



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

OIA-2025-5424

4th July 2025

Dear [REDACTED]

I refer to your email of 8 June 2025 requesting, under the Official Information Act 1982 (OIA), *all internal or external assessments, reports, or briefings held by the NZDF and wider defence sector during the 2023/2024, 2024/2025, and 2025/2026 financial years:*

1. *That compare NZDF Regular Force pay, base salary, Total Remuneration and conditions to:*
 - *Equivalent or comparable roles in the broader New Zealand labour market;*
 - *Roles within the New Zealand public service or core public sector;*
 - *The Australian Defence Force (ADF), including pay, allowances, and employment conditions;*
 - *Private sector benchmarks for NZDF trades*

In the email to you of 9 June 2025, you were advised that the 2023 and 2024 market assessments for Regular Force Sectors A-D is publicly available on the New Zealand Defence Force (NZDF) website¹. Copies of the 2023 and 2024 market assessments for Regular Force Sector F Health, and the 2025 market assessment for Regular Force Sectors A-D and Regular Force Sector F Health are enclosed. NZDF market assessments are compared against the market by base salary, and are compared by rank rather than role or trade. The pay grade for each rank is benchmarked against the respective market median, with trades considered in their Sector and Tier placement. Military pay grades are at different sector placements (A-D and F), and each sector is informed by the following market medians: Sector A – Public Sector; Sector B – General Market; Sector C and D – Private Sector; and, Sector F – Health Practitioners are benchmarked to Health New Zealand Collective Agreements.

The ranks are listed as rank equivalent (E) based on the New Zealand Army rank structure. For your reference, the New Zealand Army military ranks are: Private (PTE); Lance Corporal (LCPL); Corporal (CPL); Sergeant (SGT); Staff Sergeant (SSGT); Warrant Officer 2nd Class (WO2); Warrant Officer 1st Class (WO1); Officer Cadet (OCDT); Second Lieutenant (2LT); Lieutenant (LT); Captain (CAPT); Major (MAJ); Lieutenant Colonel (LTCOL); Colonel (COL); Brigadier (BRIG).

¹ <https://www.nzdf.mil.nz/assets/Uploads/DocumentLibrary/OIA-2024-5087-Remuneration-Market-Assessments.pdf>

The NZDF has access to the Australian Defence Force (ADF) pay, allowance and employment condition information. This is publicly available on the ADF pay and conditions manual on their website².

2. *Information and data on any identified pay gaps, including:*
 - *Gaps between NZDF Regular Force remuneration and market rates;*
 - *Any gender, ethnic, or role-specific pay gaps noted in these assessments.*

Gaps between NZDF Regular Force remuneration and market rates can be seen in the enclosures to part 1 of your request. Information on gender and ethnic pay gaps is at Enclosure 5, and in the Kia Toipoto Action Plan which is publicly available on the NZDF website³.

3. *Any goals, targets, or strategies outlined by NZDF or the Ministry of Defence during those financial years to address disparities or improve NZDF remuneration relative to the wider market, public service benchmarks, or the ADF.*

The approach to REM23 was to raise all pay bands with priority given to those in lower-midrange bands. This moved the majority of personnel to being at or within 5% of the market linked to their military remuneration table.

The approach to REM24 was to balance increasing remuneration for all of NZDF personnel, while supporting the Government's policy to focus on those whose roles have a direct impact on delivering operational outputs. This resulted in: the continuation of the Interim Sustainment Allowances (ISAs); increasing the value of Military Factor to \$18,024 and aligning this rate for all members of the Regular Force and Reserve Force; and, bringing NZDF's Operational Allowances up to the minimum of the Operational Enabling Allowance (OEA) plus the Interim Sustainment Allowance-Maritime (ISA-M).

Funding received in Budget 25 allows for the implementation of the first phase military allowance framework that will fairly compensate and recognise the unique nature of the activities that NZDF personnel undertake. The new allowance framework is more fit-for-purpose and equitable to promote the retention and attraction of uniformed members.

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

Enclosures:

1. Market Assessment, Regular Force Sector F Health, 2023
2. Market Assessment, Regular Force Sector F Health, 2024

² <https://pay-conditions.defence.gov.au/pacman>

³ <https://www.nzdf.mil.nz/assets/Uploads/DocumentLibrary/Kia-Toipoto-Action-Plan-Final.pdf>

3. Market Assessment, Regular Force Sectors A-D, 2025
4. Market Assessment, Regular Force Sector F Health, 2025
5. Kia Toipoto Pay Gaps (Gender and Ethnic), 30 June 2024

Market Assessment Regular Force Sector F Health 2023

Pay Scale Group	Pay Scale Level	2022 Base Salary	2023 Benchmark	Market Gap
CHS	01	55863	59035	-5.7%
CHS	02	57750	66570	-15.3%
CHS	03	61298	71216	-16.2%
CHS	04	64694	76554	-18.3%
CHS	05	68737	81883	-19.1%
CHS	06	74345	87992	-18.4%
CHS	07	76432	90868	-18.9%
CHS	08	78686	93563	-18.9%
CHS	09	81592	95340	-16.8%
CHS	10	84169	98390	-16.9%
CHS	11	86815	99915	-15.1%
CHS	12	90129	101441	-12.6%
CHS	13	94274	102966	-9.2%
CHS	14	98519	104491	-6.1%
CHS	15	101238	106016	-4.7%
CHS	16	106045	106045	0.0%
CHS	17	109045	109045	0.0%
CHS	18	111353	111353	0.0%
CHS	19	114353	114353	0.0%
CHS	20	116990	116990	0.0%
CHS	21	119627	119627	0.0%
CHS	22	124929	124929	0.0%
CHS	23	130236	130236	0.0%
CHS	24	133872	133872	0.0%
CHS	25	135539	135539	0.0%
CHS	26	138198	138198	0.0%
CHS	27	140847	140847	0.0%
CHS	28	143064	143064	0.0%
CHS	29	146343	146343	0.0%
CHS	30	148200	148200	0.0%
CHS	31	153066	153066	0.0%
CHS	32	158203	158203	0.0%
CHS	33	163069	163069	0.0%
CHS	34	168205	168205	0.0%
CHS	35	170369	170369	0.0%
CHS	36	174693	174693	0.0%
CHS	37	178208	178208	0.0%
CHS	38	180100	180100	0.0%
CHS	39	185508	185508	0.0%
CHS	40	190915	190915	0.0%
CHS	41	196322	196322	0.0%

Pay Scale Group	Pay Scale Level	2022 Base Salary	2023 Benchmark	Market Gap
CHS	42	201729	201729	0.0%
CHS	43	207135	207135	0.0%
CHS	44	212542	212542	0.0%
CHS	45	217952	217952	0.0%
CHS	46	223557	223557	0.0%
CHS	47	231199	231199	0.0%
CHS	48	237823	237823	0.0%
CHS	49	243937	243937	0.0%
CHS	50	250560	250560	0.0%

Market Assessment Regular Force Sector F Health 2024

Pay Scale Group	Pay Scale Level	2023 Base Salary	2024 Benchmark	Market Gap
CHS	01	59863	75773	-26.6%
CHS	02	66570	77087	-15.8%
CHS	03	71216	79385	-11.5%
CHS	04	76554	81683	-6.7%
CHS	05	81883	85134	-4.0%
CHS	06	87992	88627	-0.7%
CHS	07	90868	91179	-0.3%
CHS	08	93563	94394	-0.9%
CHS	09	95340	96008	-0.7%
CHS	10	98390	100163	-1.8%
CHS	11	99915	103750	-3.8%
CHS	12	101440	104794	-3.3%
CHS	13	102965	106197	-3.1%
CHS	14	104490	107600	-3.0%
CHS	15	106016	110210	-4.0%
CHS	16	106045	106045	0.0%
CHS	17	109045	109045	0.0%
CHS	18	111353	111353	0.0%
CHS	19	114353	114353	0.0%
CHS	20	116990	119627	-2.3%
CHS	21	119627	124929	-4.4%
CHS	22	124929	130236	-4.2%
CHS	23	130236	135539	-4.1%
CHS	24	133872	140847	-5.2%
CHS	25	135539	142683	-5.3%
CHS	26	138198	146343	-5.9%
CHS	27	140847	147933	-5.0%
CHS	28	143064	153183	-7.1%
CHS	29	146343	158433	-8.3%
CHS	30	148200	163683	-10.4%
CHS	31	153066	168933	-10.4%
CHS	32	158203	174183	-10.1%
CHS	33	163069	179433	-10.0%
CHS	34	168205	184683	-9.8%
CHS	35	170369	189933	-11.5%
CHS	36	174693	195183	-11.7%
CHS	37	178208	200433	-12.5%
CHS	38	180100	205683	-14.2%
CHS	39	185508	208980	-12.7%
CHS	40	190915	210933	-10.5%
CHS	41	196322	214880	-9.5%

Pay Scale Group	Pay Scale Level	2023 Base Salary	2024 Benchmark	Market Gap
CHS	42	201729	220780	-9.4%
CHS	43	207135	226680	-9.4%
CHS	44	212542	232580	-9.4%
CHS	45	217952	238480	-9.4%
CHS	46	223557	244380	-9.3%
CHS	47	231199	250280	-8.3%
CHS	48	237823	256180	-7.7%
CHS	49	243937	262080	-7.4%
CHS	50	250560	267980	-7.0%

Market Assessment Regular Force Sectors A-D 2025

Pay Scale Area	Pay Scale Group	Pay Scale Level	2024 Base Salary	2025 Market Median	2025 Market Gap
A1	2LT(E)	07	62643	64468	-2.9%
A2	2LT(E)	07	63563	68865	-8.3%
A3	2LT(E)	07	66087	73439	-11.1%
B1	2LT(E)	07	65782	65181	0.9%
B2	2LT(E)	07	66862	69261	-3.6%
B3	2LT(E)	07	68008	73504	-8.1%
C1	2LT(E)	07	66789	67561	-1.2%
C2	2LT(E)	07	68087	71282	-4.7%
C3	2LT(E)	07	69467	75151	-8.2%
D1	2LT(E)	07	67861	71282	-5.0%
D2	2LT(E)	07	69097	75151	-8.8%
D3	2LT(E)	07	73377	81303	-10.8%
A1	BRIG(E)	07	236773	313769	-32.5%
A1	CAPT(E)	07	83844	97298	-16.0%
A2	CAPT(E)	07	90631	104600	-15.4%
A3	CAPT(E)	07	97885	112372	-14.8%
B1	CAPT(E)	07	87724	97437	-11.1%
B2	CAPT(E)	07	93420	105281	-12.7%
B3	CAPT(E)	07	101355	113631	-12.1%
C1	CAPT(E)	07	93301	102285	-9.6%
C2	CAPT(E)	07	101242	111013	-9.7%
C3	CAPT(E)	07	109696	120305	-9.7%
D1	CAPT(E)	07	94368	102285	-8.4%
D2	CAPT(E)	07	102326	111013	-8.5%
D3	CAPT(E)	07	110775	120305	-8.6%
A1	COL(E)	07	181893	236093	-29.8%
D1	COL(E)	07	187486	236093	-25.9%
A1	CPL(E)	07	65240	64468	1.2%
A2	CPL(E)	07	66471	68865	-3.6%
A3	CPL(E)	07	67719	73439	-8.4%
B1	CPL(E)	07	66184	65181	1.5%
B2	CPL(E)	07	67225	69261	-3.0%
B3	CPL(E)	07	69151	73504	-6.3%
C1	CPL(E)	07	67162	67561	-0.6%
C2	CPL(E)	07	68280	71282	-4.4%
C3	CPL(E)	07	70149	75151	-7.1%
D1	CPL(E)	07	69165	75151	-8.7%
D2	CPL(E)	07	75093	81303	-8.3%
D3	CPL(E)	07	81804	87557	-7.0%
A1	LCPL(E)	07	57851	56552	2.2%

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Pay Scale Area	Pay Scale Group	Pay Scale Level	2024 Base Salary	2025 Market Median	2025 Market Gap
A2	LCPL(E)	07	58944	60422	-2.5%
A3	LCPL(E)	07	60111	64468	-7.2%
B1	LCPL(E)	07	58715	57837	1.5%
B2	LCPL(E)	07	59647	61427	-3.0%
B3	LCPL(E)	07	61119	65181	-6.6%
C1	LCPL(E)	07	59409	60863	-2.4%
C2	LCPL(E)	07	60202	64138	-6.5%
C3	LCPL(E)	07	61207	67561	-10.4%
D1	LCPL(E)	07	60994	67561	-10.8%
D2	LCPL(E)	07	64434	71282	-10.6%
D3	LCPL(E)	07	75097	81303	-8.3%
A1	LT(E)	07	70792	78903	-11.5%
A2	LT(E)	07	73627	84412	-14.6%
A3	LT(E)	07	79561	91022	-14.4%
B1	LT(E)	07	76036	78947	-3.8%
B2	LT(E)	07	77320	84447	-9.2%
B3	LT(E)	07	81486	91046	-11.7%
C1	LT(E)	07	77260	81303	-5.2%
C2	LT(E)	07	78658	87557	-11.3%
C3	LT(E)	07	86121	95061	-10.4%
D1	LT(E)	07	78465	81303	-3.6%
D2	LT(E)	07	80048	87557	-9.4%
D3	LT(E)	07	95283	102285	-7.3%
A1	LTCOL(E)	07	120135	137755	-14.7%
A2	LTCOL(E)	07	130473	148593	-13.9%
A3	LTCOL(E)	07	142571	161274	-13.1%
B1	LTCOL(E)	07	125339	141471	-12.9%
B2	LTCOL(E)	07	136405	153505	-12.5%
B3	LTCOL(E)	07	149056	167719	-12.5%
C1	LTCOL(E)	07	136913	152727	-11.6%
C2	LTCOL(E)	07	149289	166608	-11.6%
C3	LTCOL(E)	07	162559	182176	-12.1%
D1	LTCOL(E)	07	137967	152727	-10.7%
D2	LTCOL(E)	07	150351	166608	-10.8%
D3	LTCOL(E)	07	163607	182176	-11.4%
A1	MAJ(E)	07	97780	112372	-14.9%
A2	MAJ(E)	07	105051	119976	-14.2%
A3	MAJ(E)	07	113875	128479	-12.8%
B1	MAJ(E)	07	101355	113631	-12.1%
B2	MAJ(E)	07	109136	121823	-11.6%
B3	MAJ(E)	07	118038	131220	-11.2%
C1	MAJ(E)	07	109696	120305	-9.7%
C2	MAJ(E)	07	118060	129481	-9.7%

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Pay Scale Area	Pay Scale Group	Pay Scale Level	2024 Base Salary	2025 Market Median	2025 Market Gap
C3	MAJ(E)	07	128337	140599	-9.6%
D1	MAJ(E)	07	110720	120305	-8.7%
D2	MAJ(E)	07	119159	129481	-8.7%
D3	MAJ(E)	07	129425	140599	-8.6%
A1	OCDT(E)	07	55554	53867	3.0%
A2	OCDT(E)	07	56733	53867	5.1%
A1	PTE(E)	07	52621	53867	-2.4%
A2	PTE(E)	07	53333	56552	-6.0%
D1	PTE(E)	07	53784	60863	-13.2%
D2	PTE(E)	07	56823	64138	-12.9%
D3	PTE(E)	07	69145	75151	-8.7%
A1	SGT(E)	07	73431	73439	0.0%
A2	SGT(E)	07	74780	78903	-5.5%
A3	SGT(E)	07	76160	84412	-10.8%
B1	SGT(E)	07	74429	73504	1.2%
B2	SGT(E)	07	75603	78947	-4.4%
B3	SGT(E)	07	77769	84447	-8.6%
C1	SGT(E)	07	75501	75151	0.5%
C2	SGT(E)	07	76780	81303	-5.9%
C3	SGT(E)	07	78820	87557	-11.1%
D1	SGT(E)	07	76692	81303	-6.0%
D2	SGT(E)	07	81104	87557	-8.0%
D3	SGT(E)	07	89028	95061	-6.8%
A1	SSGT(E)	07	84774	84412	0.4%
A2	SSGT(E)	07	86326	91022	-5.4%
A3	SSGT(E)	07	87862	97298	-10.7%
B1	SSGT(E)	07	85904	84447	1.7%
B2	SSGT(E)	07	87230	91046	-4.4%
B3	SSGT(E)	07	89685	97437	-8.6%
C1	SSGT(E)	07	87088	87557	-0.5%
C2	SSGT(E)	07	88586	95061	-7.3%
C3	SSGT(E)	07	93301	102285	-9.6%
D1	SSGT(E)	07	88197	87557	0.7%
D2	SSGT(E)	07	89288	95061	-6.5%
D3	SSGT(E)	07	96773	102285	-5.7%
A1	WO2/1(E)	07	97701	97298	0.4%
A2	WO2/1(E)	07	99574	104600	-5.0%
A3	WO2/1(E)	07	101200	112372	-11.0%
A4	WO2/1(E)	07	113067	128479	-13.6%
A5	WO2/1(E)	07	142571	161274	-13.1%
A6	WO2/1(E)	07	181593	236093	-30.0%
B1	WO2/1(E)	07	98987	97437	1.6%
B2	WO2/1(E)	07	100518	105281	-4.7%

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Pay Scale Area	Pay Scale Group	Pay Scale Level	2024 Base Salary	2025 Market Median	2025 Market Gap
B3	WO2/1(E)	07	103277	113631	-10.0%
C1	WO2/1(E)	07	100312	102285	-2.0%
C2	WO2/1(E)	07	101961	111013	-8.9%
C3	WO2/1(E)	07	109748	120305	-9.6%
D1	WO2/1(E)	07	101562	102285	-0.7%
D2	WO2/1(E)	07	105371	111013	-5.4%
D3	WO2/1(E)	07	113622	120305	-5.9%

Market Assessment Regular Force Sector F Health 2025

Pay Scale Group	Pay Scale Level	2024 Base Salary	2025 Benchmark	Market Gap
CHS	01	59863	75773	-26.6%
CHS	02	66570	77087	-15.8%
CHS	03	71216	79385	-11.5%
CHS	04	76554	81683	-6.7%
CHS	05	81883	85134	-4.0%
CHS	06	87992	91179	-3.6%
CHS	07	90868	94394	-3.9%
CHS	08	93563	96008	-2.6%
CHS	09	95340	98270	-3.1%
CHS	10	98390	100163	-1.8%
CHS	11	99915	103750	-3.8%
CHS	12	101440	104794	-3.3%
CHS	13	102965	106197	-3.1%
CHS	14	104490	107600	-3.0%
CHS	15	106016	108800	-2.6%
CHS	16	106045	109045	-2.8%
CHS	17	109045	111972	-2.7%
CHS	18	111353	117565	-5.6%
CHS	19	114353	123119	-7.7%
CHS	20	116990	128842	-10.1%
CHS	21	119627	134303	-12.3%
CHS	22	124929	138600	-10.9%
CHS	23	130236	141371	-8.5%
CHS	24	133872	143670	-7.3%
CHS	25	135539	147933	-9.1%
CHS	26	138198	149200	-8.0%
CHS	27	140847	153183	-8.8%
CHS	28	143064	158433	-10.7%
CHS	29	146343	163683	-11.8%
CHS	30	148200	168933	-14.0%
CHS	31	153066	174183	-13.8%
CHS	32	158203	179433	-13.4%
CHS	33	163069	184683	-13.3%
CHS	34	168205	185380	-10.2%
CHS	35	170369	191280	-12.3%
CHS	36	174693	197180	-12.9%
CHS	37	178208	203080	-14.0%
CHS	38	180100	208980	-16.0%
CHS	39	185508	214880	-15.8%
CHS	40	190915	220780	-15.6%
CHS	41	196322	226680	-15.5%

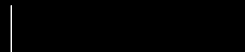
Pay Scale Group	Pay Scale Level	2024 Base Salary	2025 Benchmark	Market Gap
CHS	42	201729	232580	-15.3%
CHS	43	207135	238480	-15.1%
CHS	44	212542	244380	-15.0%
CHS	45	217952	250280	-14.8%
CHS	46	223557	256180	-14.6%
CHS	47	231199	262080	-13.4%
CHS	48	237823	267980	-12.7%
CHS	49	243937	270020	-10.7%
CHS	50	250560	272350	-8.7%



Kia Toipoto

Pay Gaps (Gender and Ethnic)

30 June 2024



Calculating Pay Gaps

We calculate our gender pay gaps following the methodology recommended by Statistics New Zealand*. When calculating pay gaps, we ensure a minimum sample size of 20 for each group. We calculate our ethnic pay gaps using Te Kawa Mataaho/ Public Service Commission methodology** (we also provide both the mean and median pay gaps as recommended by Te Kawa Mataaho/ Public Service Commission, these are defined below).

Mean pay gaps compare the mean pay of two groups. Mean pay is calculated by dividing the total salary of a group by the number of individuals in the group.

Median pay gaps compare the median pay of two groups. Median pay is calculated by sorting individuals from lowest to highest salary and identifying the middle value.

Median pay gaps are less affected by outliers, such as extremely high or low salaries, which can skew mean pay gaps. However, mean pay gaps can be more reflective of the spread of the data when sample sizes are lower.

*Reference: <https://www.stats.govt.nz/assets/Uploads/Methods/Organisational-gender-pay-gaps-measurement-and-analysis-guidelines/organisational-gender-pay-gaps-measurement-analysis-guidelines.pdf> <https://www.publicservice.govt.nz/assets/Guidance-Measuring-and-beginning-to-address-Maori-and-Ethnic-Pay-Gaps-in-the-Public-Service-update-19-October-2022.pdf>

**Reference: <https://www.publicservice.govt.nz/assets/Guidance-Measuring-and-beginning-to-address-Maori-and-Ethnic-Pay-Gaps-in-the-Public-Service-update-19-October-2022.pdf>

Drivers of our Regular Force pay gaps

In 2023/24, we conducted deep dives into the gender and ethnic pay gaps within both our Regular Force and our Civilian Workforce. These deep dives highlighted the key drivers of our pay gaps.

We found that vertical segregation is the main reason for our Regular Force gender and ethnic pay gaps. Vertical segregation refers to members of one group being overrepresented at lower levels of an organisation and underrepresented at higher levels. This is the case in our Regular Force for:

- Female personnel, who are more likely to work in Junior ranks
- Māori, Pacific and Asian personnel, who are less likely to work as Commissioned Officers and more likely to work in Junior ranks

Another driver of our Regular Force pay gaps is occupational segregation. We found some instances where women, Māori, Pacific and Asian personnel are more likely to work in lower paid trades. We are working to increase the proportion of female, Māori, Pacific and Asian personnel in more senior, higher paid roles in our Regular Force.

Drivers of our Civilian pay gaps

We found that vertical segregation is also the main reason for our civilian gender and ethnic pay gaps. We saw that female, Māori and Pacific civilians are overrepresented in more junior roles and underrepresented in more senior roles. Our part-time civilians, who are significantly more likely to be female, are also more likely to work in junior, lower paid roles.

Another driver of our Civilian Workforce pay gaps is the step people sit at within their job grade. We found that:

- Female civilians working at Senior Management level sit on a lower average step than male civilians at the same level
- Māori and Pacific personnel are more likely to sit below step 7 when their length of service is three years or higher
- A higher proportion of Pacific civilians sit beneath step 7 compared to non-Pacific civilians
- Pacific civilians are entering NZDF's Civilian Workforce at a lower average step compared to non-Pacific civilians

We also saw signs of occupational segregation impacting our civilian pay gaps:

- Women in health-related roles are clustered in lower paid occupation types
- Subportfolios where Māori are overrepresented pay less on average than subportfolios where Māori are underrepresented
- A higher proportion of Māori and Pacific civilians work in rostered roles, which are lower paid on average

We are working to increase the proportion of female, Māori and Pacific personnel in more senior, higher paid roles in our Civilian Workforce, across occupations. Specific actions we have taken and plan to take are set out later in this Plan.

Our civilian job grades are comprised of a number of steps, reflecting the level of competency someone brings to a role. For example, someone on step 4 would be developing into a role (and paid lower), while someone on step 7 would be considered fully competent in a role (and paid higher).

Gender Pay Gap

(30 June 2024)

Our mean gender pay gap has reduced since 2023, across NZDF and in our Regular Force and civilian workforce. This is shown in the table below.

Our NZDF and Regular Force gender pay gaps (mean) are within normal variation, which we define as between +3% and -3%. The main cause of our civilian gender pay gap is women being overrepresented in more junior, lower paid roles and men being overrepresented in more senior, higher paid roles.

	Mean Gender Pay Gap June 2024	Difference since June 2023
NZDF (Regular Force and Civilian)	3.2%	↓1.4 percentage points
Regular Force	3.0%	↓2.1 percentage points
Civilian Workforce	8.7%	↓2.6 percentage points

The median gender pay gap is:

	Median Gender Pay Gap June 2024
NZDF (Regular Force and Civilian)	3.5%
Regular Force	2.3%
Civilian Workforce	10.0%

Regular Force Gender Pay Gap

The Regular Force gender pay gap is driven by differentials in trade, sector and tier by gender. Women are more likely to work in junior ranks compared to men and are more likely to work in some of the lower paid trades.

In our Regular Force, women are more likely to work in lower rank levels (as Junior Non-Commissioned Officers and Junior Officers). This is shown in the table below.

Gender composition of competency levels within NZDF's Regular Force 30 June 2024

	Male % (n=)	Female % (n=)	Total (N=)	Average remuneration (base pay + mil factor)
Junior Enlisted [CPL (E) to PTE (E)]	79% (n=3,487)	21% (n=921)	4,408	\$74,565
Senior Enlisted [WO1 (E) to SGT (E)]	83% (n=1,816)	17% (n=370)	2,186	\$104,577
Junior Officer [CPL (E) to PTE (E)]	75% (n=859)	25% (n=294)	1,153	\$98,698
Senior Officer [LTGEN (E) to MAJ (E)]	82% (n=867)	18% (n=194)	1,061	\$153,560
Total	100% (N=7,029)	100% (N=1,779)	8,808	-

Civilian Gender Pay Gap

The civilian gender pay gap (mean) has reduced year on year from 15.7% in 2019 to 8.7% in 2024.

For civilian staff, the gender pay gap is affected by more women being employed in junior staff roles and more men in team leader, management and senior management roles. The civilian gender pay gap is also higher than the Regular Force gender pay gap because there is greater potential for variability within the pay grades for civilian staff, as individuals negotiate their starting salaries and (unlike Regular Force personnel) annual remuneration reviews are performance based.

In our civilian Workforce, we have more women (56%) than men (44%) working in junior staff roles (these make up 41% of our total civilian roles). However, women's representation becomes lower as the civilian roles become more senior. This is shown in the table below.

Gender composition of competency levels within NZDF's Civilian Workforce as at 30 June 2024

	Male % (n=)	Female % (n=)	Total (N=)	Average base salary
Junior Staff	44% (n=595)	56% (n=743)	1,338	\$70,256
SME Team Lead	60% (n=515)	40% (n=342)	857	\$91,507
Management	62% (n=614)	38% (n=369)	983	\$124,019
Senior Management	66% (n=77)	34% (n=39)	116	\$208,256
Total	100% (N=1,801)	100% (N=1,493)	3,294	-

NZDF Māori Pay Gap

Our Māori pay gap has reduced since 2023, across NZDF and in our Regular Force and civilian workforce. This is shown in the table below.

The main cause of our Māori pay gaps in our Regular Force and our civilian workforce are Māori being overrepresented in more junior, lower paid roles, and underrepresented in more senior, higher paid roles. In our Regular Force, fewer Māori are Commissioned Officers and Māori are more likely to work in lower paid trades in Navy and Air Force.

	Māori Pay Gap (Mean)	Difference since June 2023
	June 2024	
NZDF (Regular Force and Civilian)	8.4%	↓2.2 percentage points
Regular Force	10.3%	↓3.4 percentage points
Civilian Workforce	12.3%	↑0.7 percentage points

The median Māori pay gaps is:

	Median Māori Pay Gap June 2024
NZDF (Regular Force and Civilian)	8.1%
Regular Force	6.7%
Civilian Workforce	12.6%

NZDF Pacific Pay Gap

Our Pacific pay gap has reduced since 2023, across NZDF and in our Regular Force. However, our Pacific pay gap (mean) has slightly increased in our civilian workforce. This is shown in the table below.

In our Regular Force, fewer Pacific personnel work as Commissioned Officers and most work in Junior Enlisted ranks. They are also more likely to work in lower paid trades in each of the Services.

In our civilian workforce, Pacific personnel are overrepresented in lower paid occupations in roles that have few opportunities for progression internally. Our civilian Pacific Personnel are also overrepresented at junior, levels, and underrepresented in more senior, higher paid roles.

	Pacific Pay Gap (Mean) June 2024	Difference since June 2023
NZDF (Regular Force and Civilian)	10.9%	↓2.8 percentage points
Regular Force	10.3%	↓3.4 percentage points
Civilian Workforce	12.3%	↑0.7 percentage points

The median Pacific pay gaps is:

	Median Pacific Pay Gap June 2024
NZDF (Regular Force and Civilian)	8.1%
Regular Force	7.2%
Civilian Workforce	13.5%

NZDF Asian Pay Gap

Our Asian pay gap has reduced since 2023, across NZDF and in our Regular Force. It has increased slightly in our civilian workforce (NB The negative Asian pay gap for Civil Staff indicates that Asian Civil Staff earn slightly more on average than Non-Asian staff). This is shown in the table below.

The Asian pay gap (mean) in our civilian workforce is within normal variation (between +3% and -3%). In our Regular Force, Asian personnel are more likely to work in junior ranks (both for commissioned officer and enlisted groupings). They are also more likely to work in lower paid trades in Air Force.

Asian Pay Gap (mean) June 2024		Difference since June 2023
NZDF (Regular Force and Civilian)	9.3%	↑0.3 percentage points
Regular Force	9.3%	↓6.3 percentage points
Civilian Workforce	-2.5%	↑1.9 percentage points

The median Asian pay gaps is:

Median Asian Pay Gap June 2024	
NZDF (Regular Force and Civilian)	11.3%
Regular Force	15.3%
Civilian Workforce	-3.6%

MELAA Pay Gap

Our MELAA pay gap has reduced since 2023, across NZDF and in our Regular Force. This is shown in the table below. Sample sizes were too small for us to be able to calculate a MELAA pay gap for our civilian workforce.

In our Regular Force, MELAA personnel are in junior ranks (both for commissioned officer and enlisted groupings).

	MELAA Pay Gap (mean) June 2024	Difference since June 2023
NZDF (Regular Force and Civilian)	4.7%	↓3.4 percentage points
Regular Force	13.4%	↓3.1 percentage points

The median MELAA pay gaps is:

Median Gender Pay Gap June 2024	
NZDF (Regular Force and Civilian)	13.3%
Regular Force	15.2%

Intersectionality between Gender and Ethnicity in Pay

Intersectionality refers to how multiple identities overlap and interact. People with multiple intersecting marginalised identities can face multiple forms of disadvantage. For example, a disabled woman could face discrimination because of being both disabled and female. Examining the intersectionality between ethnicity and gender is important because it allows us to understand the impact of intersecting identities on pay.

Intersectionality between ethnicity and gender can be analysed by calculating average pay by gender and ethnicity, and measuring pay gaps experienced by women from different gender groups. These pay gaps, known as gender-ethnic pay gaps, are calculated by comparing the pay of women from an ethnic group with all men. This follows the methodology recommended by Te Kawa Mataaho (Public Service Commission)**.

Intersectionality in Our Regular Force

Gender-Ethnic Group (Regular Force)	Average Base Salary
Pacific women	\$63,996
Asian men	\$64,878
Asian women	\$65,153
MELAA men	\$65,637
Māori women	\$66,427
Pacific men	\$67,727
Māori men	\$71,309
European women	\$73,290
European men	\$76,041



Within our Regular Force, Pacific women are the lowest paid gender-ethnic group and European men are the highest paid gender-ethnic group on average.

NB We haven't included MELAA women due to the small number on our Regular Force.

**<https://www.publicservice.govt.nz/assets/Guidance-Measuring-and-beginning-to-address-Maori-and-Ethnic-Pay-Gaps-in-the-Public-Service-update-19-October-2022.pdf>

Intersectionality between Gender and Ethnicity in Pay (cont.)

Gender-Māori, Gender-Pacific and Gender-Asian mean pay gaps in our Regular Force have decreased since June 2023.

Regular Force	June 2024	Difference since June 2023
Gender-Māori	11.3%	↓3.4 percentage points
Gender-Pacific	13.7%	↓5.6 percentage points
Gender-Asian	13.6%	↓3.8 percentage points

NB We haven't included the Gender-MELAA pay gap in this section due to the small number of MELAA women in our Regular Force.

Intersectionality in Our Civilian Workforce

In our civilian workforce Pacific men are the lowest paid gender-ethnic group and European men are the highest paid gender-ethnic group on average. We haven't included MELAA in this section because of low sample sizes.

Gender-Ethnic Group (Civilian Workforce)	Average Base Salary
Pacific men	\$81,468
Māori women	\$82,830
Pacific women	\$85,670
European women	\$90,038
Māori men	\$91,292
Asian women	\$96,150
Asian men	\$97,500
European men	\$100,570

Our Gender-Māori and Gender-Asian mean pay gaps have decreased since June 2023. Our Gender-Pacific pay gap has slightly increased.

Civilian Staff	June 2024	Difference since June 2023
Gender-Māori	18.2%	↓2.9 percentage points
Gender-Pacific	14.9%	↑0.4 percentage points
Gender-Asian	4.5%	↓5.6 percentage points

