.
 - (c) When workplace or operational health and safety requirements dictate.
 - (d) When posted to a training establishment (TAD or ACS at the discretion of the Commanding Officer / Commandant).
- (2) **Single Plait, Double Plait, French Plait and Ponytail.** Single plait, double plait, French plait or ponytail that extends below the collar may be worn when the duties conducted are outside of the above paragraph. Single plait, double plait, French plait and ponytail are to be worn to the back and centre of the head.



- (3) **When Wearing Mess Dress or Attending a Military Formal Dinner.** Long hair is to be worn in a formal and conservative style ensuring that it is above the collar.
- c. **Hair Colouring.** Hair may only be coloured in natural tones.
 - d. **Hair Pieces or Wigs.** Hair pieces and wigs can only be worn on duty as long as they:
 - (1) Conform to the general 'hair' guidance contained within this section.
 - (2) Do not impede with the proper performance of duty; in particular, equipment such as PPE and CBRND ensemble, nor present a safety hazard.
 - (3) Must be of natural colour.
 - e. **Hair Accessories.** If hair accessories (clips, hair ties, bun nets) are worn, items are to be of plain design and of a similar colour to the hair of the individual. Hair ornaments (e.g. ribbons, headbands, and scrunchies) are not to be worn while wearing uniform.
 - f. **Facial Hair.** The following general provisions apply to facial hair:
 - (1) Permitted forms of facial hair are beards and moustaches. Personnel are to otherwise maintain a clean-shaven appearance. Facial hair is in general to be maintained to a high standard of cleanliness, neatly trimmed, and styled in a manner that maintains a well-groomed military appearance.
 - (2) Facial hair is to be of natural colour/appearance and not adorned with decorative additions. Patterning is not permitted. Facial hair shaping is restricted to squaring-off edges, not for the purpose of fashion styling.
 - (3) The member's immediate Commander or Manager may restrict facial hair in any of the following circumstances:

- (a) All personnel who require tight fitting masks, either respiratory protective equipment or oxygen systems, which require a seal to form between the wearer and the device, are to be clean shaven where the mask is in contact with the skin.
- (b) Where other health and safety requirements dictate as detailed in the Health and Safety section of this Order.
- (4) **Moustaches.** Moustaches are to be kept neatly trimmed to a moderate length and must not grow or project beyond the natural cheek crease line or join with the sideburns. The moustache is not to fall below the level of the bottom of the lower lip when the mouth is closed, and is not to be curled or splayed at the ends.
- (5) **Beards.** The length for a beard must be between two and a half (2.5) mm (grade one (1) comb) and two and a half (2.5) cm (grade eight (8) comb) when measured from the lower point of the chin. Beards are to be trimmed (shaved) off the cheekbones and neck, and be symmetrical in shape with clearly defined edges. Beards must be continuous around the mouth and along the jaw to where it meets the side burns. Patchy, spotty clumps of facial hair are not considered full beards and are not permitted. Goatee beards, or those with thin growth lines running along the bottom of the chin are not permitted. The following approval conditions apply to growing a beard:
- (6) Personnel intending to grow a beard are to advise their immediate Commander or Manager, stating the growth start date.
 - (a) The immediate Commander or Manager is to review the growth after three weeks and, based on appearance, will either:
 - i. approve the facial hair to remain; or
 - ii. provide one more week only (a 4th week) before the final review; or
 - iii. order or instruct its removal.
- (7) **Sideburns.** Sideburns, if worn, are to be neatly trimmed, run parallel with the ear, and are not to extend further than the bottom of the earlobe. Sideburns are not to be shaped or cut at an angle at the bottom and are not to be wider than two (2) cm. Straggly or bushy sideburns are not permitted.



- g. **Cosmetics.** Facial cosmetics and perfume/cologne may be used in moderation and are to be natural and discreet in appearance and smell.
- h. **False Eye Lashes/Extensions.** False eye lashes or extensions may be worn provided they are neat and are natural in appearance and colour and are no longer than three (3) mm longer than the member's natural eyelash length.

- i. **Nail Polish.** Clear, colourless or neutral shades of coloured nail polish may be worn when in uniform. Chipped nail polish is not permitted.
- j. **Fingernails.** Fingernails, natural or faux are to be clean and neatly trimmed, and are not to extend further than five (5) mm beyond the tip of the thumb or finger.
- k. **Body Art (Tattoos) and Body Modifications.** The following general provisions apply to body art (tattoos) and body modifications. Personnel are permitted to obtain body art and body modifications if they do not contravene the prohibitions detailed below.
 - (1) **Body Art (Prohibited).** Body art anywhere on the body is prohibited if it is:
 - (a) **Gang Affiliated.** Affiliated with any recognised gang or organisation, indicating the wearer's alignment to the values and code of conduct of that gang or organisation.
 - (b) **Extremist.** Affiliated with, depicting or symbolising extremist philosophies, organisations or activities (e.g. organisations or activities that advocate racial, gender or ethnic hatred or intolerance; advocate, create or engage in discrimination based on race, colour, gender, ethnicity, religion or origin; or advocate violence or other unlawful activities).
 - (c) **Sexist.** Images, symbols or words that degrade or demean a person based on sex, gender or gender identity.
 - (d) **Racist.** Images, symbols or words that degrade or demean a person based on race, ethnicity or origin.
 - (e) **Drug Use.** Advocates the illegal use of drugs.
 - (f) **Intimidating.** Is likely to be perceived as intimidating by a reasonable person. A reasonable person is one who acts with common sense, prudence and consideration for others, providing a standard against which actions can be measured.
 - (g) **Indecent.** Undermines the values and dignity of Ngāti Tūmatauenga the NZ Army and the NZDF, or is likely to be regarded as offensive by a reasonable person.
 - (h) **Sexual Orientation.** Images, symbols or words that degrade or demean a person based on sexual orientation.
 - (2) **Body Modifications (Prohibited).** Body modification is defined as the intentional radical alteration/mutilation of the body, head, face, or skin for, or resulting in, a change in appearance for reasons not associated with an ethnic culture or a medical reason. Body modification includes body piercings, attachments to body piercing, and the insertion of objects or implants to produce a pattern or abnormal shape(s). Body modifications anywhere on the body, are prohibited if they involve:
 - (a) **Stretching.** Stretching of earlobes, lips, or other body parts is how one can gradually enlarge a pierced hole using pieces of jewellery ranging from rings to plugs.
 - (b) **Subdermal Implantation.** A subdermal implantation is a body modification that is placed underneath the skin, allowing the body to heal over the implant and creating a raised design. Also known as horns or beading.
 - (c) **Transdermal Implantation.** Transdermal implantations are where an object is placed partially below and partially above the skin, also known as anchors.

- (d) **Tongue Bifurcation.** Tongue splitting or forking is a type of body modification in which the tongue is cut centrally from its tip to as far back as the underside base, forking the end.
 - (e) **Sharpening or Shaping of Teeth.** Modification of teeth into unnatural shapes such as points.
 - (f) **Ear Cropping/Shaping.** The deliberate cropping or shaping of the ears (such as elfing) to give an unnatural appearance.
 - (g) **Indecent Modification.** Any body modification that undermines the values and dignity of Ngāti Tūmatauenga the NZ Army or NZDF, or is likely to be regarded as offensive by a reasonable person.
- (3) **Prohibited Body Art (Tattoos) and Body Modifications prior to Enlistment.** Candidates for enlistment or appointment are to be advised that they may not be deemed suitable for entry into Ngāti Tūmatauenga the NZ Army unless they obtain professional assistance to have prohibited body art or body modification removed/corrected at their own expense.
- (4) **Prohibited Body Art (Tattoos) and Body Modifications while Serving.** If a member obtains prohibited body art or a body modification following the issue of this Order, they may be subject to disciplinary action in accordance with the AFDA. The member may also face administrative action unless they remove the body art or correct the body modification.

Dress Standards

6. **Medication and Medic Alert Bracelets.** Personnel who are required to carry a medical dispenser (for personal use) on their person, e.g. antihistamine for bee stings, are permitted to do so – but the dispenser is not to be visible while wearing uniform. Medic Alert bracelets or necklaces are to be worn at all times including formal ceremonial occasions.

7. **Jewellery Accessories.** The following general provisions apply to jewellery accessories:

- a. A member's immediate Commander or Manager may order or instruct that jewellery accessories otherwise permitted are not to be worn, where doing so would create a health and safety, or operational risk to the individual. The wearing of costume jewellery such as large rings, accessories and body piercings (apart from those approved within this Order) are prohibited.
- b. Jewellery accessories are not to be worn with uniform. Exceptions are:
 - (1) **Rings.** Wedding/civil union, engagement/commitment, eternity, signet or fitness rings may be worn when in uniform. The following restrictions apply:
 - (a) Rings may be worn on a maximum of two fingers, with no more than one ring per finger. This total includes the fingers of both hands; however
 - (b) If it is the member's own engagement ring, wedding ring, or eternity ring – they can be worn on the same finger in a combination counting as 'one ring' under 7. b.(1)(a).
 - (2) **Earrings.** One pair of plain stud type earrings (i.e. one stud in each earlobe) may be worn when in uniform, and in the earlobe only. Studs may be gold, silver, pounamu, or natural in colour to a maximum diameter of 5 mm. Natural in colour in this context means a light or pastel shade.
 - (3) **Wristwatches.** Wristwatches may be worn with uniform, however, their removal may be ordered for parades.

- (4) **Cuff-links and Tie Pins.** When wearing Mess Dress, cuff-links and tie pins may be worn – but they are to be respectful and conservative by design.
- (5) **Bracelets.** One New Zealand 'Fallen Heroes'/ Memorial (or other military charitable organisation) band may be worn when in uniform, however their removal may be ordered for parades.
- (6) **Necklaces including Taonga.** If worn, necklaces and taonga worn in respect of religious, spiritual, or cultural significance can only be worn under uniforms. An exception for it to be worn visibly may be granted by a member's immediate Commander or Manager for cultural or ceremonial occasions.

Stationery and Devices

8. Stationery and devices are not to be visible when on parade. This includes any prominent outline. Stationery and devices are not to be carried in open breast pockets and must be removed when wearing Dress 1A and 1B.

Dress on Duty

9. Except as detailed in this paragraph, uniform is to be worn by personnel on duty as detailed in camp and Unit orders, subject to the following provisions:

- a. Commanders may direct that uniform be worn outside normal duty hours for specific purposes, e.g. in training establishments, and
- b. Unit Commanders may authorise individuals to wear civilian clothes on duty for a specific purpose or occasion.

Ironing and Washing

10. Only the shirt and trousers of dress 3, NZMTP, is to be lightly ironed if required. All other dress 3, combat clothing items are **not** to be ironed. Dress 3 shirt and trousers, when ironed, is to be neatly pressed as follows:

- a. No creases, only steam ironed flat with a **low heat** applied

11. Dress 3 combat clothing is to be tumble dried on a low setting, and washing powder with optical brighteners are not to be used when machine washing. Personnel should read and follow the care instructions sewn into each garment.

12. All items of clothing suitable for ironing, other than NZMTP, are to be neatly pressed as follows:

- a. Standard creases only are to be pressed into clothes. Standard creases are described as:
 - (1) Front and back of trouser legs, and sleeves of shirts and jackets.
 - (2) Creases are to be ironed, not sewn in.
- b. Creases are to be sharp and neat in:
 - (1) Service dress trousers and shirts; and
 - (2) Mess dress trousers and shirts.

13. Army branded PT t-shirts and shorts are not to be hot ironed, they may be pressed with a cool iron (i.e. no heat). Creases are not to be ironed into the sleeves as this causes permanent damage to the fabric and stitching.

Dress Embellishments

14. Service personnel are to wear the dress embellishments of the Corps, Regiment, or Unit to which they are enlisted, except:

- a. Personnel posted to the New Zealand Special Air Service (NZSAS) are to wear the NZSAS beret only¹, until they are fully qualified to be members of the unit. They may then wear all NZSAS embellishments.
- b. Personnel posted to Corps or trade tied appointments are to retain their parent Corps embellishments including hat badge and collar dogs.
- c. Personnel posted to TF Units are to wear all dress embellishments entitled to that Unit. This entitlement lapses when they are posted from that Unit.

15. Dress embellishments, such as medal ribbons, badges of appointment or qualification, shoulder titles, lanyards, etc. are intended to be worn only with ceremonial dress. Dress embellishments are not to be sewn onto Dress 3.

Miscellaneous Provisions

16. **Wearing of Garments.** Uniform jackets, blouses, shirts and dresses are not to be worn unbuttoned or unzipped. However, the top button of the following garments is to be worn undone or in the case of a zip, unzipped in a similar fashion:

- a. **Dress 1D and Dress 1E.** Shirt (short sleeve):
- b. **Dress 1C and Dress 1D.** Jacket mild weather
- c. **Dress 3.** When in garrison, the combat shirt, combat jacket or jacket combat soft shell MTP, combat jacket fleece liner or jacket combat low loft MTP and wet weather jacket

17. **Skirts.** Hems are to be between 100 mm below and 25 mm above the crease at the back of the knee.

18. **Pantyhose.** Only pantyhose of regulation colour are to be worn, i.e. neutral, tan, or beige.

19. **Maternity Wear.** Maternity clothing may be issued as required through the regional clothing stores in accordance with scales prescribed in [Part 5](#) of this publication. The scales for regular force are:

- a. **All ranks:** SOE101 Maternity combat clothing, if required by the soldier, is to utilise PWS or issued clothing held either within each regional clothing store or by the soldier. Tailors/Seamstress's are to use current combat and field clothing maternity patterns to amend and fit individual needs. All clothing in this scale is authorised to be amended as required for individuals by regional clothing stores.

20. **Footwear.** Footwear is to be clean and is to be maintained in accordance with the manufacturer's or suppliers instructions. Dress 1 footwear is to be kept highly polished.

21. **Leather.** Sam Browne belts, sword scabbards, sword frogs, chin straps, and leather items on all belts are to be kept clean and highly polished.

22. **Metal Badges, Buttons and Fittings.** All metal badges, buttons, and fittings are to be highly polished except for gilt finished and anodised articles.

23. **Insignia of Rank and Badges of Appointment and Qualification.** Are to be fixed or sewn onto uniforms neatly and in accordance with the provisions of this chapter. Adhesives are not to be fixed, except for Velcro fixings for:

¹ On successful completion/qualification of all course requirements for Support Element Special Operation Training (SESOT).

- a. Dress 2, Mess Dress; and
- b. Dress 7, Patrol Reds.

24. **Medal and medal ribbons.** Are to be neatly sewn or attached to the garment as prescribed. Dirty, faded or worn ribbons are not to be worn and are to be replaced. The mounting of medals and medal ribbons is to be carried out in accordance with local Clothing Store/Unit CSS arrangements and funded as a Unit operating expense.

25. **Berets.** Berets are to be kept clean and brushed. Berets with faded cloth are not to be worn and are to be replaced.

26. **Sunglasses.** May be worn, they are to be conservative in nature, be worn correctly and may not be placed on top of the head. Sunglasses are not to be worn:

- a. Indoors;
- b. On parade or when marching in a squad; or
- c. As part of a formed body of troops; and
- d. Whilst being addressed by a superior officer.

Wearing of Civilian and Military Clothing

27. Unless authorised, mixtures of civilian and military dress are not to be worn.

Wearing of Uniform by Territorial Force Personnel

28. Territorial Force personnel are not to wear uniform, or any part of it, except when:

- a. Performing military duty;
- b. Proceeding to or from a place of parade of military duty; or
- c. Attending a ceremonial or social function of a purely military nature.

Wearing of Uniform in Civil Courts

29. Dress 1B, is to be worn by service people attending a civil court, but only when giving evidence in their service capacity.

The New Zealand Army Badge

30. The New Zealand Army Badge is not to be worn of any item of clothing (except the New Zealand Army Tie and those detailed in this Chapter who are authorised to wear the Army Badge) unless authorised by Army General Staff. However, the wearing of the New Zealand Army Badge by sports teams and personnel associated with Army sport is to be in accordance with the NZ P20 – Sport.

Emblems

31. No unauthorised emblems are to be worn with uniform. The wearing of emblems is authorised as follows:

- a. A Rose – on Remembrance Day and Remembrance Sunday;
- b. A Poppy – on Anzac Day, Poppy Day and for military funerals; or
- c. A donation slip or other acknowledgement issued by collectors and authorised by Unit Commanders may be worn.

32. The Rose and Poppy emblems are to be worn in the following positions:
- a. Headdress:
 - (1) Berets – behind and to the left of the hat badge, or
 - (2) Lemon squeezer and mounted rifles hat – centre left-hand side of the hat, inserted into the puggaree.
 - b. Uniforms:
 - (1) Behind the nametag above the right breast pocket; or
 - (2) Above the location of the right breast pocket or equivalent position on jerseys or jackets.
33. Wearing of a Rose or Poppy on the uniform is for indoor occasions only and is optional. When outdoors, the Poppy or Rose is to be worn in headdress in accordance with para 39.a.
34. Authorised donation slips or other acknowledgements are:
- a. To be worn above the right breast pocket of the shirt or equivalent position on jerseys or jackets,
 - b. Not to be worn on parade, and
 - c. Only to be worn on the day of donation.
35. Political party emblems of any sort are not to be worn on uniforms.

Sports Teams

36. The policy for the provision of clothing for sports teams is detailed in the NZ P20 – Sport.

Fancy Dress Functions

37. Regulation uniforms or parts thereof, are not to be worn at fancy dress functions. There is no objection to the use of military uniforms of a pattern no longer worn in the Army.

Welfare Worker

38. Employees of authorised welfare organisations in camps or with Units are permitted to wear those items of uniform laid down in the authorised scale of issue. They may wear badges and shoulder titles of the organisation to which they belong on the uniform.

Public Relations Personnel

39. Duly accredited civilian public relations personnel are permitted to wear those items of uniform laid down in the authorised scale of issue. They are not to wear badges or embellishments other than shoulder titles. Uniform is only to be worn when accompanying troops in the field or when living in a military camp.

Wearing of Civilian Clothes

40. Civilian clothing may be worn on leave and during off-duty hours subject to the standards of civilian dress worn in Defence establishments, as detailed in [sect 2](#) to [sect 5](#). The standards of civilian dress acceptable in messes, clubs, and camp facilities are to be promulgated in camp and Unit orders.

The New Zealand Army Blazer

41. The New Zealand Army Blazer is navy blue, of double-breasted pattern, and may be worn with grey trousers or skirt by all ranks for sports and other informal occasions. The following provisions apply:

- a. The Blazer, trousers and skirt may be purchased at an individual's expense from the Defence clothing service provider, or an equivalent jacket may be purchased through civil sources. To reduce the item cost, the Blazer is a commercially available stock item, and it is therefore recommended that the buttons supplied on the Blazer be replaced with flat brass buttons. Provision of flat brass buttons are an individual responsibility.
- b. The appropriate Corps or Regimental Badge, as approved by Regimental or Honorary Colonels, may be worn on the left breast.
- c. Corps or Regimental buttons may be worn on the Blazer subject to the design being the standard flat brass Blazer buttons with Corps or Regimental Crest either engraved or embossed thereon.
- d. The provision of pocket badges, flat Corps buttons, or Regimental buttons is to be through Corps or Regimental non-public funds.

Training at Civilian Establishments

- 42. All Army personnel are to wear Army uniform whilst attending any Army sponsored courses at civilian establishments unless specified.
- 43. The order of dress is to be Dress 3, Combat Dress or Dress 1D, Service Dress – Casual.
- 44. Students required to wear protective clothing are to change, when required, at the civilian establishment. At no time is protective clothing to be worn when travelling to and from civilian establishments.
- 45. Individuals attending classes or study periods at night or on weekends may wear appropriate civilian clothes.

Chapter 1 – General

Section 1 – General Instructions

Neatness, Cleanliness, and Smartness

1. All ranks are to be neat, clean, and smartly dressed at all times.

General

2. The following regulations apply:
 - a. **Hair.** No irregular patterns, partially shaven heads, mullets, Mohawks, undercuts, rats tails or emblems are to be sculptured into hair. If artificially coloured, hair is to remain natural in appearance. This paragraph is to be read in conjunction with paras 3 and 4.
 - b. **Shaven heads.** Soldiers wishing to shave their heads may do so, in which case heads are to be clean-shaven daily.
 - c. **Hair pieces or wigs.** Can be worn on duty, only for cosmetic reasons, to cover natural baldness or physical disfigurement. When worn, they will:
 - (1) Be of a good quality fit, present a natural appearance, and conform to grooming standards.
 - (2) Not intervene with the proper performance of duty; in particular equipment such as PPE and NBC, nor present a safety hazard.
 - (3) Be a good colour match with natural hair.
 - d. **Cosmetics.** Facial cosmetics may be used in moderation.
 - e. **Nail polish.** Only clear, neutral or shades of light to mid-pink coloured nail polish may be worn when in uniform. When dress 3 is worn on exercise or operations, only clear, colourless polish may be worn.
 - f. **Shaving.** All personnel are to be clean shaven when in uniform, on duty, or in any Service establishment. The face (including the chin and throat) is to be clean shaven from a line no lower than the bottom of the ear canal down to the shirt collar. Excepting that a moustache or sideburns may be worn:
 - (1) **Moustache.** If worn, is not to extend beyond or below the upper edge of the top lip, is to be kept neatly trimmed, and is not to have curled or splayed ends.

- (2) **Sideburns.** If worn, are to be neatly trimmed, run parallel with the ear, and not to extend further than the bottom of the earlobe, or to be shaped or cut at an angle at the bottom. Straggly or bushy sideburns are not permitted.
- g. **Exemptions.** Commanding Officers may issue exemptions to these standards on Religious, Cultural, Medical, or Health and Safety grounds.

Servicemen

- 3. Providing that hair is neatly kept, the acceptability of a style is to depend only on the following criteria:
 - a. **Hair.** Is to be kept cut to a moderate length all over the head. Hair is not to touch the collar line. The hair on the back of the head is not to be finished with stepped or squared edges.

Servicewomen

4. The following regulations apply to female hair standards when in uniform. Providing that hair is neatly kept, the acceptability of a style is to depend only on the following criteria.

- a. **General.** Hair is to be kept away from the face and is to be secured firmly and tidily. Fringes are to be neatly trimmed and not obscure the eyes. Hair is not to show on the face or forehead under headdress.
- b. **Hair Accessories.** If hair accessories (clips, hair ties, bun nets, 'scrunchies', etc) are used they are to be of plain design and of a similar colour to the hair of the individual. Hair ornaments (e.g. ribbons and headbands) are not to be worn.
- c. **Hair Colouring.** Is to look natural.
- d. **Short Hair.** Is hair that does not fall below the lower edge of the collar, at the back of the uniform, when the hair is loose. Females with short hair are to wear styles which may include wearing it loose, or in a short ponytail, provided the style meets the requirements of paras 1-2.
- e. **Long Hair.** Is hair that extends beyond the lower edge of the collar on the back of the uniform when the hair is loose:
 - (1) Subject to para 4.e.(1).(c) below, female service members may wear their hair in a single plait or pony tail that extends below the collar when in working dress (as that dress is defined by the Unit Commander), PT kit, Mess Dress or Field Dress.
 - (2) Female service members may wear their hair in a double plait that extends below the collar when in field dress, so that it may be worn comfortably under a Kevlar helmet.
 - (3) Female service members, with long hair are to ensure their hair is securely fastened above the collar in the form of a bun, braided bun or French plait in the following circumstances:
 - (a) When health and safety, hygiene requirements, or specific legislation dictates (eg when working in a kitchen or around machinery);
 - (b) When on parade.
 - (c) When undertaking basic training (TAD and OCS) (at the CO's discretion); or when wearing uniforms 1A or 1B.

Gender Transitioning

5. Commanding officers and managers are to follow the guidelines detailed in [NZDF Gender Transition – A handbook for Commanders](#) on the issue, re-issue and allocation of the uniform appropriate to individuals affirmed gender.

Jewellery and Accessories

6. Unless otherwise specified these orders apply to both male and female service personnel. Commanding Officers may order that jewellery or accessories otherwise permitted under orders not be worn where doing so would create a health and safety risk to the individual.
7. Jewellery and accessories are not to be worn with uniform, except that:
 - a. A wedding, engagement, eternity and signet ring may be worn with uniform. Rings may be worn on a maximum of two fingers.
 - b. Servicewomen may wear **one** pair of stud type earrings, (i.e. one stud in each earlobe) when in uniform. Studs are to be of a natural colour to a maximum of 5 mm diameter. The earrings are to be metal or natural stone (specifically gold, silver, jade, diamond or pearl).
8. No form of body piercing other than described at para 7.b is to be worn whilst in uniform.
9. Wristwatches may be worn with uniform, however their removal may be ordered for parades.
10. Pens, pencils, etc. are not to be visible when on parade.
11. Service personnel may wear **one** New Zealand 'Fallen Heroes' (or charitable organisation) remembrance band when in uniform, however their removal may be ordered for a parade.
12. With the exception of Mess Kit, bracelets are not to be worn whilst in uniform. However, medical bracelets may however be worn.

Items of Religious, Spiritual, or Cultural Significance.

13. Notwithstanding the above, jewellery, carvings and similar items worn in respect of religious, spiritual, or cultural may be worn under uniforms as long as it is **not visible**. An exception for it to be worn visibly may however be granted by an individual's CO for cultural or ceremonial occasions.

Tattoos

14. Are not to be prejudicial, vulgar, profane, racist, or offensive in manner.

Dress of Duty

15. Except as detailed in this paragraph, uniform is to be worn by personnel on duty as detailed in camp and Unit orders, subject to the following provisions:
 - a. Commanders may direct that uniform be worn outside normal duty hours for specific purposes, e.g. in training establishments, and
 - b. Unit Commanders may authorise individuals to wear civilian clothes on duty for a specific purpose or occasion.

Ironing and Washing

16. Only the shirt and trousers of dress 3, NZMTP, is to be lightly ironed if required. All other dress 3, combat clothing items are **not** to be ironed. Dress 3 shirt and trousers, when ironed, is to be neatly pressed as follows:

- a. No creases, only steam ironed flat with a **low heat** applied

17. Dress 3 combat clothing is to be tumble dried on a low setting, and washing powder with optical brighteners are not to be used when machine washing. Personnel should read and follow the care instructions sewn into each garment.

18. All items of clothing suitable for ironing, other than NZMTP, are to be neatly pressed as follows:

- a. Standard creases only are to be pressed into clothes. Standard creases are described as:

- (1) Front and back of trouser legs, and sleeves of shirts and jackets.
- (2) Creases are to be ironed, not sewn in.

- b. Creases are to be sharp and neat in:

- (1) Service dress trousers and shirts; and
- (2) Mess dress trousers and shirts.

19. Army branded PT t-shirts and shorts are not to be hot ironed, they may be pressed with a cool iron (i.e. no heat). Creases are not to be ironed into the sleeves as this causes permanent damage to the fabric and stitching.

Dress Embellishments

20. Service personnel are to wear the dress embellishments of the Corps, Regiment, or Unit to which they are enlisted, except:

- a. Personnel posted to the New Zealand Special Air Service (NZSAS) are to wear the NZSAS beret only, until they are fully qualified to be members of the unit. They may then wear all NZSAS embellishments.
- b. Personnel posted to Corps or trade tied appointments are to retain their parent Corps embellishments including hat badge and collar dogs.
- c. Personnel posted to TF Units are to wear all dress embellishments entitled to that Unit. This entitlement lapses when they are posted from that Unit.

21. Dress embellishments, such as medal ribbons, badges of appointment or qualification, shoulder titles, lanyards, etc. are intended to be worn only with ceremonial dress. Dress embellishments are not to be sewn onto Dress 3.

Miscellaneous Provisions

22. **Wearing of Garments.** Uniform jackets, blouses, shirts and dresses are not to be worn unbuttoned or unzipped. However, the top button of the following garments is to be worn undone or in the case of a zip, unzipped in a similar fashion:
- Dress 1D and Dress 1E.** Shirt (short sleeve):
 - Dress 1C and Dress 1D.** Jacket mild weather
 - Dress 3.** When in garrison, the combat shirt, combat jacket or jacket combat soft shell MTP, combat jacket fleece liner or jacket combat low loft MTP and wet weather jacket
23. **Skirts.** Hems are to be between 100 mm below and 25 mm above the crease at the back of the knee.
24. **Pantyhose.** Only pantyhose of regulation colour are to be worn, i.e. neutral, tan, or beige.
25. **Maternity Wear.** Maternity clothing may be issued as required through the regional clothing stores in accordance with scales prescribed in [Part 5](#) of this publication. The scales for regular force are:
- All ranks:** SOE101 Maternity combat clothing, if required by the soldier, is to utilise PWS or issued clothing held either within each regional clothing store or by the soldier. Tailors/Seamstress's are to use current combat and field clothing maternity patterns to amend and fit individual needs. All clothing in this scale is authorised to be amended as required for individuals by regional clothing stores.
26. **Footwear.** Footwear is to be clean and is to be maintained in accordance with the manufacturer's or suppliers instructions. Dress 1 footwear is to be kept highly polished.
27. **Leather.** Sam Browne belts, sword scabbards, sword frogs, chin straps, and leather items on all belts are to be kept clean and highly polished.
28. **Metal Badges, Buttons and Fittings.** All metal badges, buttons, and fittings are to be highly polished except for gilt finished and anodised articles.
29. **Insignia of Rank and Badges of Appointment and Qualification.** Are to be fixed or sewn onto uniforms neatly and in accordance with the provisions of this chapter. Adhesives are not to be fixed, except for Velcro fixings for:
- Dress 2, Mess Dress; and
 - Dress 7, Patrol Reds.
30. **Medal and medal ribbons.** Are to be neatly sewn or attached to the garment as prescribed. Dirty, faded or worn ribbons are not to be worn and are to be replaced. The mounting of medals and medal ribbons is to be carried out in accordance with local Clothing Store/Unit CSS arrangements and funded as a Unit operating expense.
31. **Berets.** Berets are to kept clean and brushed. Berets with faded cloth are not to be worn and are to be replaced.

32. **Sunglasses.** May be worn, they are to be conservative in nature, be worn correctly and may not be placed on top of the head. Sunglasses are not to be worn:

- a. Indoors;
- b. On parade or when marching in a squad; or
- c. As part of a formed body of troops; and
- d. Whilst being addressed by a superior officer.

Wearing of Civilian and Military Clothing

33. Unless authorised, mixtures of civilian and military dress are not to be worn.

Wearing of Uniform by Territorial Force Personnel

34. Territorial Force personnel are not to wear uniform, or any part of it, except when:

- a. Performing military duty;
- b. Proceeding to or from a place of parade of military duty; or
- c. Attending a ceremonial or social function of a purely military nature.

Wearing of Uniform in Civil Courts

35. Dress 1B, is to be worn by service people attending a civil court, but only when giving evidence in their service capacity.

The New Zealand Army Badge

36. The New Zealand Army Badge is not to be worn on any item of clothing (except the New Zealand Army Tie and those detailed in this Chapter who are authorised to wear the Army Badge) unless authorised by Army General Staff. However, the wearing of the New Zealand Army Badge by sports teams and personnel associated with Army sport is to be in accordance with the NZ P20 – Sport.

Emblems

37. No unauthorised emblems are to be worn with uniform. The wearing of emblems is authorised as follows:

- a. A Rose – on Remembrance Day and Remembrance Sunday;
- b. A Poppy – on Anzac Day, Poppy Day and for military funerals; or
- c. A donation slip or other acknowledgement issued by collectors and authorised by Unit Commanders may be worn.

38. The Rose and Poppy emblems are to be worn in the following positions:

- a. Headdress:
 - (1) Berets – behind and to the left of the hat badge, or
 - (2) Lemon squeezer and mounted rifles hat – centre left-hand side of the hat, inserted into the puggaree.
- b. Uniforms:
 - (1) Behind the nametag above the right breast pocket; or
 - (2) Above the location of the right breast pocket or equivalent position on jerseys or jackets.

39. Wearing of a Rose or Poppy on the uniform is for indoor occasions only and is optional. When outdoors, the Poppy or Rose is to be worn in headdress in accordance with para 39.a.

40. Authorised donation slips or other acknowledgements are:

- a. To be worn above the right breast pocket of the shirt or equivalent position on jerseys or jackets,
- b. Not to be worn on parade, and
- c. Only to be worn on the day of donation.

41. Political party emblems of any sort are not to be worn on uniforms.

Sports Teams

42. The policy for the provision of clothing for sports teams is detailed in the NZ P20 – Sport.

Fancy Dress Functions

43. Regulation uniforms or parts thereof, are not to be worn at fancy dress functions. There is no objection to the use of military uniforms of a pattern no longer worn in the Army.

Welfare Worker

44. Employees of authorised welfare organisations in camps or with Units are permitted to wear those items of uniform laid down in the authorised scale of issue. They may wear badges and shoulder titles of the organisation to which they belong on the uniform.

Public Relations Personnel

45. Duly accredited civilian public relations personnel are permitted to wear those items of uniform laid down in the authorised scale of issue. They are not to wear badges or embellishments other than shoulder titles. Uniform is only to be worn when accompanying troops in the field or when living in a military camp.

Wearing of Civilian Clothes

46. Civilian clothing may be worn on leave and during off-duty hours subject to the standards of civilian dress worn in Defence establishments, as detailed in [sect 2](#) to [sect 5](#). The standards of civilian dress acceptable in messes, clubs, and camp facilities are to be promulgated in camp and Unit orders.

The New Zealand Army Blazer

47. The New Zealand Army Blazer is navy blue, of double-breasted pattern, and may be worn with grey trousers or skirt by all ranks for sports and other informal occasions. The following provisions apply:

- a. The Blazer, trousers and skirt may be purchased at an individual's expense from the Defence clothing service provider, or an equivalent jacket may be purchased through civil sources. To reduce the item cost, the Blazer is a commercially available stock item, and it is therefore recommended that the buttons supplied on the Blazer be replaced with flat brass buttons. Provision of flat brass buttons are an individual responsibility.
- b. The appropriate Corps or Regimental Badge, as approved by Regimental or Honorary Colonels, may be worn on the left breast.
- c. Corps or Regimental buttons may be worn on the Blazer subject to the design being the standard flat brass Blazer buttons with Corps or Regimental Crest either engraved or embossed thereon.
- d. The provision of pocket badges, flat Corps buttons, or Regimental buttons is to be through Corps or Regimental non-public funds.

Training at Civilian Establishments

48. All Army personnel are to wear Army uniform whilst attending any Army sponsored courses at civilian establishments unless specified.

49. The order of dress is to be Dress 3, Combat Dress or Dress 1D, Service Dress – Casual.

50. Students required to wear protective clothing are to change, when required, at the civilian establishment. At no time is protective clothing to be worn when travelling to and from civilian establishments.

51. Individuals attending classes or study periods at night or on weekends may wear appropriate civilian clothes.