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New Zealand Defence Force
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New Zealand

OIA-2025-5400

 July 2025

@nzme.co.nz

Dear 

I refer to your email of 19 May 2025 requesting, under the Official Information Act 1982 (OIA), the below information:

total redundancy spend from November 1, 2023 to today - 19 May 2025, by month, in a table.

Please also provide monthly numbers around confirmed job cuts at the agency from the same timeframe, and also, the total cost savings the restructures have realised - including in reducing staff and other matters.

Please also confirm any future cost saving initiatives that are planned, including restructures, and what the timeframe[s] of those are - including around your Budget 2025 savings targets.

During Financial Year 2024/25 the NZDF was required to find \$30 million to remain within budget. In addition to savings identified in operational expenditure, the NZDF looked to increase efficiencies in its civilian workforce structure. As part of this, civilian staff were asked for expressions of interest to be considered for voluntary redundancy. Since 27 November 2023, 148 civilian positions are being considered for voluntary redundancy as part of the ongoing Workforce Savings Programme.

The following table provides information on those who have, or are projected to receive, redundancy payments as at 22 May 2025. A monthly breakdown for FY 2024/25 was not possible at the time the data was collated as the total includes projected payments. Because of the small total number for FY 2023/24, a monthly breakdown is not provided to protect privacy.

Financial Year	Number of Personnel	Total redundancy payments (\$M)
2024/25	148	\$4.368
2023/24	10	\$0.368

None of the redundancies, voluntary or otherwise, are considered to be job cuts. They are all a result of contract expiration, project culmination, or organisational changes. No Regular Force personnel have been made, or volunteered for, redundancy.

Information relating to numbers of NZDF civilian staff who have been made redundant and the redundancy payments made to them, for the last five years is reported to the Foreign Affairs Defence and Trade Select Committee (FADTC). The information is contained in the response to question 69 of the 2025/26 Estimates for Vote Defence Force, which is available online¹.

Work is currently ongoing with regard to the Workforce Savings Programme. Any cost savings from this process are yet to be confirmed. Pages 52, 70, 76, 84 and 90 of the Vote Defence Force Estimates of Appropriations 2025/26 outlines savings initiatives to FY 2028/29².

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.parliament.nz/en/pb/sc/scl/foreign-affairs-defence-and-trade/tab/submissionsandadvice>

² <https://www.treasury.govt.nz/sites/default/files/2025-05/est25-v3-deffor.pdf>