



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

OIA-2025-5412

24th
June 2025

[REDACTED]
[REDACTED]@naught.co.nz

Dear [REDACTED]

I refer to your email of 27 May 2025 requesting, under the Official Information Act 1982 (OIA), information concerning New Zealand Defence Force (NZDF) leave data.

The enclosed table presents the requested information in the preferred format. The average base salary for Regular Force personnel does not include allowances¹ or military factor². Regular Force personnel are not considered "employees" under the Employment Relations Act 2000. Their conditions of service are governed by the Defence Act 1990.

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

Enclosure:

1. Leave Data

¹ Allowances: arduous and hazardous service, training, posting readiness and operations. Other provisions: benefits and entitlements, overseas posting allowances.

² Paid to all uniformed members of the Defence Force (Regular Forces and Territorial Forces) to reflect the unique nature, and liability of military service. Military factor does not apply to civilian members or the New Zealand Cadet Forces.

RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982

Enclosure 1

Criteria:

- Data only relates to employees paid through payroll, i.e., not contractors.
- Data only relates to employees with a contracted FTE greater than zero, i.e., not casual employees.
- The number and description of Employee Types will be based on your definitions of the major personnel types employed by your organisation.

		As at 30 June					As at 31 May 2025
Measure	Employee Type	2020	2021	2022	2023	2024	2025
Total Employed FTE	Regular Force	9,300.6	9,559.3	9,015.9	8,488.9	8,642.9	8,748.5
	Civilian	3,107.4	2,967.3	2,875.2	3,007.5	3,223.3	2,975.5
	Total	12,408	12,526.6	11,891.1	11,496.4	11,866.2	11,724.0
Average Base Salary	Regular Force	\$61,878.70	\$62,164.00	\$63,124.50	\$65,670.30	\$76,064.50	\$76,397.20
	Civilian	\$81,228.20	\$83,532.30	\$86,180.10	\$88,585.70	\$96,688.70	\$97,592.10
	Total	\$66,750.60	\$67,263.90	\$68,709.70	\$71,658.80	\$81,678.10	\$81,793.00
Total Annual Leave Balance Owing (hours)	Regular Force	1,416,047.2	1,446,349.6	1,622,968.8	1,467,967.2	1,444,902.4	1,199,006.4
	Civilian	408,835.2	357,600	407,115.2	392,731.2	410,247.2	340,020.8
	Total	1,824,882.4	1,803,949.6	2,030,084	1,860,698.4	1,855,149.6	1,539,027.2
Total Annual Leave Balance Owing (dollars)	Regular Force	\$53,138,998.16	\$57,008,835.14	\$61,826,751.14	\$58,403,560.95	\$63,820,793.27	\$56,597,756.71
	Civilian	\$15,817,725.44	\$15,076,643.58	\$16,893,957.02	\$16,741,734.20	\$18,937,112.71	\$16,045,309.18
	Total	\$68,956,723.60	\$72,085,478.72	\$78,720,708.16	\$75,145,295.15	\$82,757,905.98	\$72,643,065.89
Average Annual Leave Hours Used in the Past 12 months. Excluding Balances Paid in Final Pays.	Regular Force	77,137.7	110,952.2	107,488.8	109,976.8	115,309.0	128,938.0
	Civilian	26,792.1	37,607.6	34,112.0	37,572.8	41,587.5	44,589.6
	Total	51,964.9	74,279.9	70,800.4	73,774.8	78,448.3	86,763.8