



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

7/25

July 2025

OIA-2025-5431



Dear [REDACTED]

I refer to your email of 11 June 2025 requesting, under the Official Information Act 1982 (OIA), the following information pertaining to the New Zealand Defence Force (NZDF), with a timeframe of the last three calendar years.

1. *Climate Change Survey:*

- *A copy of the climate change survey administered to NZDF personnel, including all questions and related materials.*
- *Any reports or summaries generated from the survey, including how the results will influence NZDF policies, particularly on military operations and training.*

Enclosure 1 is a copy of the NZDF's Climate Action survey. Where indicated, personal information is withheld in accordance with section 9(2)(a) of the OIA to protect privacy, and organisational information is withheld in accordance with section 9(2)(k) of the OIA to avoid the malicious or inappropriate use of this information, such as phishing, scams or unsolicited advertising.

Reporting on results has not yet occurred. The NZDF intends to use the survey findings to inform the design and development of initiatives to help increase knowledge, leadership, and innovation around climate security.

2. *Personnel Reductions and Māori Cultural Advisors:*

- *Documents outlining the personnel reductions within NZDF, including the rationale and scope of affected staff.*

In financial year 2024/25, the NZDF reprioritised its budget in order to find approximately \$30 million in savings. In addition to identifying savings in operational expenditure, the NZDF made the decision to reduce its civilian workforce. Civilian staff were then asked for expressions of interest for voluntary redundancy. Enclosures 2-8 are copies of documents provided to all NZDF staff regarding the voluntary redundancy process. Where indicated, NZDF information is withheld in accordance with section 9(2)(k) for the reason explained above. While Enclosure 7 is marked as "Draft", this is the final version.

The below table provides the number of redundancies for the last three financial years and the cost to the NZDF. The NZDF records this information by financial year and not calendar year.

Financial year	Number of Personnel	Total Redundancy Payments (\$M)
2024/25 (to 26 June 2025)	148	\$4.368
2023/24	10	\$0.368
2022/23	9	\$0.282

- *A list of Māori cultural advisors added to NZDF, including their roles and levels of placement within the organisation.*

The following table provides a list of Māori cultural advisors added to the NZDF, including their roles and levels of placement within the organisation, for the last three calendar years.

Position Name	Civilian or Military role	Rank or Grade	Year
Royal New Zealand Air Force Deputy Maori Cultural Advisor(Air)	Regular Force	Any rank	2022
Kaitohutohu Hononga Maori/Maori Relationship Advisor	Civilian	Grade 17	2022
Marae Educator and Cultural Advisor	Regular Force	Sergeant	2022
Marae Educator and Cultural Advisor	Regular Force	Sergeant	2022
Senior Advisor Maori – Army	Regular Force	Major	2023
Short-term Capability Project Officer Matauranga Maori – Naval Staff	Regular Force	Lieutenant Commander	2023
Marae Educator and Cultural Advisor	Civilian	Grade 11	2023
Marae Educator and Cultural Advisor	Regular Force	Staff Sergeant	2023
Staff Officer – Bicultural	Regular Force	Any rank	2024
Maori Cultural Advisor to Chief of Army - Army General Staff	Regular Force	Major	2024

- *Any policies or reports on the introduction of a bi-cultural policy, including senior leadership competency in Māori language and culture.*

Enclosure 9 is the current bi-cultural policy for the NZDF: Defence Force Order 3, part 5, chapter 5. Enclosure 10 provides the results by rank from a survey on te reo Maori lessons within the NZDF.

3. *Military Operations and Core Business:*

- *Any documentation on how NZDF plans to ensure military operations maintain effectiveness in varying environmental conditions, regardless of climate change or terrain.*

NZDF operations in support of New Zealand's interests occur globally regardless of season, weather, or terrain. Due cognisance is taken of weather, environment, and terrain to minimise unnecessary risk to service personnel in the course of their duties. Otherwise, climate and terrain are operational factors to be considered regardless of climate change or other environmental influences. Documents concerning the conduct of military operations are withheld in full in accordance with section 6(a) of the OIA.

4. *Support for Personnel:*

- *Records of support provided to personnel regarding the climate change survey, particularly relating to the "triggered" support line offered.*

Enclosure 11 is a copy of the information offered to Climate Action Survey participants for their information, as is standard for any NZDF personnel research. The NZDF does not hold records of who might have used the support services.

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. Climate Action Survey
2. CDF Announcement, 17 July 2024
3. Message from the Chief People Officer, 2 August 2024
4. Voluntary Redundancy Message, 8 August 2024
5. Voluntary redundancy Information Document
6. Message to all staff, 12 August 2024
7. Message from the Chief People Officer, 16 October 2024
8. Message from the Chief People Officer, 31 October 2024
9. DFO 3: Bicultural Policy
10. Survey on the use of te reo Maori
11. Support services

Default Question Block

NZDF Climate Change Survey: Have your say!

Invitation

You have been selected as part of a sample of NZDF personnel (both military and civilian) to be invited to participate in a voluntary survey about climate change action in the NZDF. The goal of this survey is to get a baseline picture of where NZDF personnel are at with their awareness of climate change, its impacts on the NZDF and Aotearoa New Zealand, and whether they take action on climate change as part of their NZDF work.

Purpose of the Study

This research is being conducted to help the NZDF Climate Change Response Programme to support the NZDF to take action in response to climate change across the work we do. Chief of Air Force (Executive Sponsor for the NZDF Climate Change Response Programme, Air Vice- Marshal Webb) has said “it will affect everyone in the NZDF, including the reasons for our operations and how we

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conduct them. Reducing our own emissions also involves everyone". Completing this survey will provide you with the opportunity to influence the work the NZDF undertakes on climate change going forward.

What questions will you be asked?

The survey covers your understanding of different aspects of climate change response, what you know about the NZDF's climate change action, what climate action behaviours you currently do, and why/why not, and demographic questions. It is intended that the survey will take no more than 20-30 minutes to complete, with the survey period being open for 4 weeks in total.

At the end of the survey you will be asked to fill in your email address if you wish to get a copy of the results, but this is optional and the results will also be available on DDMS if you'd rather keep your response anonymous.

How will your data be used?

Survey results will be collated by s. 9(2)(a) (lead researcher) with the assistance of s. 9(2)(a) and s. 9(2)(a) and all responses will be kept confidential. Results will be presented collectively in report format (i.e. "30% of

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respondents stated...) with any personally identifying information removed. Summarised research findings may also be shared external to NZDF. Your data will be securely stored on the Qualtrics survey platform and in DIXS throughout and de-identified data may be used in future NZDF research projects approved under DFO 3.4.15. You may request a copy of the research report by contacting s. 9(2)(a) at any time. The finalised report will also be placed on the Human Research and Evaluation Repository (DDMS).

Risks and Ethics

The risks associated with participating in this study are assessed as minimal. You may decline to participate or may withdraw your responses to this research (up until you submit them, as after this we cannot identify your individual response) without any disadvantage. This research is being conducted in accordance with the Privacy Act (2020) and DFO 3.14.5: Authority to Conduct Human-related Research.

Questions

Should you have any questions about this research now, or into the future, please feel free to contact the lead researcher through s. 9(2)(a). If you have

any questions about research in the NZDF, contact

s. 9(2)(k)

Acceptance

This research is completely voluntary and there is no payment or koha for participating.

If you wish to participate, please complete the following survey. Thank you for your participation!

Climate change: your thoughts

When you think about the term 'climate change', what do you think of? Please give three words, or phrases:

'Climate change' first word or phrase:

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'Climate change' second word or phrase:

'Climate change' third word or phrase:

When you think about the impact of climate change on NZDF operations what do you think of? Please give three words, or phrases:

Impact on NZDF operations; first word or phrase:

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Impact on NZDF operations; second word or phrase:

Impact on NZDF operations; third word or phrase:

When you think about NZDF activities and their impact on the climate what do you think of? Please give three words, or phrases:

NZDF's climate impact: first word or phrase:

NZDF's climate impact: second word or phrase:

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NZDF's climate impact: third word or phrase:

NZDF climate-related initiatives

How familiar are you with:

	Unaware	I am aware of this aspect but not familiar	I am familiar with this aspect	I am familiar enough that I could educate a peer about the detail of this aspect
NZDF Climate Change Response Programme	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
NZDF Emissions Reduction Plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
NZDF Environmental Sustainability Groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
NZDF Electric Vehicle (EV) Project	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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	Unaware	I am aware of this aspect but not familiar	I am familiar with this aspect	I am familiar enough that I could educate a peer about the detail of this aspect
Defence Estate Climate Adaptation Planning (DECAP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Climate Crisis – Defence Readiness and Responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responding to the Climate Crisis – An Implementation Plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A Force for New Zealand's Future' Newsletter	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Are you aware of any other NZDF climate change initiatives or activities? If so please tell us about them:

Your work in the NZDF

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Thinking about your current role in NZDF, please identify the degree to which you agree or disagree with the following the statements.

	Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
I think about the impact of my work on climate change when making decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I use sustainability as a key factor when making purchasing decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel upset when thinking about the climate change impacts of decisions I make in my role.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can weigh up the relevant climate change factors for each option when making decisions in my role.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel overwhelmed when thinking about the climate change impacts of decisions I make in my role.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel supported by my superiors to take action on climate change within my role.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Strongly
Disagree

Disagree

Neither
agree nor
disagree

Agree

Strongly
agree

In my workplace, I feel judged or ridiculed when I take action on climate change.

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The hierarchical nature of our organisation makes me unable to take action on climate change.

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I have time to prioritise thinking about climate change impacts when making decisions related to my role.

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NZDF provides me with the tools and resources to consider climate change when making decisions related to my role

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I can access information about climate change impacts when making decisions related to my role (e.g. carbon footprint of different food or transport choices)

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	Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
Limiting climate change impacts is part of my role as an NZDF member	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
NZDF prioritises limiting the climate impacts in all we do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I get the message that NZDF values climate mitigation in my work environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I can make a difference to climate change through my work in the NZDF	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If we prioritise limiting our climate impacts it will negatively affect our operational effectiveness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Climate action is not part of NZDF's core business	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Humanitarian Aid and Disaster Relief (HADR) is not NZDF's core business	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The NZDF is doing enough to help tackle climate change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Climate change and Māori knowledge

Mātauranga Māori

Mātauranga refers to knowledge, wisdom, understanding and skill. Mātauranga Māori refers to the body of knowledge originating from Māori ancestors, including the Māori world view and perspectives, Māori creativity and cultural practices.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
In the NZDF, we SHOULD include mātauranga Māori in climate action plans.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In the NZDF, we are READY and WILLING to include mātauranga Māori in climate action plans.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Environmentally conscious behaviours

Thinking about your current role in NZDF, please identify the degree to which you agree or disagree with the following

the statements. Released under the Official Information Act 1982

Environmentally conscious behaviour refers to the way we do our work in NZDF, whilst caring for the environment.

	Completely Disagree	Disagree	Neutral	Agree	Completely Agree
I stay informed of the NZDF's environmental initiatives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I encourage my colleagues to adopt more environmentally conscious behaviour.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I encourage my colleagues to express their ideas and opinions on environmental issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I spontaneously speak to my colleagues to help them better understand environmental problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Even when I am busy, I am willing to take time to share information on environmental issues with new colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I actively participate in environmental events organised in and/or by the NZDF.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Completely
Disagree

Disagree

Neutral

Agree

Completely
Agree

I undertake environmental actions that contribute positively to the image of the NZDF.

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I volunteer for projects, endeavours or events that address environmental issues in the NZDF.

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In my work, I weigh the consequences of my actions before doing something that could affect the environment.

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I voluntarily carry out environmental actions and initiatives in my daily work activities.

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I make suggestions to my colleagues about ways to protect the environment more effectively, even when it is not my direct responsibility.

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I suggest new practices that could improve the environmental performance of the NZDF.

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Please comment if you wish to explain your answers above?

Taking climate action

Thinking about taking climate action as part of your current role with NZDF, please identify the degree to which you agree or disagree with the following the statements.

Climate action includes any behaviour you do which aims to limit the negative impact on the climate.

Strongly
disagree

Strongly
agree

I am motivated to
change my
behaviour at work in
support of climate
action.



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Strongly
disagreeStrongly
agree

Changing my
behaviour at work in
support of climate
action is something
that I do
automatically.

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I have the SOCIAL
opportunity to
change my
behaviour at work in
support of climate
action.

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I have the PHYSICAL
opportunity to
change my
behaviour at work in
support of climate
action.

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I am
PSYCHOLOGICALLY
able to change my
behaviour at work in
support of climate
action.

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I am PHYSICALLY able
to change my
behaviour at work in
support of climate
action

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Are there any other barriers that stop you from changing
your behaviour at work in support of climate action? If so

please describe them below.

Climate change is within...

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
My circle of concern	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My circle of influence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My circle of control	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Adapting to the impacts of climate change

Have you ever thought about the impact of climate change on NZDF's camp and base infrastructure, for example:

	Yes	No
Changing buildings, roads or runways because of flooding risk or sea level rise.	<input type="radio"/>	<input type="radio"/>

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Yes

No

Changing communications infrastructure so they can function under severe winds.

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Changes to ensure useable water is available on camps and bases during droughts.

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Other, please specify:

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Have you ever thought about the impact of climate change on NZDF's training and personnel health, for example:

Yes

No

Changing training routines to manage heat related illness (e.g. fainting, heat stroke, heat stress).

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Improving access to water during training exercises.

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Consider climate change information when doing operational wargaming, tabletop exercises.

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Develop guidance about when we should/shouldn't conduct non-urgent training in severe weather (e.g. Met Service Red alert).

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Yes

No

Other, please specify:

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Have you ever thought about the impact of climate change on equipment, for example:

Yes

No

Changes to uniform or PPE
(personal protective equipment)
so people can function at higher
temperatures.

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Changes to ships, vehicles and
aircraft so they can function in
more extreme weather
conditions.

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Changes to weapon systems so
they can operate in more
extreme conditions
(temperatures, humidity etc).

☐☐

Other, please specify:

☐☐

Collaboration

In your role, have you discussed the impacts of climate change and/or climate action with any of the following (tick all that apply):

	Yes	No
Other nations' militaries	<input type="checkbox"/>	<input type="checkbox"/>
International partners (non military)	<input type="checkbox"/>	<input type="checkbox"/>
Other government agencies	<input type="checkbox"/>	<input type="checkbox"/>
Media	<input type="checkbox"/>	<input type="checkbox"/>
Iwi	<input type="checkbox"/>	<input type="checkbox"/>
Local/city council	<input type="checkbox"/>	<input type="checkbox"/>
Interest groups	<input type="checkbox"/>	<input type="checkbox"/>
Other, please specify: <div></div>	<input type="checkbox"/>	<input type="checkbox"/>

Final thoughts

What do you think is the most important change NZDF

needs to make to respond to climate change?

About you?

Only the 3 researchers will be able to see the information you provide here. This data will only be used to look at group differences; e.g. males vs females or technical vs non-technical trades. Your identity will be protected when reporting; for example if we were looking at age group by portfolio, and there were only 4 responses from people in the age group 51-65 we would roll up the age group categories so that readers of the report could not guess who the 4 responses were from. You can also choose to not answer any of the questions.

Are you currently working in a military or civilian capacity in NZDF?

- ☐ Military (Regular Force)
- ☐ Civilian Staff

What service do you belong to?

- ☐ Navy
- ☐ Army

☐ Air Force

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What portfolio do you currently work in?

- ☐ Naval Staff
- ☐ Army General Staff
- ☐ Air Staff
- ☐ Corporate Finance Office
- ☐ Defence Strategy Management
- ☐ Joint Defence Services
- ☐ Headquarters Joint Forces
- ☐ People Capability Portfolio
- ☐ Vice Chief Defence Force
- ☐ Chief of Staff HQ NZDF

What trade are you in?

- ☐ ADMINISTRATION
- ☐ ADMINISTRATOR
- ☐ AERONAUTICAL METAL WORKER
- ☐ AIR ENGINEER
- ☐ AIR ENGINEER OFFICER
- ☐ AIR LOADMASTER
- ☐ AIR LOADMASTER OFFICER
- ☐ AIR ORDNANCE SPECIALIST

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- ☐ AIR WARFARE OFFICER
- ☐ AIR WARFARE SPECIALIST
- ☐ AIRCRAFT MECHANIC
- ☐ AIRCRAFT TECHNICIAN
- ☐ AMMUNITION TECHNICIAN NZALR
- ☐ ARMAMENT MECHANIC
- ☐ ARMAMENT TECHNICIAN
- ☐ ARMoured (CORPS)
- ☐ ARMOURER
- ☐ AUTOMOTIVE TECHNICIAN
- ☐ AVIATION FUEL SPECIALIST
- ☐ AVIATION RESCUE FIREFIGHTER
- ☐ AVIONICS MECHANIC
- ☐ AVIONICS TECHNICIAN
- ☐ BANDMASTER
- ☐ CARPENTER
- ☐ CATERER
- ☐ CHAPLAIN
- ☐ CHEF
- ☐ COMBAT DRIVER RNZALR
- ☐ COMBAT ENGINEER
- ☐ COMBAT SYSTEM SPECIALIST
- ☐ COMBAT TRADE (CORPS)
- ☐ COMMUNICATION & INFO SYSTEMS TECH
- ☐ COMMUNICATIONS & INFO SYSTEMS MECHANIC
- ☐ COMMUNICATIONS AND INFO SYSTEMS OFFICER
- ☐ COMMUNICATIONS TECHNICIAN
- ☐ COMMUNICATIONS WARFARE SPECIALIST

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- ☐ COMPOSITES TECHNICIAN
- ☐ CONSTRUCTION ENGINEER
- ☐ CRYPTOLOGIC TECHNICIAN
- ☐ DENTAL ASSISTANT
- ☐ DENTAL HYGIENIST
- ☐ DIVER
- ☐ ELECTRICAL FITTER
- ☐ ELECTRICIAN
- ☐ ELECTRONIC TECHNICIAN
- ☐ ELECTRONIC WARFARE OPERATOR
- ☐ ELECTRONIC WARFARE SPECIALIST
- ☐ ELECTRONICS TECHNICIAN
- ☐ EMERGENCY RESPONDER (ARMY)
- ☐ ENGINEER
- ☐ EXPLOSIVE ORDNANCE DISPOSAL OPERATOR
- ☐ FLIGHT STEWARD
- ☐ FORCE HEALTH PROTECTION OFFICER
- ☐ GENERAL LIST NAVY, ARMY, AIR (Please Specify TRADE, BRANCH or CORPS)
- ☐ GENERAL LIST COLONEL
- ☐ GROUND SUPPORT EQUIPMENT MECHANIC
- ☐ GROUND SUPPORT EQUIPMENT TECHNICIAN
- ☐ GUNNER
- ☐ HEALTH SERVICES
- ☐ HELICOPTER LOADMASTER
- ☐ HELICOPTER LOADMASTER OFFICER
- ☐ HYDROGRAPHER

☐ INFANTRY **Released under the Official Information Act 1982**

☐ INFORMATION SYSTEMS OPERATOR

☐ INFORMATION TECHNOLOGY SPECIALIST

☐ INTELLIGENCE SPECIALIST

☐ LEARNING AND DEV OFFICER

☐ LEGAL

☐ LOGISTICS OFFICER

☐ LOGISTICS OPERATOR

☐ LOGISTICS SPECIALIST

☐ LOGISTICS SUPPLY SPECIALIST

☐ MACHINE TOOL SETTER AND OPERATOR

☐ MACHINIST

☐ MAINTENANCE FITTER

☐ MARINE ELECTRICIAN

☐ MARINE ENGINEER

☐ MARINE TECHNICIAN (ELECTRICAL)

☐ MARINE TECHNICIAN (PROPULSION)

☐ MARITIME LOGISTICS

☐ MASTER AERONAUTICAL METAL WORKER

☐ MECHANICAL TRANSPORT

☐ MEDIC

☐ MEDICAL ASSISTANT

☐ MEDICAL OFFICER

☐ MILITARY POLICE

☐ MINE WARFARE AND CLEARANCE DIVER

☐ MOVEMENT OPERATOR

☐ MUSICIAN

☐ NAVAL POLICE

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- ☐ OBSERVER
- ☐ OPERATIONAL SUPPORT
- ☐ PARACHUTE INSTRUCTOR
- ☐ PARACHUTE JUMP INSTRUCTOR
- ☐ PHOTOGRAPHER SPECIALIST
- ☐ PHYSICAL TRAINING INSTRUCTOR
- ☐ PILOT
- ☐ PLANT OPERATOR
- ☐ PLUMBER AND DRAINLAYER
- ☐ PRINCIPAL WARFARE OFFICER
- ☐ PSYCHOLOGIST
- ☐ RADIO FREQUENCY TECHNICIAN
- ☐ RNZAF MILITARY POLICE OFFICER
- ☐ RNZAF POLICE
- ☐ RNZAF SECURITY FORCES OFFICER
- ☐ RNZAF SECURITY FORCES OPERATOR
- ☐ RNZAF SECURITY FORCES SPECIALIST
- ☐ SAFETY AND SURFACE MECHANIC
- ☐ SAFETY AND SURFACE TECHNICIAN
- ☐ SEAMANSHIP COMBAT SPECIALIST
- ☐ SENIOR AVIATION FUEL SPECIALIST
- ☐ SENIOR INTELLIGENCE SPECIALIST
- ☐ SPECIAL LIST ARMY (Please Specify CORPS)
- ☐ SPECIAL LIST COL
- ☐ STEWARD
- ☐ SUPPLY TECHNICIAN
- ☐ SYSTEMS ENGINEER

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- ☐ WEAPON MECHANIC
- ☐ WEAPON TECHNICIAN
- ☐ WEAPONS ENGINEER
- ☐ WORKS OFFICER
- ☐ WRITER
- ☐ YOUTH DEVELOPMENT SPECIALIST

☐ OTHER, Please Specify:

What unit do you currently work in?

Have you been deployed to or involved in any of the following activities?

	Yes	No	Don't know
Humanitarian Aid and Disaster Relief (HADR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Joint exercises	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Operational exercises	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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What is your gender?

- ☐ Male
- ☐ Female
- ☐ Another gender, please state:
- ☐ Prefer not to say

Which ethnic group do you belong to? Mark the space or spaces which apply to you.

- ☐ New Zealand European
- ☐ Māori
- ☐ Samoan
- ☐ Cook Island Maori
- ☐ Tongan
- ☐ Niuean
- ☐ Chinese
- ☐ Indian
- ☐ other . e.g. Dutch, Japanese, Tokelauan. Please state:

Which rank group do you belong to?

- ☐ Junior Other ranks (PTE-CPL (E))

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- ☐ Senior Other ranks (SOF-WO (E))
 - ☐ Junior Officer (2LT-CAPT (E))
 - ☐ Senior Officer (MAJ + (E))

What is your age bracket?

- ☐ below 18
- ☐ 18-20
- ☐ 21-25
- ☐ 26-30
- ☐ 31-35
- ☐ 36-40
- ☐ 41-50
- ☐ 51-65
- ☐ above 65

Where is your (current) main work location?

Have you lived most of your life in an urban or rural environment?

- ☐ Urban

☐ Rural

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What is your family status?

- ☐ Single
- ☐ In a partnership (inc de facto, married or civil union)
- ☐ Have child/ren who are under 18
- ☐ Have child/ren who are over 18

What is your highest level of educational achievement?

- ☐ NCEA Level 1
- ☐ NCEA Level 2
- ☐ NCEA Level 3
- ☐ Diploma
- ☐ Undergraduate qualification (e.g. Bachelors degree)
- ☐ Post graduate qualification (e.g. PhD, Masters or post-graduate diploma)

Conclusion

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Would you like to receive a copy of the results of this survey when they are available? If so, you can enter your email address and results will be sent to you.

If you prefer to not supply your email here you can contact **s. 9(2)(a)** at any time to request results, or look for the Human Related Research and Evaluation Repository on DDMS to find the results, likely available by mid 2025.

If any of the questions in this survey have raised wellbeing concerns for you or caused you distress, you have access to a range of support services through NZDF and also externally. Please see the [Support providers](#) list for more information.

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A message from Chief of Defence Force Air Marshal Tony Davies – 17 July 2024

Current situation

The New Zealand Defence Force (NZDF) has begun to rapidly reprioritise its budget as it works to keep ships, aircraft, equipment and personnel ready to respond where needed. The international security environment means it is essential that we continue to deliver our core military activities.

The cost to do our core business has risen across the board which has caused a largely uncontrollable budget shortfall of more than \$130 million. As examples, one type of ammunition costs alone have risen 600 per cent since 2020, while fuel costs per litre have almost doubled over the same period.

While we have identified spending that we can reduce, we still need to find around \$30 million more to remain within budget. This problem is for the NZDF to solve, and we are facing some challenging months ahead.

What we need to do

While we think we will be able to achieve further operating savings, these will not be sufficient to close the gap. The only area of our budget that we haven't looked at yet is personnel.

We have made the difficult decision not to grow the Regular Force, which means while we will continue to recruit and train, we are not seeking to increase the overall numbers in uniform in the next year.

It is likely we will have to reduce our civilian workforce and, as a result, we will invite expressions of interest for voluntary redundancy from our civilian workforce – subject to certain criteria – from next month.

Alongside voluntary redundancy options, the NZDF will also consider other cost saving measures which could include:

- managing leave liability down for both the military and civilian workforce in accordance with relevant policies, agreements and law;
- restricting civilian recruitment to essential positions only;
- reviewing contracts with independent contractors and identifying options for fixed-term or permanent positions where this is practical and possible;
- disestablishing some vacant positions.

A very difficult call we have had to make is that there is no funding for remuneration increases for civilian staff. This includes base salary increases for civil staff and locally employed civilian staff overseas, annual pay progression or increase to remuneration tables for health practitioners, and the annual remuneration review.



We are currently engaged in bargaining with two unions and we will be in bargaining with our third union group later in 2024. We have met with all the unions, which represent about a third of our NZDF civilian staff, to ensure they have a full understanding of the NZDF's current position. We will continue to engage with the unions and employees who are members of the unions in accordance with the collective agreements and our other legal obligations.

We are also not able to fund sector and tier outcomes for military trades, or apply base salary increases for the uniformed workforce.

Alongside these measures, we will be working with your senior leaders to identify areas of work that could be reduced or stopped. You will be consulted on any initiatives that impact jobs before decisions are made.

We know these workforce measures will be disappointing and they have not been taken lightly. We will communicate and work with you transparently and openly throughout this process.

While we may not have all the answers at this stage, what we can say is we are not working to any headcount reduction 'targets'. This is about looking across the NZDF to see areas where we can be more efficient and reduce costs. We expect that at all levels across the NZDF, you are approaching your activities with a similar frame of mind. Every dollar counts.

This is tough news to hear and we acknowledge that. We are committed to fronting up to answer your questions and hear your concerns, and to seek your input as we work through these measures.

People who serve in the NZDF, whether uniformed or civilian, are individuals who believe in a collective notion of service to others and in the values that bind us together.

It is these values which we will all need to draw upon as we navigate and support each other through this time of uncertainty.

Please do know that your service is valued, and the effort through which you collectively deliver on behalf of New Zealand is not only respected, but vital at this time of global unrest.

What's next?

- We are looking to hold a stand-up town hall style meeting on Level 1 of Defence House on Thursday 18 July at 1400. Notes from the town hall will be made available, as will a video (not accessible within DIXS)
- This will be followed by camp and base visits over the coming weeks.
- We will also hold a number of MS Teams meetings next week where you will be able to ask questions, including anonymously if you wish.

Key dates:

Please note all dates are subject to change and are indicative only



- **18 July** – Defence House town hall – 1400 – Level 1 area
- **Week starting 22 July** – MS Teams meetings for Q&A with senior leadership

August – Expressions of interest for voluntary redundancy open – We are still developing timelines and will publish these as soon as possible.

We know you may have many questions, please read through the attached FAQ document which hopefully captures some possible questions. You're also welcome to confidentially email [s. 9\(2\)\(k\)](#) if you have any questions in the first instance.

There is also a dedicated DDMS site for resources around this programme of work: [NZDF PCP Initiative Consultation](#)

We would like to reiterate that we are at the start of this process, but we will endeavour to update you as thoroughly and quickly as we can.

As always, if you require additional support, please reach out to the below services and information hubs that are available to you:

EAP - [s. 9\(2\)\(k\)](#)

[Wellbeing support links](#)



A message from the Chief People Officer

2 August 2024

Kia ora koutou,

I want to provide you with an update on the Workforce Savings Programme.

Over the past two weeks, the priority for me and the wider senior leadership team has been to engage with you— whether through an in-person town hall or online Q&A session. So far, we have run town halls across our Wellington sites and in Ohakea, as well as three online Q&A sessions. Today we're in Woodbourne and we'll be heading to the remaining camps and bases next week.

I want to thank you for the great questions, feedback and ideas that have come through already. It has been heart-warming to see the variety of ideas on where we can find savings, and I want to assure you that we are seeing your feedback and considering your suggestions.

I also want to acknowledge the uncertainty you have been feeling over the last fortnight. It was a difficult decision balancing whether we shared this information early without all the answers or waited until later in the process with more information and answers available.

We chose to tell you early so that we could be transparent, engage with you, and hear your feedback and ideas to take them into consideration. Thank you again for your engagement as we begin this process.

Some clear themes and common questions have come through our engagements and channels, which I want to provide some clarity around:

Voluntary redundancy

I know our civilian staff want to know more about this process, and I can confirm that you will receive a further update from me on **Thursday 8 August**. This will include eligibility criteria and documentation for you to be able to make an informed decision. The expressions of interest will open on **Monday 12 August** and will be open for two weeks. I want to emphasise that voluntary redundancy is an individual's choice and that no one should be influencing another person's decision.

Flexible working options

Another common theme has been whether part-time options are being considered, such as four-day weeks or working fewer hours in a week. Working reduced hours is already available in our flexible working policy. If you are interested in flexible working options and want to know how to apply for this – please visit our [HR Toolkit](#) for more information. I strongly encourage managers and commanders to consider these requests favourably.

Improving the DDMS site

My team are also looking at ways to improve our engagement through the [DDMS site](#). We have made it easier to find by adding a button to the front page of the ILP and added a 'latest updates' section on the home page, so that you are able to see more frequent updates on where we are in the process. We will work hard to update the FAQs weekly with common questions we are receiving.



Support for managers and commanders – leading teams through uncertainty

A new guide for commanders and managers has been created which focuses on leading through uncertainty, [which you can read here](#). I encourage you to use this as we navigate our way together through this challenging time.

EAP – Accessing support beyond your six sessions

Lastly, we have had some questions on EAP support and whether those who are eligible can use more than their six sessions per year. If you need support, please still reach out to EAP/Vitae even if you have already accessed your six sessions. We will approve additional services.

There is a range of other support options NZDF provide to you and your family. You can find out more about these options through our [Wellbeing support](#) site or on the [Force4Families](#) website.

Thanks again for your continued engagement. We will continue to be transparent and open throughout this challenging time. Please also remember to be mindful of each other's feelings and talk with your support networks when you need to.

If you have any questions or more great ideas, please email [s. 9\(2\)\(k\)](#) or use the DDMS site: [Workforce Savings Programme \[IC\]](#).

Nga manaakitanga,

Jacinda Funnell
Chief People Officer



A message from the Chief People Officer

8 August 2024

Kia ora koutou,

I want to provide an update on the voluntary redundancy process for eligible civilian staff. It is important for me to provide this information before the expressions of interest window opens on Monday 12 August, so that there is enough time for people to understand the process and make an informed decision. The application form will be made available on Monday.

A [voluntary redundancy information sheet](#) has been created which includes:

- the eligibility criteria,
- assessment considerations,
- key dates for the voluntary redundancy process,
- important information you should consider before applying,
- how to submit your application, and
- the support available to you.

A new pool of FAQs has also been created and you can view these on the [DDMS site](#).

Leaders of civilian staff

If you are a manager of a civilian staff member, it is important that you pass on any information relating to this process to any team members that are currently on leave – whether that be annual, parental, sick, or leave without pay. You can send this message and any supporting documentation to civilian staff outside of DIXS. I encourage you to also read the [guidance to commanders and managers](#) if you haven't already, which has helpful information on how to lead your team through uncertain times.

This decision to apply is yours to make

It's important to remember that the decision on whether or not to apply for voluntary redundancy is yours to make and you will not need to inform your 1-up. I encourage you to read through the information available and speak with your loved ones before making a decision. You may also want to seek independent financial advice, obtain legal advice, or speak to your union representative to support your decision.

When expressions of interest are assessed, the focus will be on how they can be accepted, rather than declined- but it's important to know that if you choose to express interest in voluntary redundancy your application may not be accepted. Any expressions of interest received will be accepted at the full and absolute discretion of the NZDF.

I acknowledge that it has been an unsettling time and that the announcement of needing to seek workforce savings has not been easy to process. The collaboration between uniformed and non-uniformed staff is what makes the NZDF a unique place to work and I want you to know that you all contribute to delivering what is expected of the NZDF.

Please remember to be mindful of each other's feelings and talk with your support networks when you need to. If you require support throughout this time, please check out our [wellbeing support site](#) or the [Force4Families website](#). A [Support Available](#) tab has also been added to the DDMS site, which summarises the wellbeing support available to NZDF staff and the wider NZDF community.

If you have any questions, please email [s. 9\(2\)\(k\)](#) or use the DDMS site: [Workforce Savings Programme \[IC\]](#).



Voluntary redundancy information sheet

As part of the Workforce Savings Programme, voluntary redundancy is being offered to eligible civil staff. Voluntary redundancy enables someone to leave the New Zealand Defence Force (NZDF) and receive compensation in accordance with the terms of their employment agreement.

Voluntary redundancy is exactly that, voluntary. There is no expectation that anyone must or should apply. The decision to accept any expressions of interest will be at the absolute discretion of the NZDF.

Voluntary redundancy is only one aspect of the Workforce Savings Programme. Savings are also being looked for through the active management of annual leave, particularly within the military workforce, management of fixed-term agreements and contractor agreements, and firm controls around enabling only critical civilian recruitment.

If we are unable to achieve sufficient cost savings through these measures, restructuring at a later date to achieve the necessary savings may be considered.

Eligibility

To be considered eligible for voluntary redundancy, you must:

- ✓ be a permanent member of the civil staff,
- ✓ have not already formally tendered your resignation, including formally advising of retirement, and
- ✓ have a redundancy payment provision in your employment agreement and have met the eligibility criteria to access that provision.

If you are engaged on a fixed-term agreement, casual agreement or as a contractor, you are not eligible.

Wherever practicable, our focus will be on how we can accept an application, rather than decline one.

If you are not on a standard collective or individual agreement, you may have special terms and conditions from grand-parented agreements that may need to be considered.

You should check your terms and conditions of employment. Employment agreements and associated information can be found [here](#).



Important information to consider before applying

- The decision to apply for voluntary redundancy is a personal one, and no one can provide you with specific advice on whether voluntary redundancy is the right choice for you.
- It is important that you talk to your family, friends and people whose opinion you value to help you make the best decision for you. You may also wish to seek independent financial advice to support you in deciding.
- You are also entitled to obtain independent legal advice in respect to this process and we encourage you to do so.
- By indicating your expression of interest, it begins the assessment process, but it does not guarantee that your application will be successful. You can withdraw your expression of interest at any point up until the offer has been agreed to by both parties and signed.
- All applications will remain confidential to those persons directly involved in the decision-making and administrative processes. You do not need to gain your 1-up's approval to submit an expression of interest in voluntary redundancy. However, we may need to involve your manager at the assessment phase of the process to gain further information.
- A redundancy calculator will be available on the HR Toolkit [here](#) during the expressions of interest process to enable you to obtain an approximate gross redundancy payment figure based on your contractual entitlements. These calculations will be indicative only and will not include any other entitlements such as leave or notice period. You should also note that these payments will be subject to any authorised deductions such as student loans or IRD deductions. A detailed summary will be available once your application has been accepted. This will enable you to make an informed final decision.
 - If you were a member of the Civil Staff prior to 1 December 2005, you may have access to grand-parented redundancy provisions; please contact HRSC to discuss your estimated calculations.
 - Staff with access to grand-parented provisions are generally those covered by the PSA Parts AC, NUPE Parts AC, DSA GP and staff on the IEA05/06, IMA05/06 who were members of the Civil Staff prior to 1 December 2005. Staff previously covered by one of these agreements may have access to frozen redundancy entitlements.
- Read through the redundancy provisions in your employment agreement and ask any questions if you are unsure about any of those provisions. Please see the [HR Toolkit](#) for more information or contact your HR Advisor.
- Your application will be treated in confidence and only those people involved in the process will know if you have applied. We respect that applying is your decision and you have a right to as much privacy as the process can reasonably allow.
- There will be no pressure on you to express an interest or not. It is important to emphasise the voluntary nature of this initiative.



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- Should your application be accepted, and you take voluntary redundancy, there will not be a stand-down period imposed to re-join the NZDF. However, due to NZDF's current financial circumstances, it is important to note and understand that there may **not** be many opportunities to re-join the organisation in the future.
- At the end of the day, it is your decision to make. You should carefully consider any independent advice you receive, and the implications this decision may have on your personal circumstances.

Assessment considerations

All expressions of interest for voluntary redundancy will be assessed by a panel who will have oversight of the areas that may be affected.

Wherever practicable, the NZDF focus will be on how it can accept an application, rather than decline one.

The considerations when assessing an application for voluntary redundancy will include, but are not limited to:

- Can the work completed by the position or function be stopped or significantly reduced without impact on NZDF core functions?
- Will the NZDF continue to retain sufficient skills and capability internally?
- Will there be significant impact on service delivery?
- Will this result in an insufficient number of skilled staff remaining in positions in an area?
- Consideration of other circumstances that may be relevant to support the decision.

The assessment panel member guidance is available for you to read on the DDMS site [here](#).

How to submit your expression of interest in voluntary redundancy

Expressions of interest for eligible employees will open on **Monday 12 August** and close on **Monday 26 August**.

An application form requiring basic information will be made available on Monday 12 August, through the [HR Toolkit](#). Guidance to help you complete the form in Adobe Acrobat Reader and to create a digital signature can be found [here](#). This guidance is also available on the HR Toolkit

You will need to fill in the form and submit it to a centralised mailbox, s. 9(2)(k)

For those who will be on annual leave, you can download this form and send it through manually to s. 9(2)(k)



Your application will only be accessible by the team responsible for the process. All applications will remain confidential to those persons directly involved in the decision-making and administrative processes.

Once your application has been received by the voluntary redundancy team, you will receive an initial acknowledgement, and then your application will then be assessed for feasibility and a decision made. This may **take two to four weeks** depending on the number of applications received.

We expect the entire voluntary redundancy process will be concluded by **early October** with departures occurring after that date.

A high-level outline of this process is included at the end of this guide.

Depending on the number of applications received, we may have to adjust the timeframe to ensure all applications are appropriately and justly considered. If there are any delays or changes to the schedule, we will advise of these through the ILP.

Support resources

A range of resources are available, such as the [Force Financial Hub](#), EAP and other wellness support, and we encourage you to seek out further information at places such as sorted.org.nz if required. A [Support Available](#) tab has been added to the DDMS site, which summarises the wellbeing support available to NZDF staff and the wider NZDF community.

Additionally, the NZDF CareersHub will be launched early next week. The CareersHub is a new online platform, full of interactive tools and resources to make focusing on your career simple.

Agencies such as the Ministry of Social Development also offer advice and support, and if you are a member of a union you may get advice and support from your union.

Key dates

Monday 12 August - Expressions of interest for eligible employees open.

Monday 26 August - Expressions of interest for voluntary redundancy close.

During September - Your application will be assessed for feasibility and a decision made within two to four weeks. This timeframe will depend on the number of applications received.

Early October - Voluntary redundancy process expected to be completed by early October, with departures occurring after that date.

End of 2024 – Assessment made of savings made and possible next steps.

The voluntary redundancy process

Potential applicants will be provided necessary information and have access to a redundancy calculator which will provide a compensation estimate.

Applications are assessed against the eligibility criteria. Applicants that do not meet the criteria will be advised.

Panel made up from the relevant portfolio or Service will determine the feasibility of any applications and make recommendations to a decision-maker.

Decision maker will confirm recommendations and approve.

Outcome to be conveyed by the decision-maker to applicant with written offer including:

- final redundancy,
- notice period,
- last day of duty, and
- exit process.

Agreement is finalised and managers plan for handover during notice period.

Employees depart NZDF at agreed last day of duty.

Expressions of Interest
12 - 26 August

Expressions of interest
are checked for eligibility

Applications are
assessed by
portfolio/Service

Recommendations are
received and checked by
decision-maker

Decisions are communicated
to employees and
acceptances confirmed

Employees who have been
accepted for voluntary
redundancy depart

Note:

Timelines may need to be adjusted depending on the number of expressions of interest received.



Voluntary redundancy expressions of interest are open

12 Aug 2024

Kia ora koutou

Expressions of interest for voluntary redundancy are now open for eligible civilian staff and will close at 11:59pm Monday 26 August 2024.

A reminder that voluntary redundancy is exactly that, voluntary. There is no expectation that anyone must or should apply. Any expressions of interest received will be accepted at the full and absolute discretion of the NZDF.

Please read the [voluntary redundancy information sheet](#) before making your decision.

If you are a manager or commander of a civilian staff member who is currently on leave, please ensure that they receive this message. You can send this message and any supporting documents to civilian staff outside of DIXS.

How to submit your expression of interest in voluntary redundancy

First, check that you are eligible to apply. Please read the eligibility criteria on the voluntary redundancy information sheet.

You will then need to complete the application form available on the [HR Toolkit](#).

Two processes have been developed to support you to complete and submit the expression of interest form electronically, which you can read [here](#). The processes cover:

1. How to open the form in Adobe Acrobat Reader
2. How to create a digital signature

If for any reason you are unable to complete this form electronically, you can print it out, fill in your details, and then scan it back to yourself.

Once you have completed your application form, you will need to email it to s. 9(2)(k)

What happens after you apply?

You will receive an initial acknowledgement when your expression of interest has been received by the voluntary redundancy team. Your application will then be assessed for feasibility and a decision will be made. This may take two to four weeks depending on the number of applications received.

Depending on the number of expressions of interest received, there may be an adjustment to the timeframe to ensure all applications are appropriately and justly considered. If there are any delays or changes to the schedule, it will be communicated.

Your application will only be accessible by the team responsible for the process. All applications will remain confidential to those persons directly involved in the decision-making and administrative processes. This may include your management at the decision-making stage.

You can withdraw your application up until you have accepted any formal offer presented to you.



This decision is yours to make

It's important to remember that the decision on whether or not to apply for voluntary redundancy is yours to make and you will not need to inform your 1-up. It is encouraged that you to read through the information available and speak with your loved ones before making a decision. You may also want to seek independent financial advice, obtain legal advice, or speak to your union representative to support your decision.

If you require support throughout this time, please check out our [Wellbeing support site](#) or the [Force4Families](#) website. A [Support Available](#) tab has also been added to the DDMS site, which summarises the wellbeing support available to NZDF staff and the wider NZDF community.

If you have any questions on the voluntary redundancy process, please read the FAQs provided in CPOs email on Thursday 8 August or on the [Workforce Savings Programme DDMS Site](#). If it's a new question, please email [s. 9\(2\)\(k\)](#).

Any other questions or feedback can be sent to [s. 9\(2\)\(k\)](#), or asked through the DDMS site.

Nga mihi ki a koutou,

Workforce Savings Programme team

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A message from the Chief People Officer

Update on the Workforce Savings Programme – Wednesday 16 October

Kia ora e te whānau

Before I get into the update on the Workforce Savings Programme, I want to say how glad I am that the crew of HMNZS Manawanui are home safe and sound and to acknowledge what a tough time this will be for our Navy whānau.

It's been a couple of weeks since CDF let you know that we are very likely to need a restructure to make the enduring savings we need to stay within our budget, so it's timely to provide you with an update.

Voluntary redundancy process

The voluntary redundancy process has officially ended. As of Tuesday 15 October, 136 people had accepted an offer of voluntary redundancy with a few more waiting to be finalised.

I want to thank everyone who engaged in this process. To those who have taken voluntary redundancy and will be moving on from the NZDF, thank you for everything you've done while in your role. Your hard work and contributions are appreciated, and I wish you all the best for your future endeavours.

If you are the manager of someone of who has taken voluntary redundancy, guidance has been created on [how to farewell your team member](#).

Our Human Resource Service Centre (HRSC) team are working hard to ensure all voluntary redundancy payments are made on time. The HRSC team will continue to prioritise getting new starters set up, releases and any other processes that may generate overpayment, but the other requests may need to be delayed. Please be patient with our hard-working HRSC team during this time. I would like to thank that team for their dedicated work to ensure this part of the process runs smoothly.

Reviewing the work we do and our current structure

As CDF mentioned in his previous announcement, we are looking for savings in the work we do and our structure. Change teams have been formed to support Services and Portfolios as they look for efficiencies and savings.

At the last Organisational Committee meeting, initiatives that could be stopped, deferred, or paused across the organisation were discussed.

Work is now underway to determine the feasibility and implications of these initiatives. Once we have investigated these further, we will be able to give you some idea of the types of initiatives we're looking at. I'll keep you updated as this work progresses.

Other workforce savings initiatives

Managing high annual leave balances, especially for our uniformed personnel, is still a priority. If you do have more than 25 days of annual leave, I strongly encourage you take some annual leave. Annual leave is important for you to take time to relax, spend time with your loved ones, and have some much-deserved time to switch off from work.



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Support available to you

I acknowledge the uncertainty and anxiety being felt across the force and want to reassure you that your senior leaders are committed to being transparent and open with you throughout this process. Further in-person and online engagements are being planned for November and I will provide a separate update when we have these dates scheduled in.

It is important that you continue to seek support from your peers, colleagues, whānau and through the support available to you as we continue to navigate these challenging times. Please see our [support available page](#) on the Workforce Savings Programme site to see the support services you can access through the NZDF.

A reminder that if you have used your maximum amount of EAP sessions, that you can continue to use this service as we will cover additional sessions.

I also encourage you to attend the new online 'Wellbeing Wednesday' series that will be starting on Wednesday 23 October. The first one will be on managing stress (23 October) and the second on resilience during change (30 October). This series will run for seven weeks, and calendar invites will be sent out weekly.

As a Defence Force, we are currently managing multiple challenges. We are also continuing to train, plan, operate and deploy in New Zealand's interests.

Thank you all for what you do to deliver a safe and secure New Zealand.

Ngā manaakitanga,

Jacinda Funnell



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A message from the Chief People Officer

Update on the Workforce Savings Programme – Thursday 31 October 2024

Kia ora e te whānau

As part of the Workforce Savings Programme, I want to provide an update on voluntary redundancy, upcoming town hall engagements, the current timeline of events, and guidance on how your teams can prioritise or reduce workload as people leave the organisation.

Voluntary redundancy and managing workloads

144 people have officially accepted an offer of voluntary redundancy with a few more waiting to be finalised.

I want to, once again, acknowledge those who have taken voluntary redundancy and will be moving on from the NZDF. Thank you for everything you've done while in your role. Your hard work and contributions are appreciated, and I wish you all the best for your future endeavours.

As people leave the organisation, I know that some of you may be worried about your workloads and how a leaving team member impacts your team. I want to reiterate that I do not expect people to be picking up extra work, or working longer hours, because of the outcomes of voluntary redundancy.

Your wellbeing is important, and managers should ensure that workloads are being managed within their teams and tasks are being prioritised to fit the existing capabilities and number of people.

To help managers – guidance has been created on [managing workloads with a reduced team](#).

The current timeline

The change teams are currently working through change impact assessments and will be looking to propose these to the executive in mid-November. We are expecting the final approval for change proposals to happen in December, and for consultation to take place in February. I will continue to update you as this work progresses.

Opportunity for you to engage with senior leadership

As this work progresses, it is important that you get an opportunity to engage with senior leadership, ask us questions and share your thoughts on the work currently being done. As we are heading to the end of the year, we will be running a town hall in Defence House that will be recorded for everyone to view.

We will also be hosting a few online sessions for those who want to ask questions and share their thoughts with some of the executive.

For our other camps and bases, we will be looking at hosting in-person engagements in the new year, during the consultation period. I will provide a separate update once these have been scheduled.



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Support available to you

I acknowledge the uncertainty and anxiety being felt across the force. It is important that you continue to seek support from your peers, colleagues, whānau and through the support available to you as we continue to navigate these challenging times.

Please see our [support available page](#) on the Workforce Savings Programme site to see the support services you can access through the NZDF.

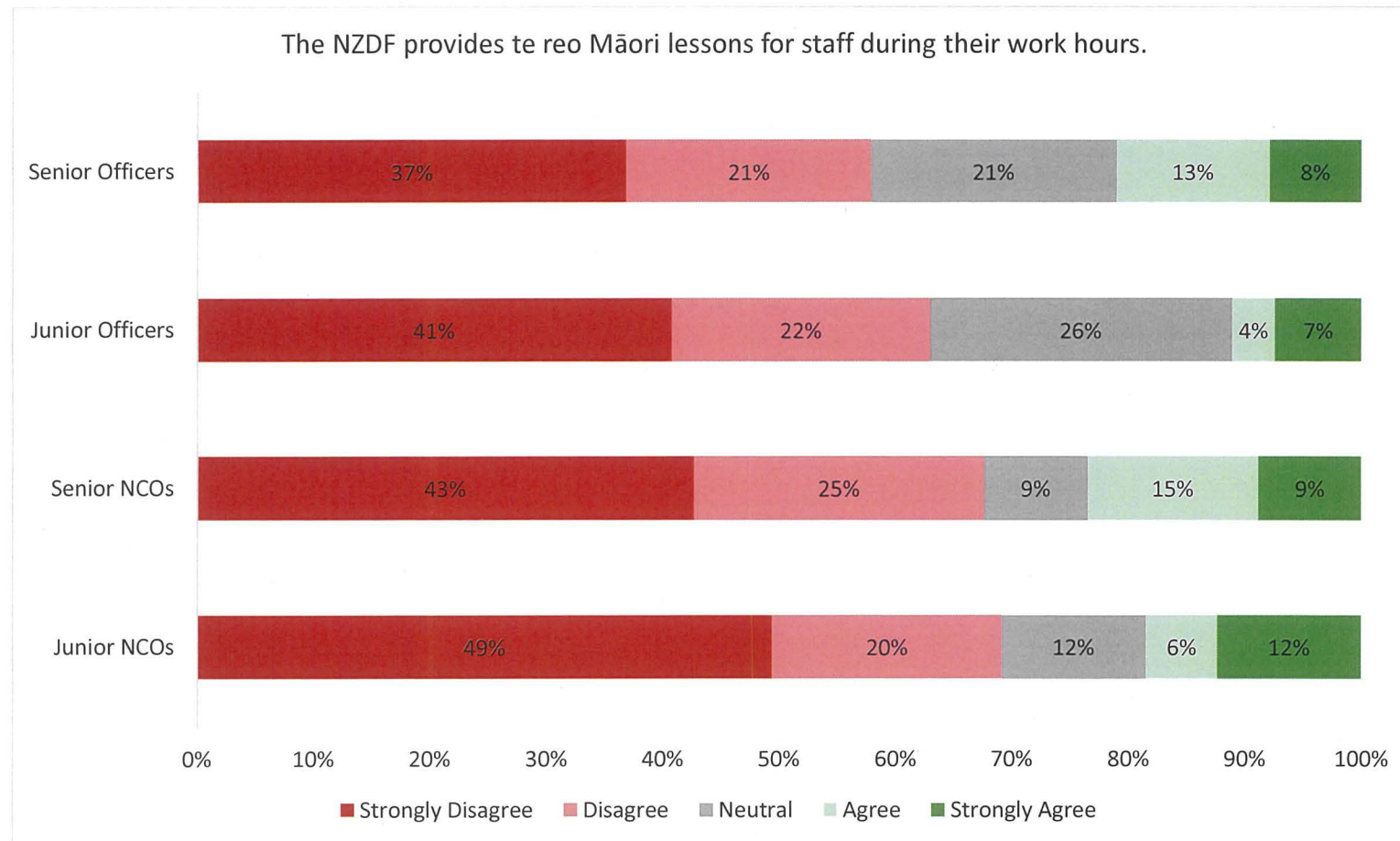
I also encourage you to attend the new online 'Wellbeing Wednesday' series. Next week's session will focus on physical health. If you missed out on the previous two sessions, you can find the recordings and presentations on the [Workforce Savings Programme DDMS site](#).

Thank you all for what you do to deliver a safe and secure New Zealand. Your hard work and dedication is appreciated.

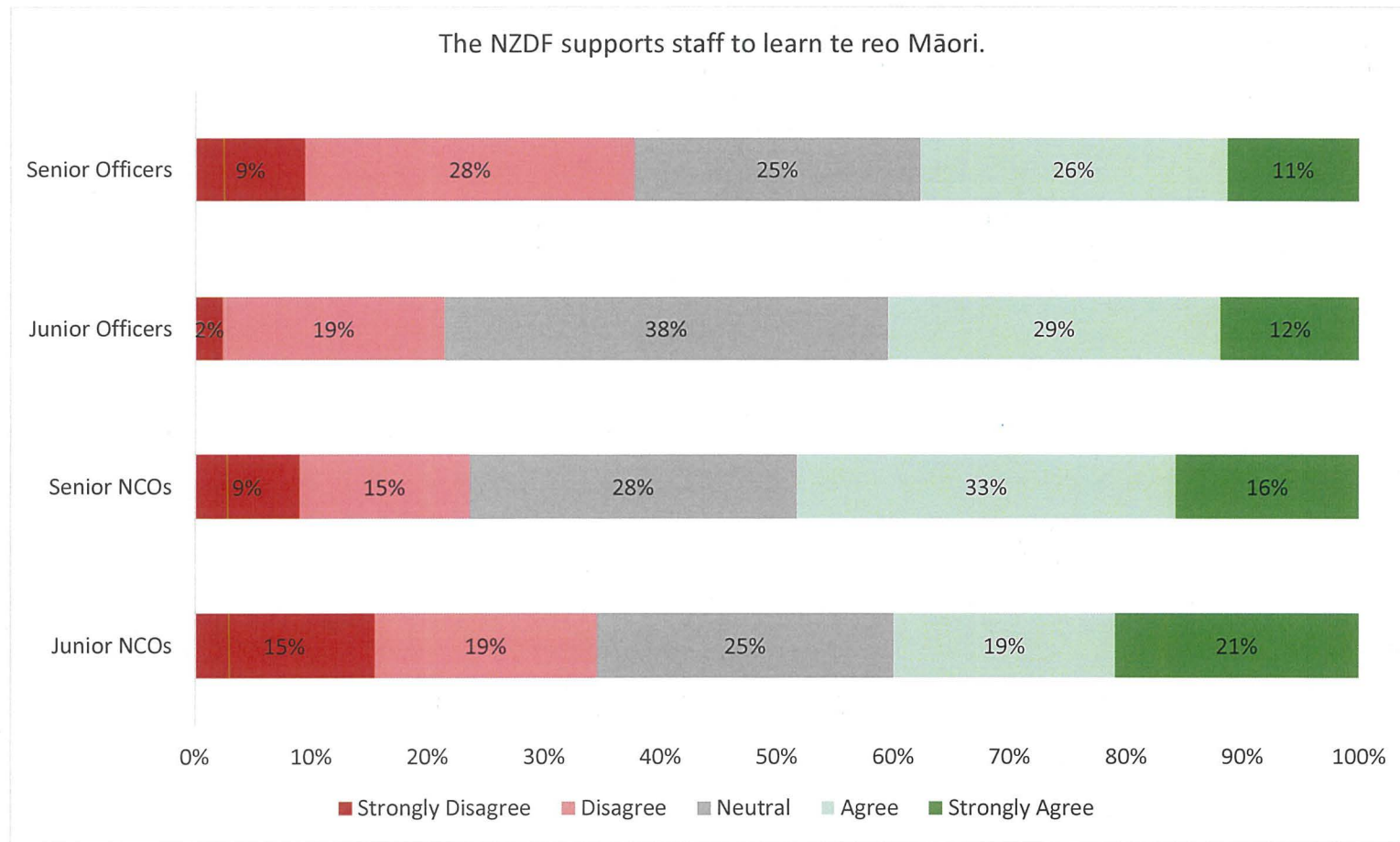
Ngā manaakitanga,

Jacinda Funnell

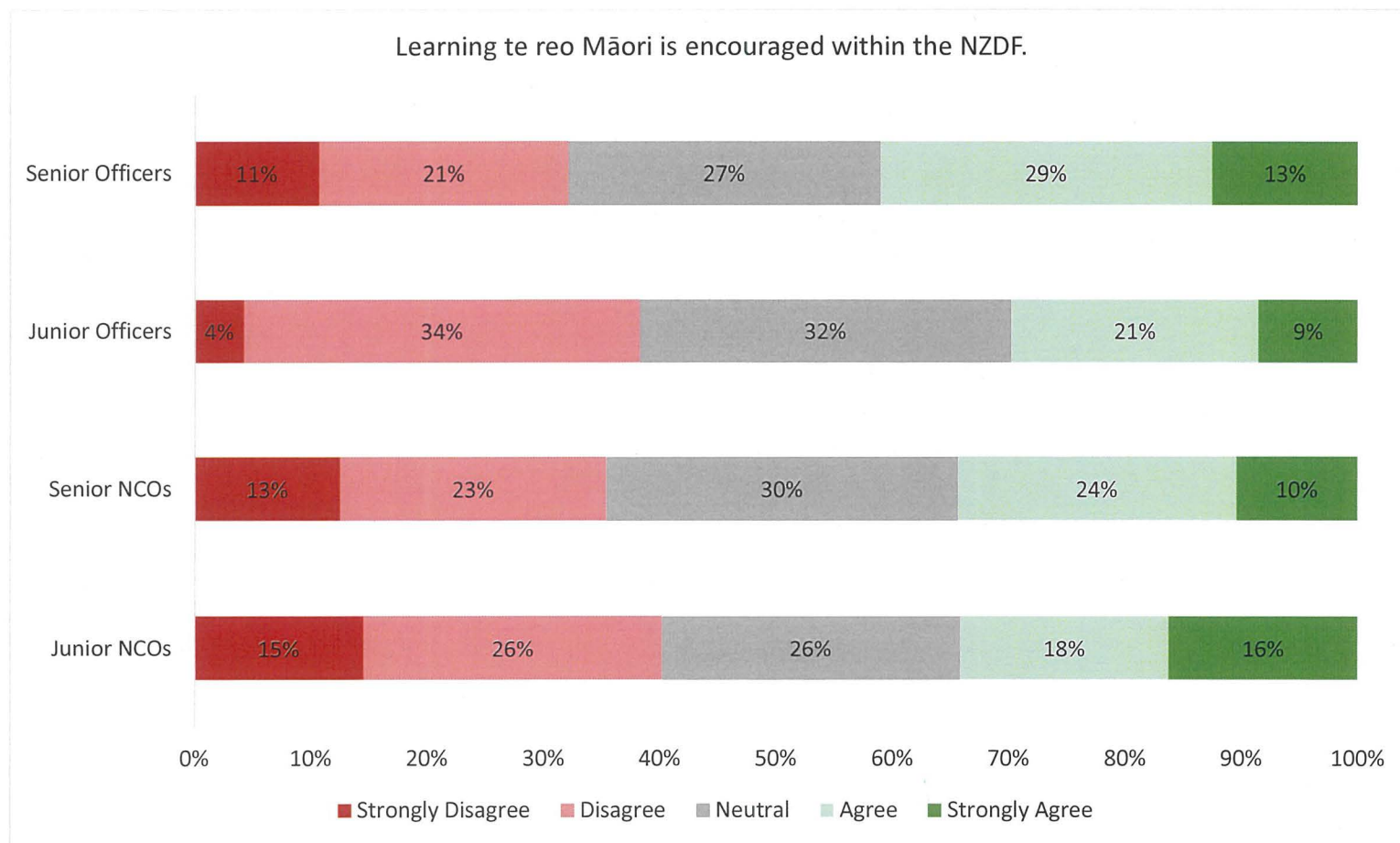
Rank comparisons



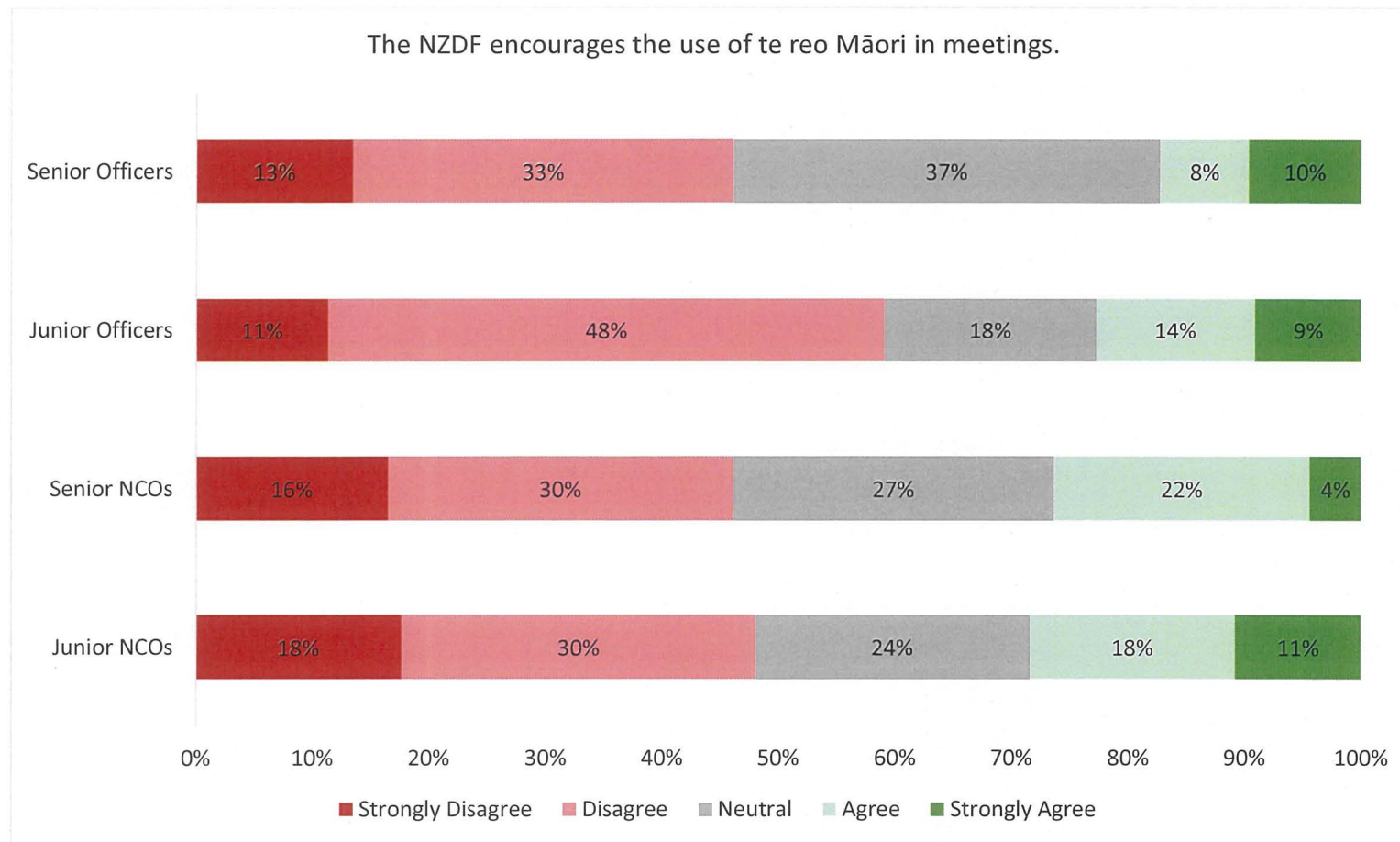
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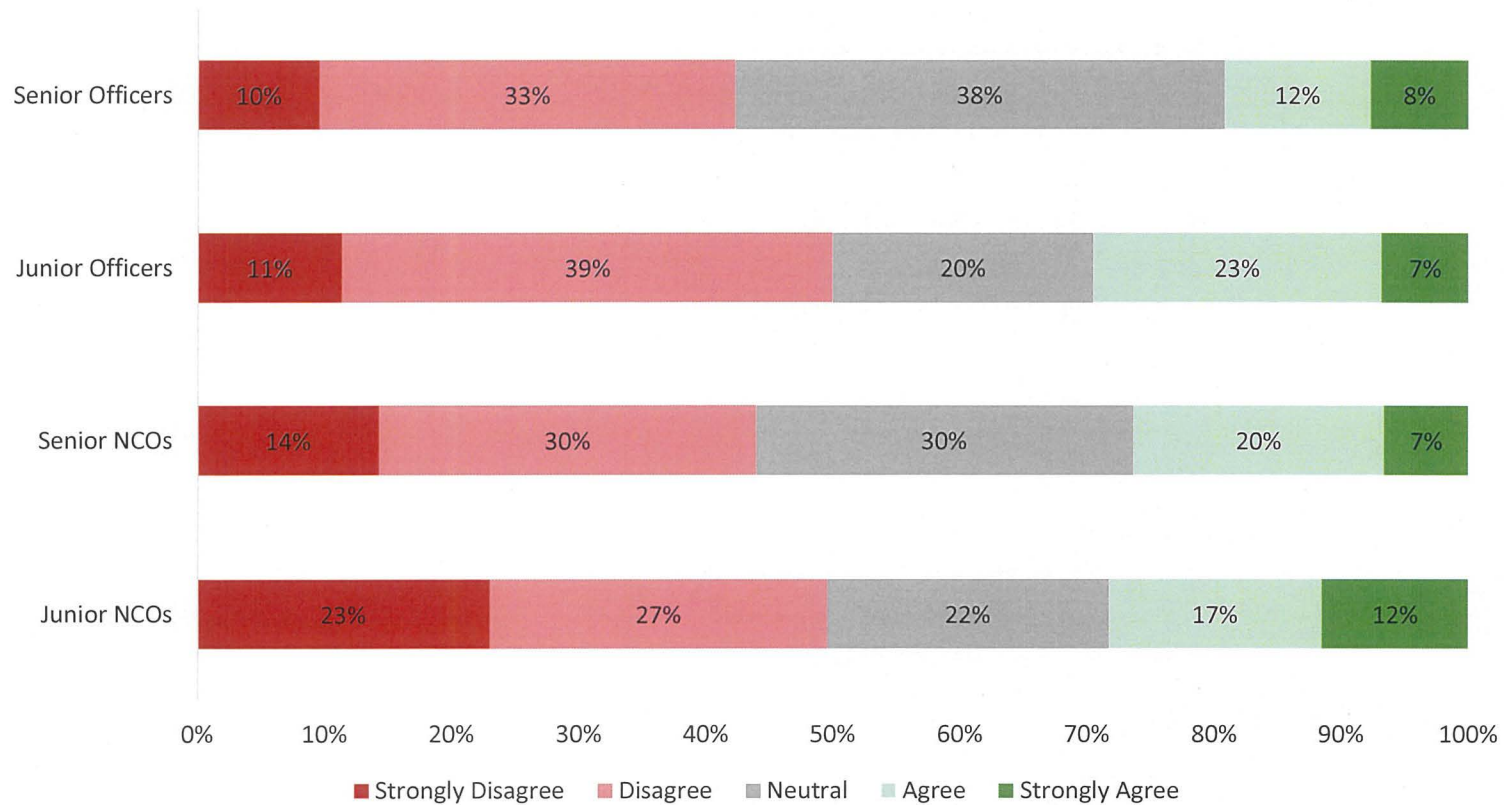


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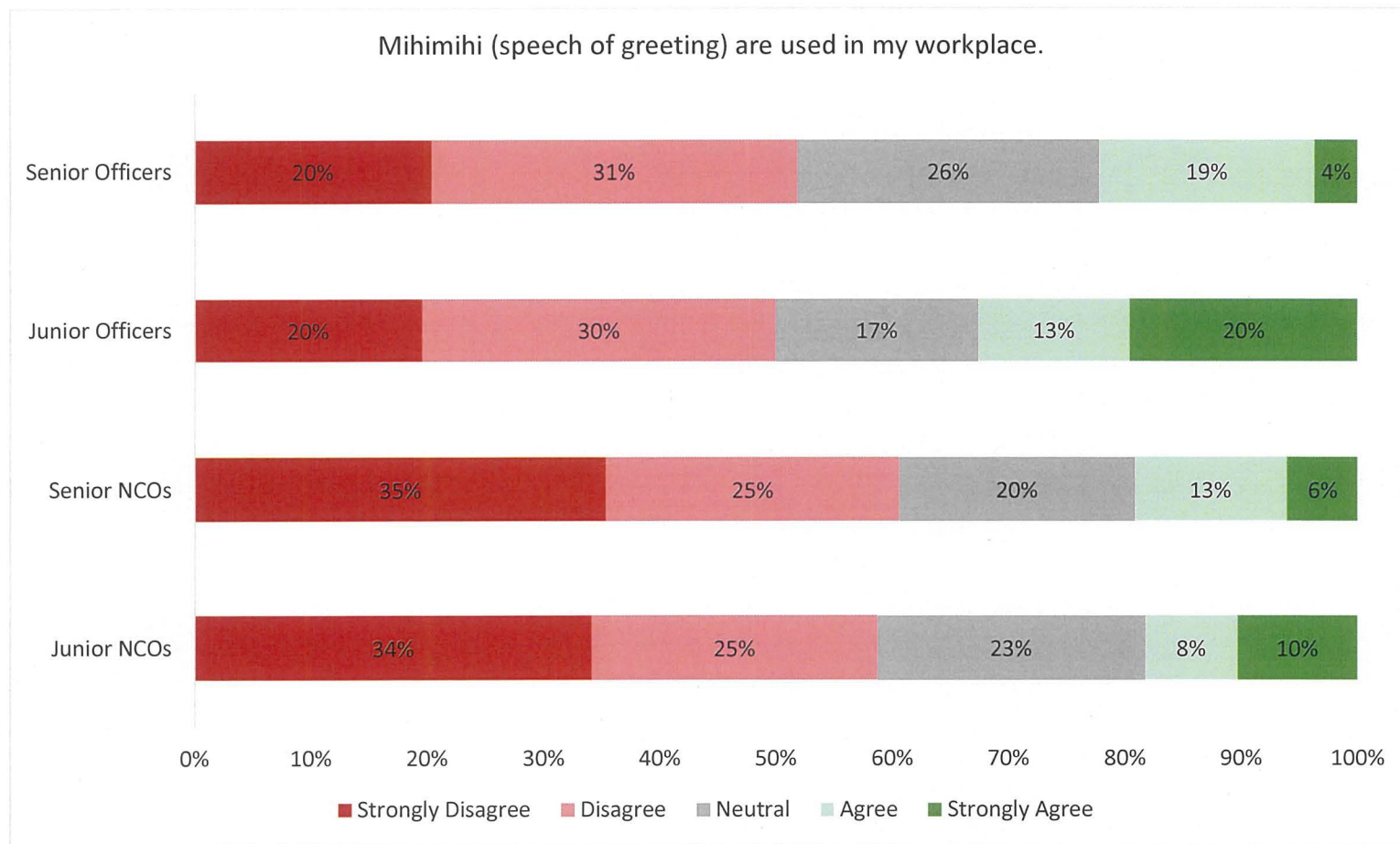


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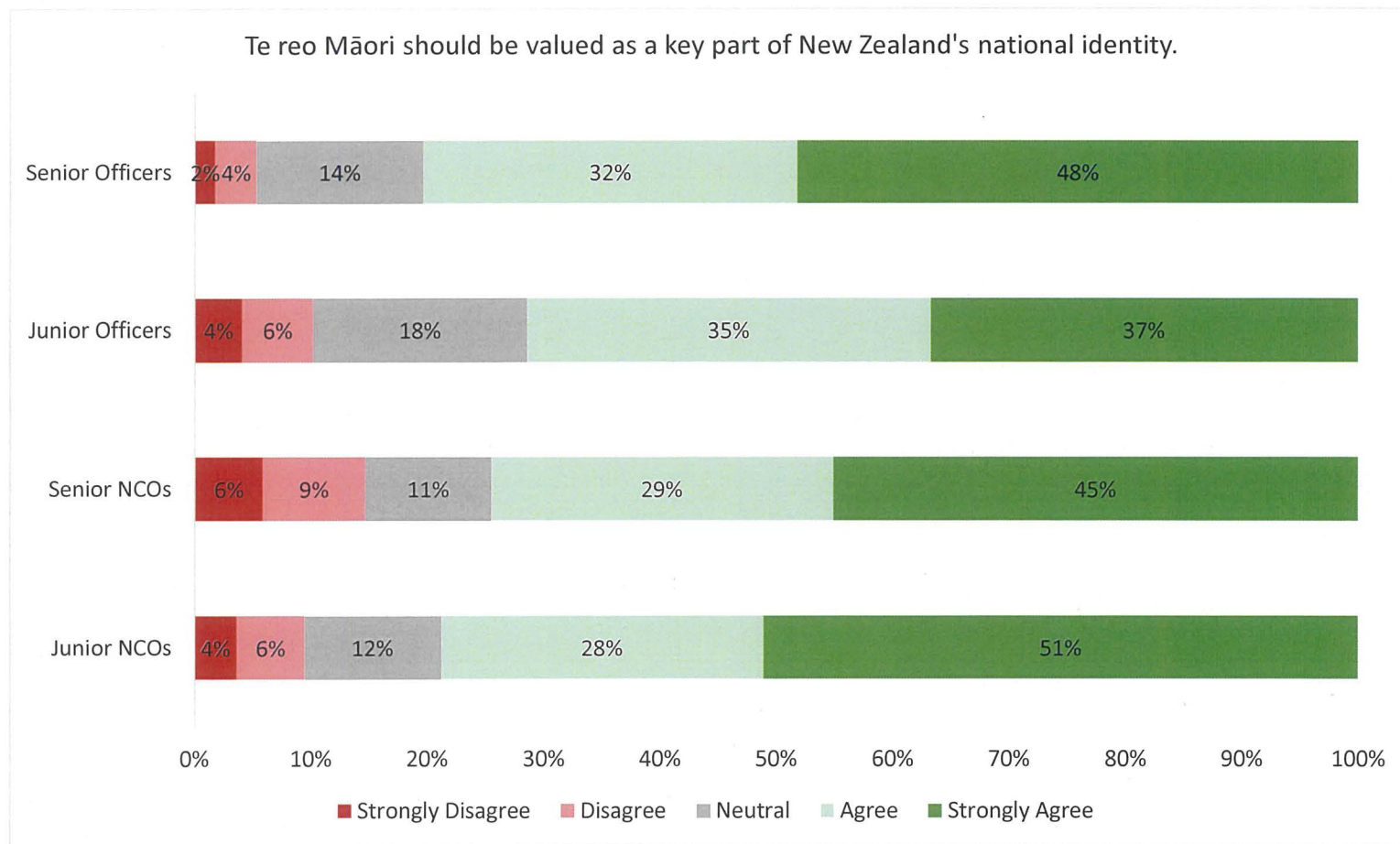
The NZDF encourages the use of te reo Māori in email correspondence.



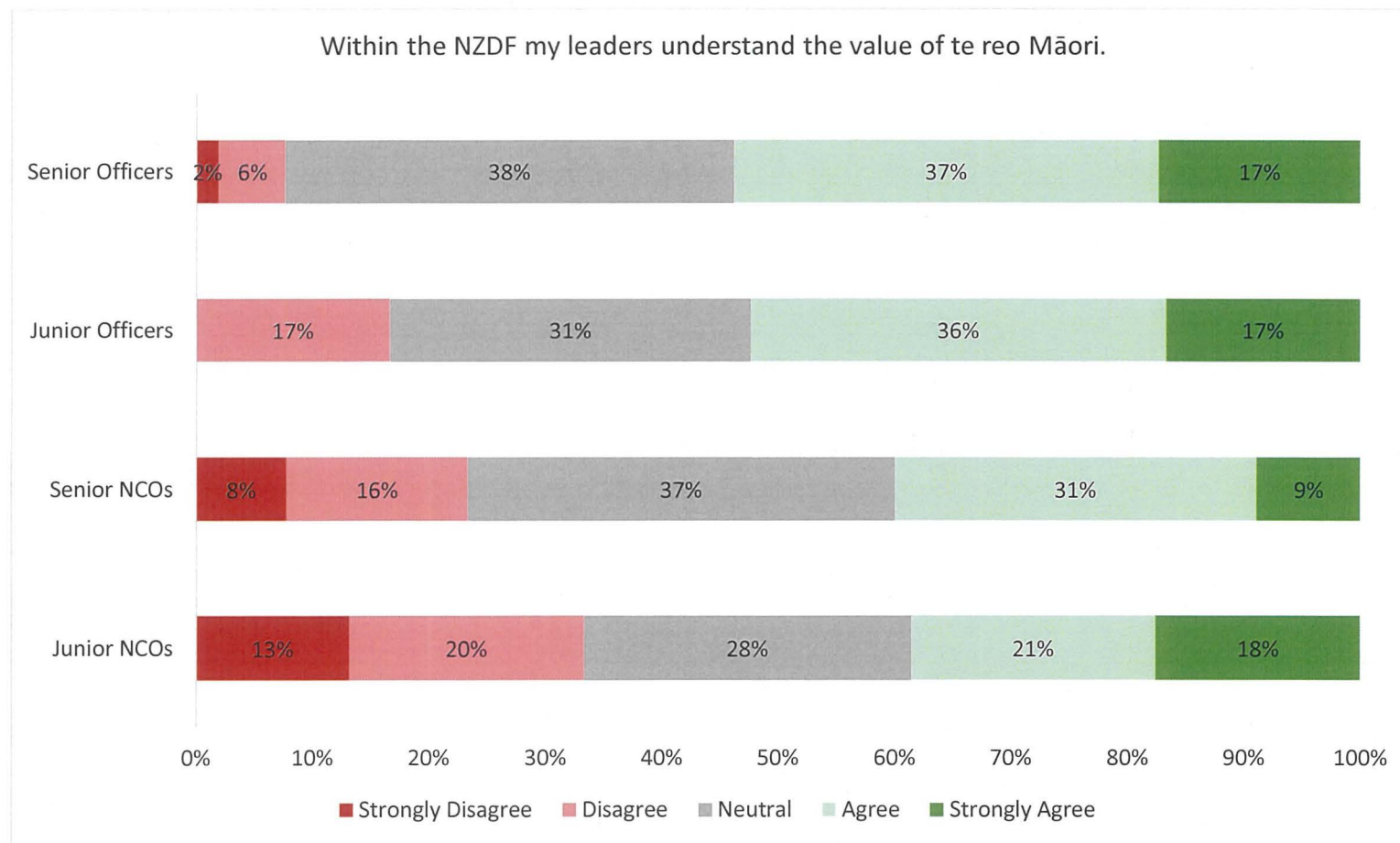
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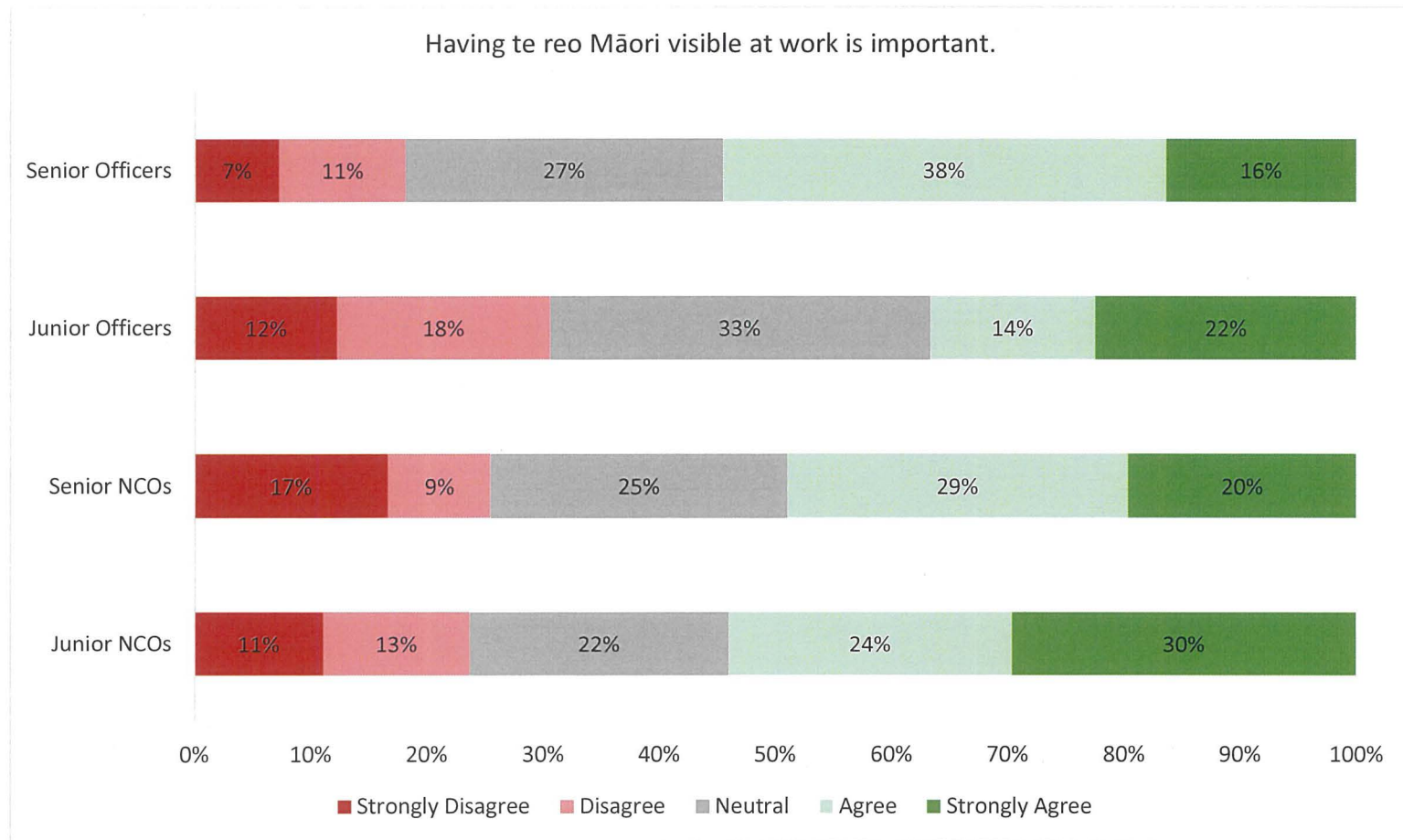
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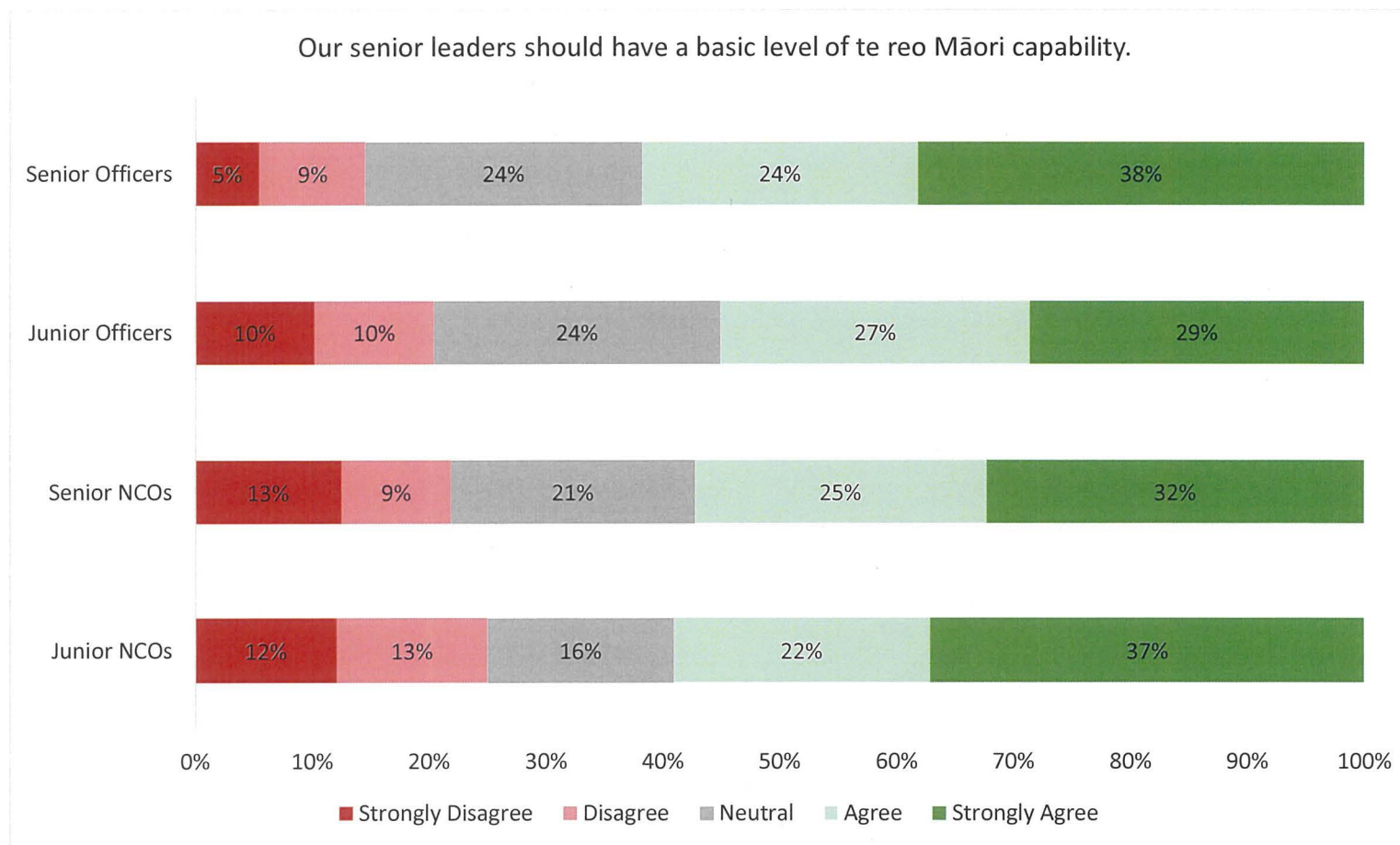
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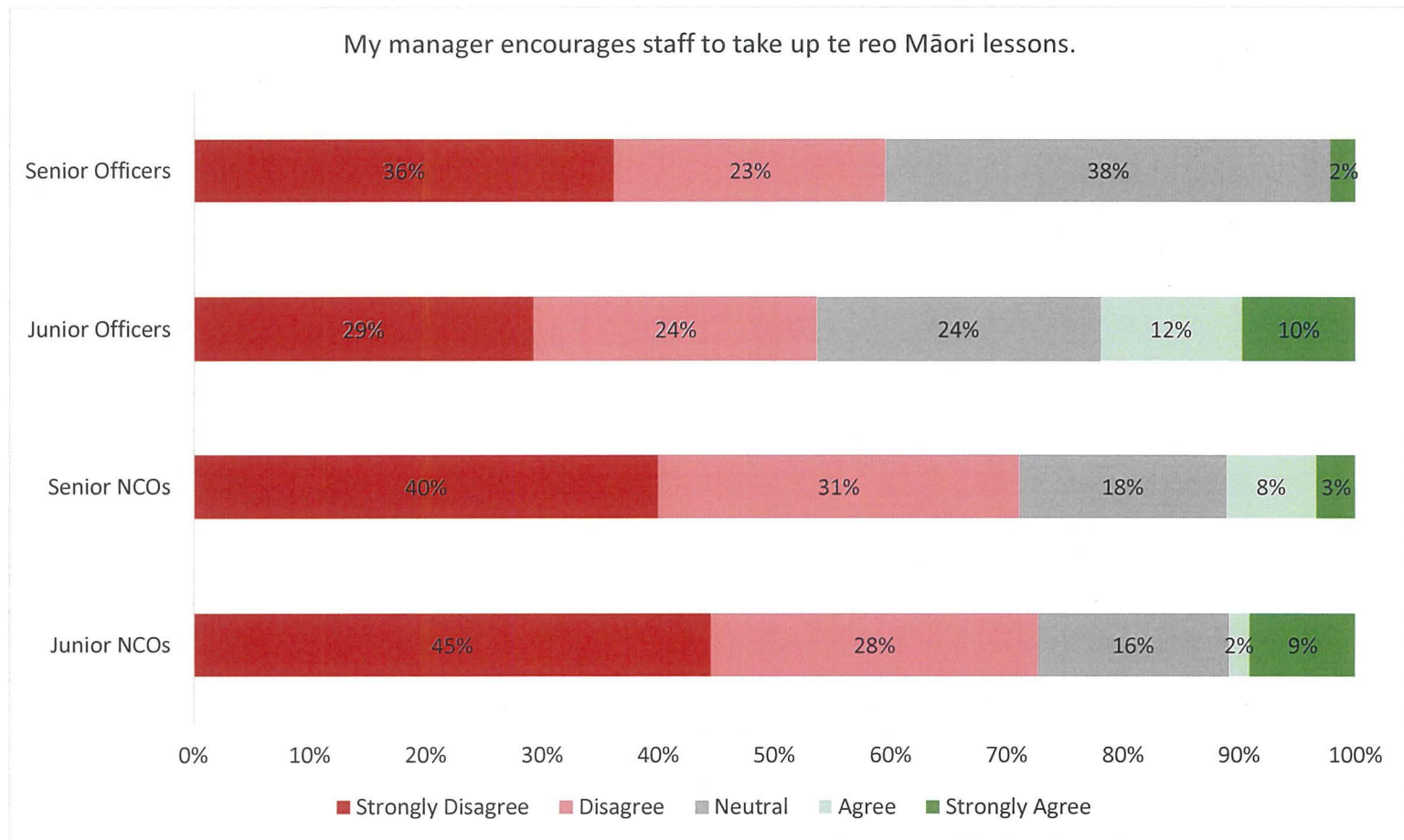
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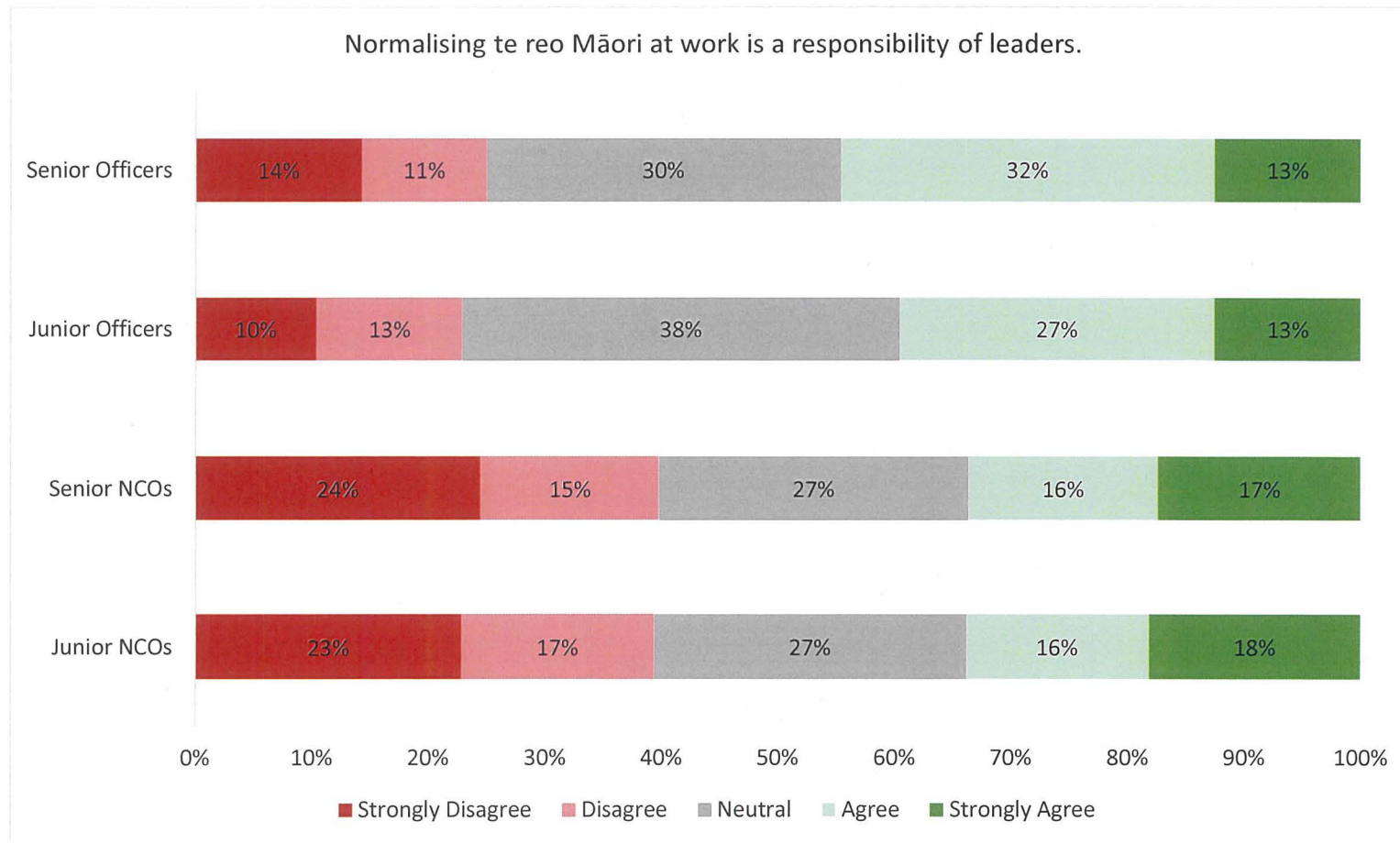
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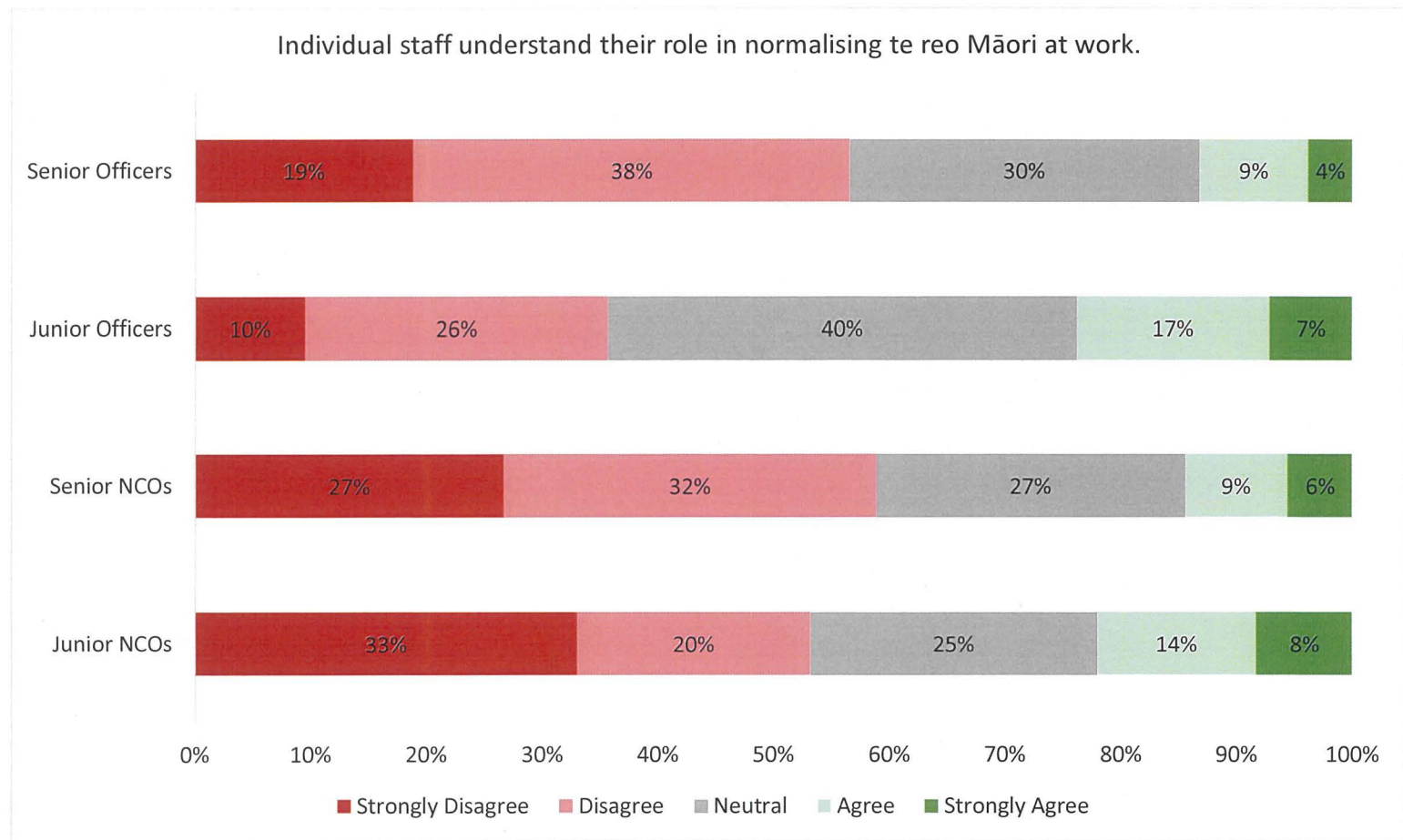
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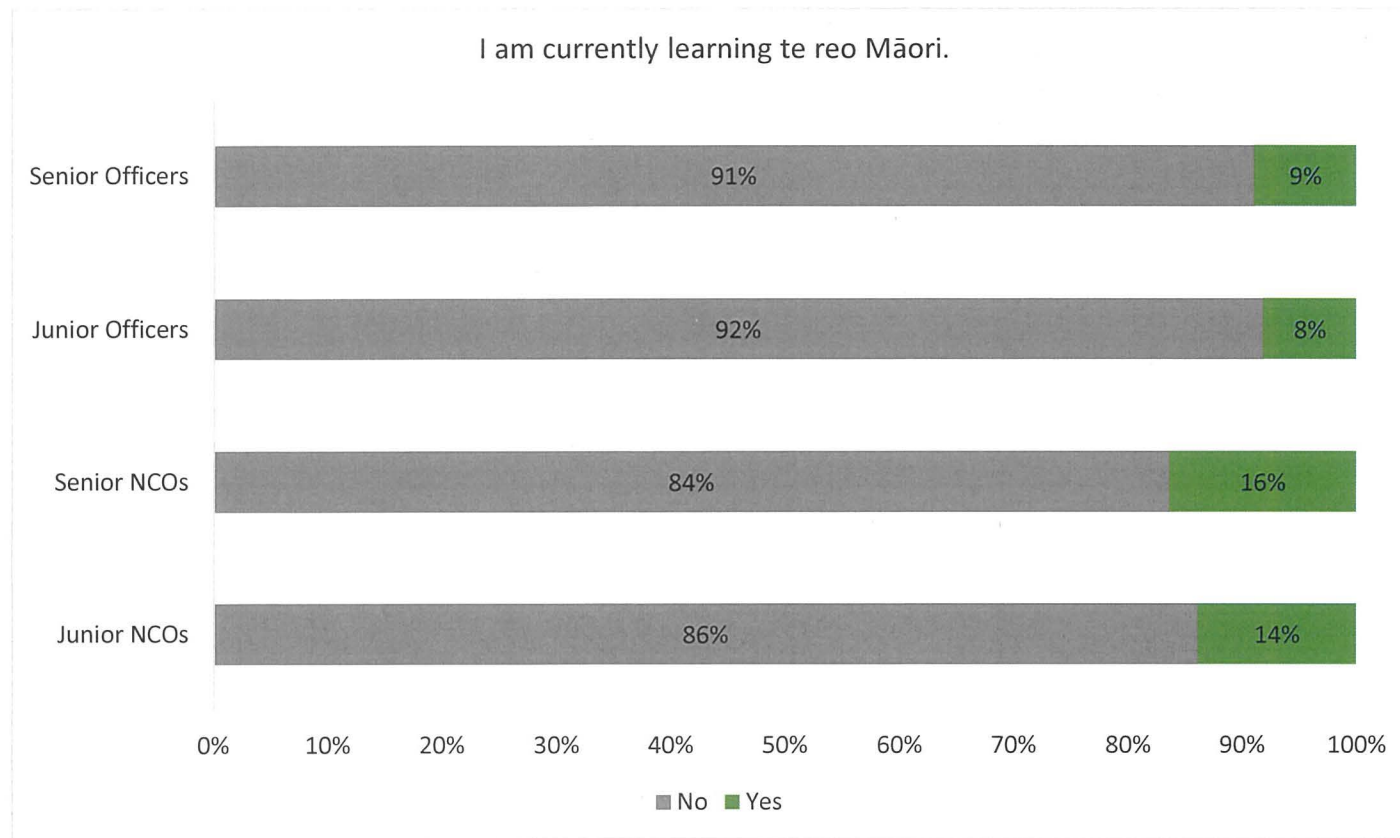
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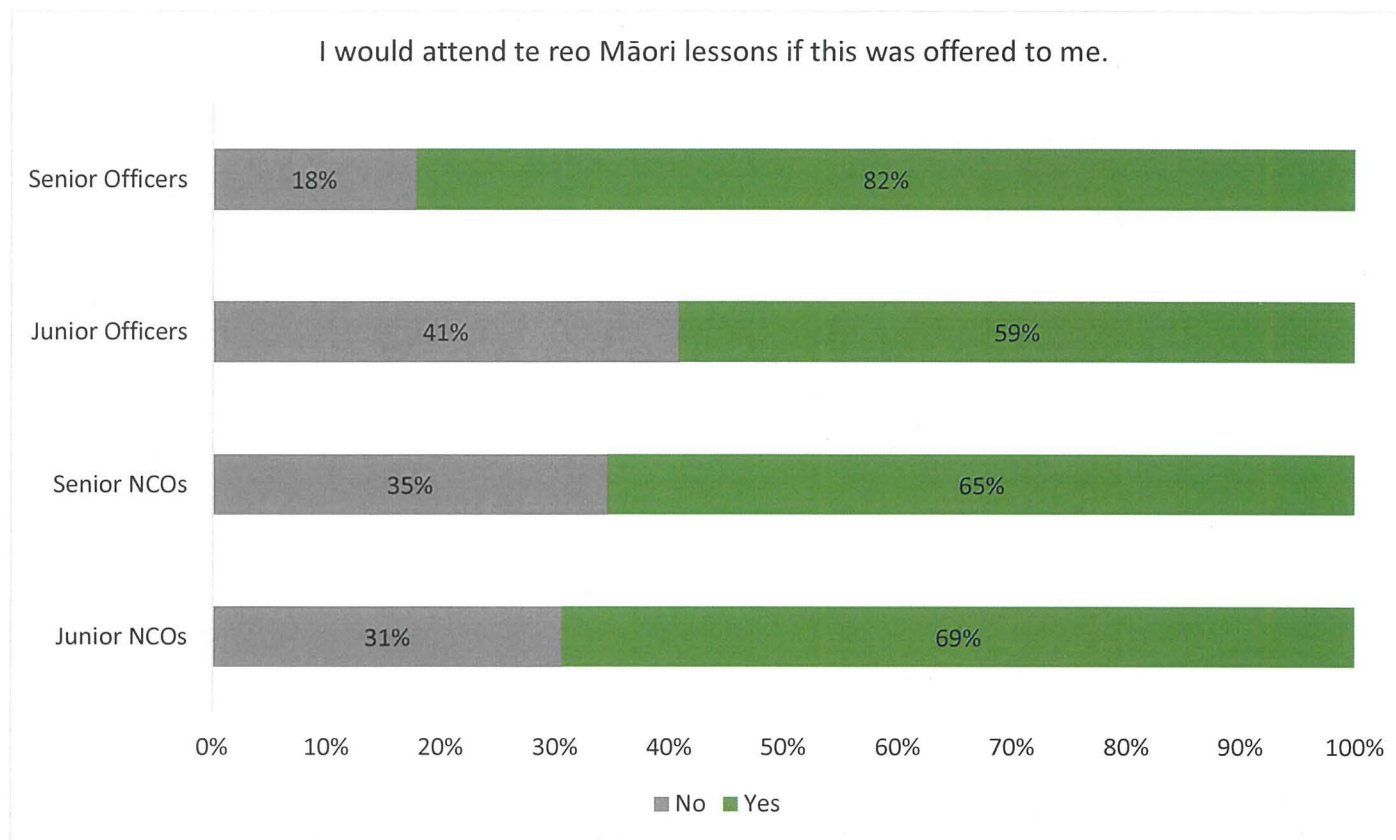
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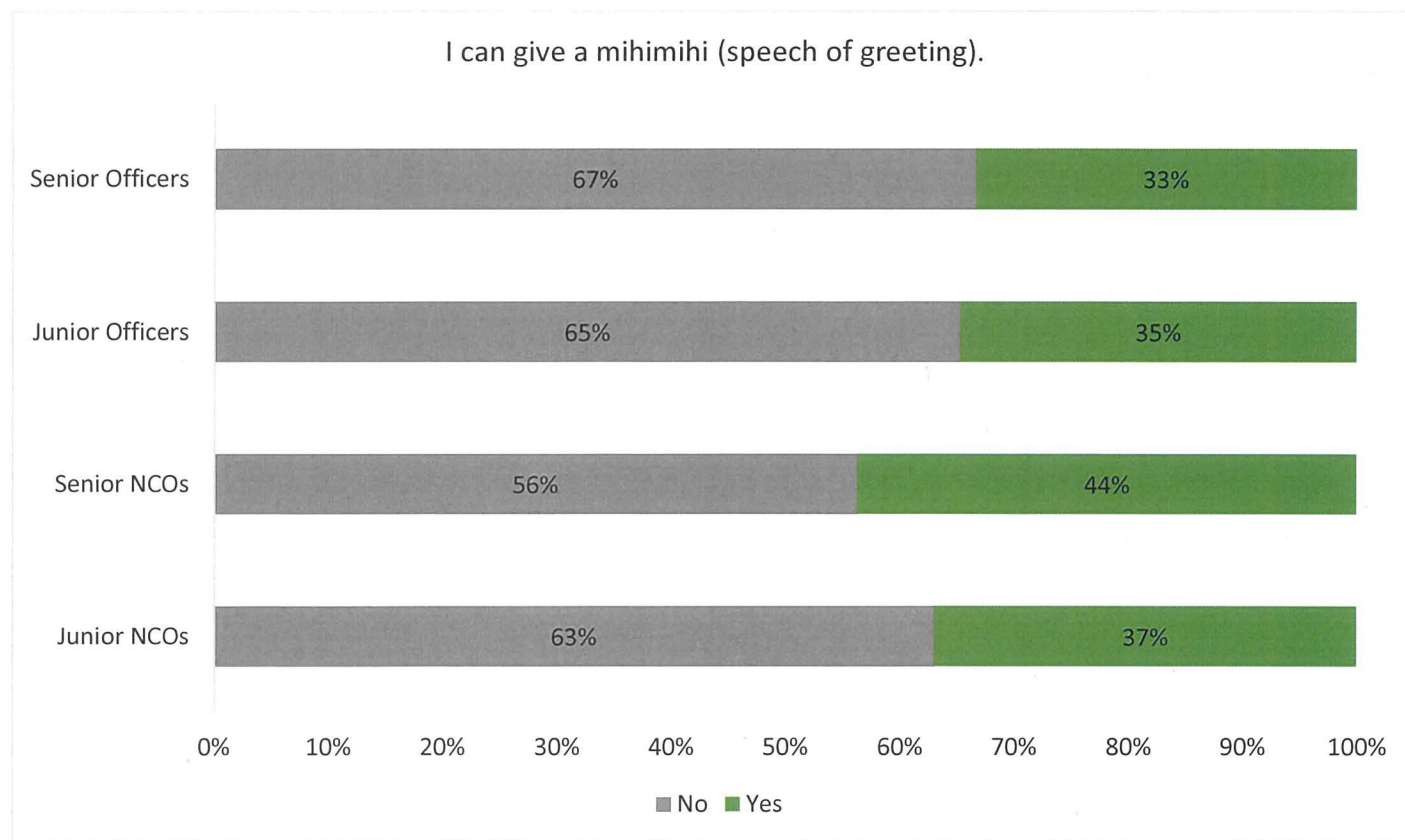
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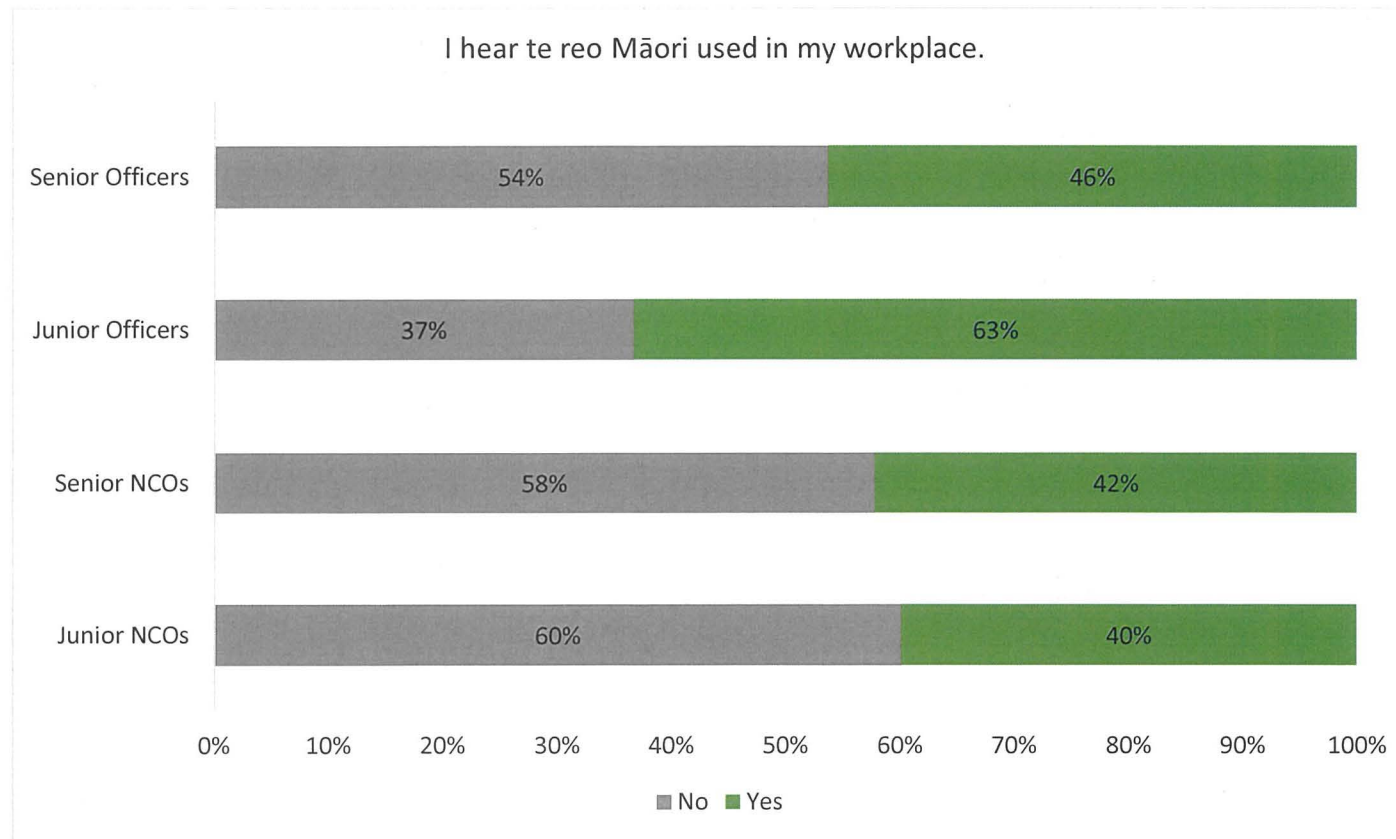
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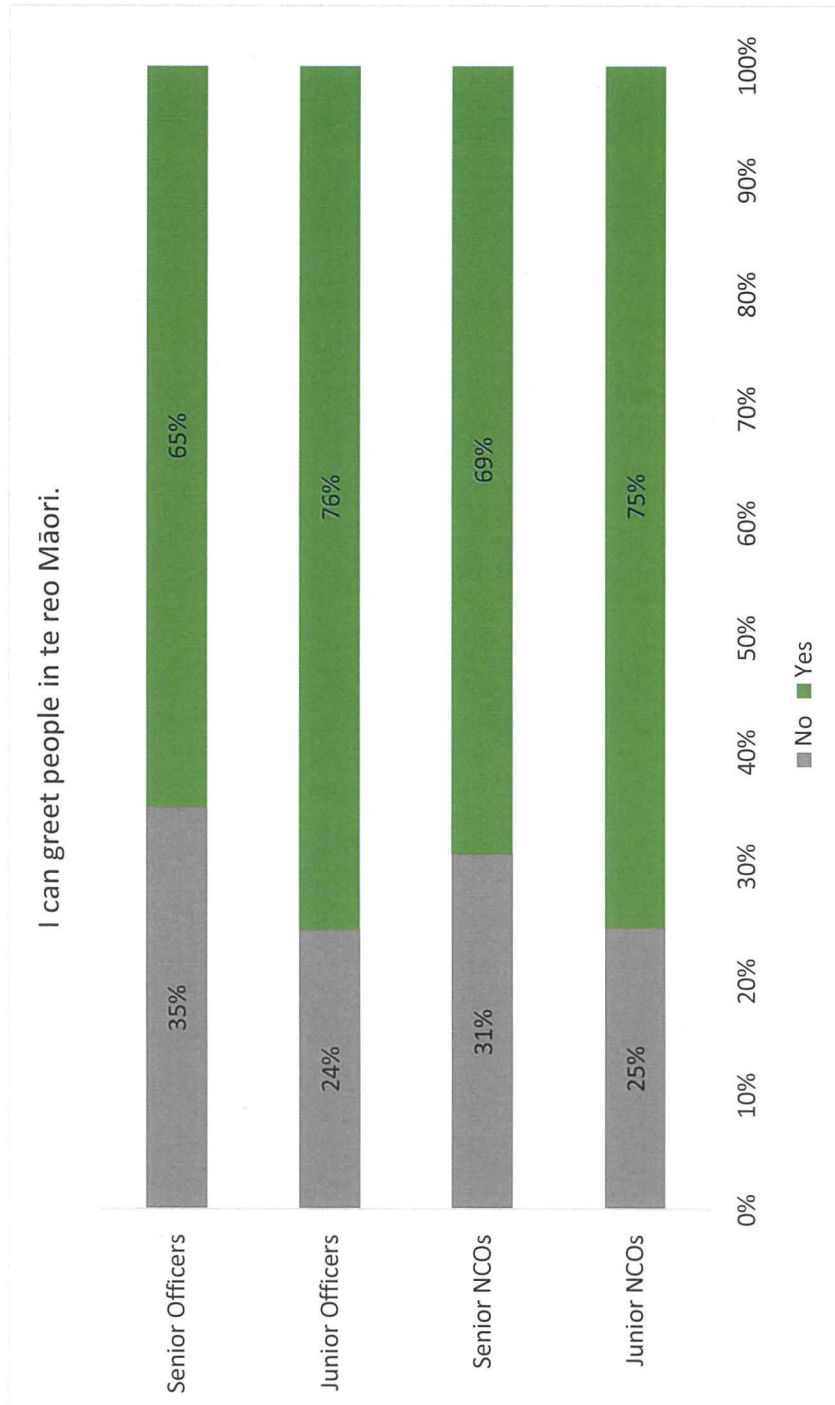


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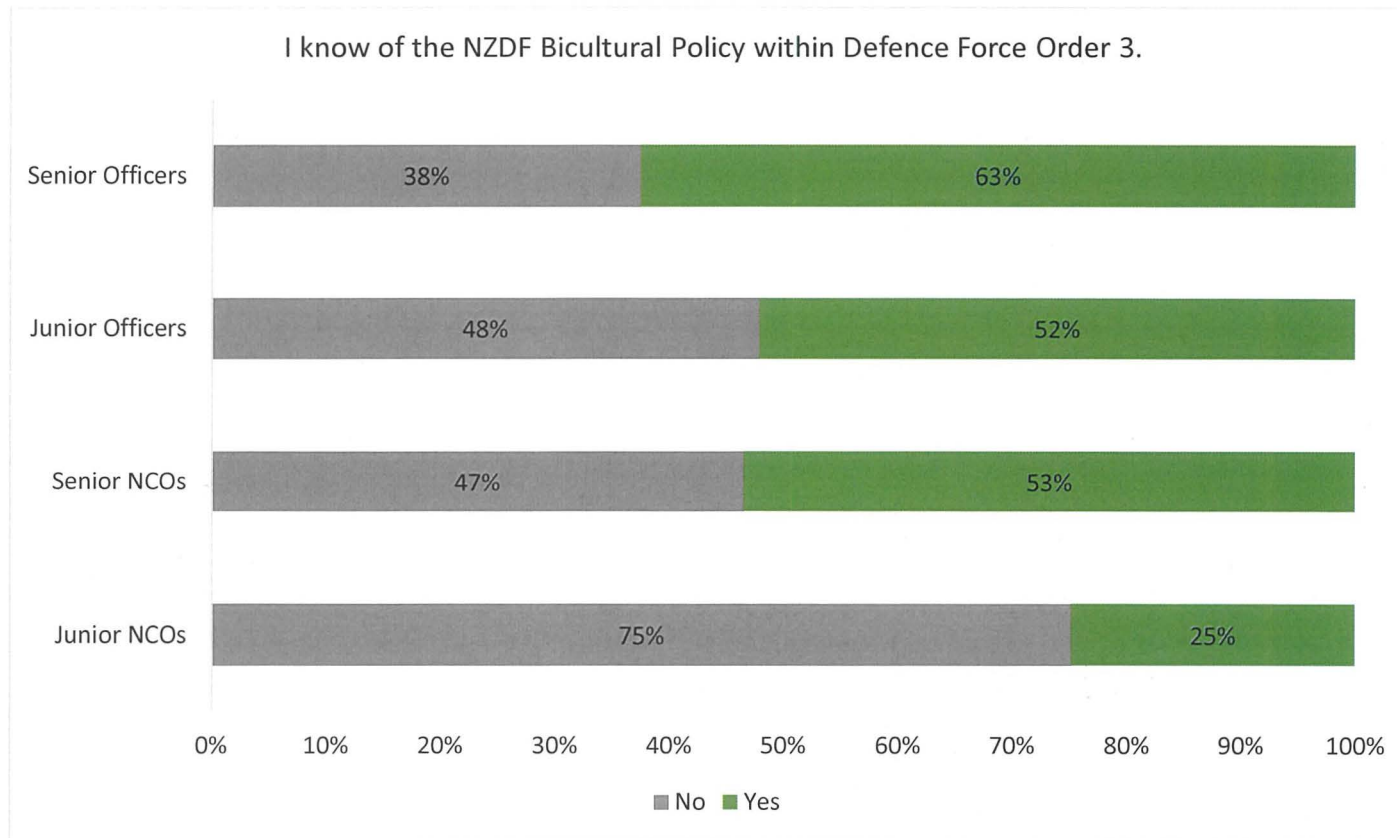


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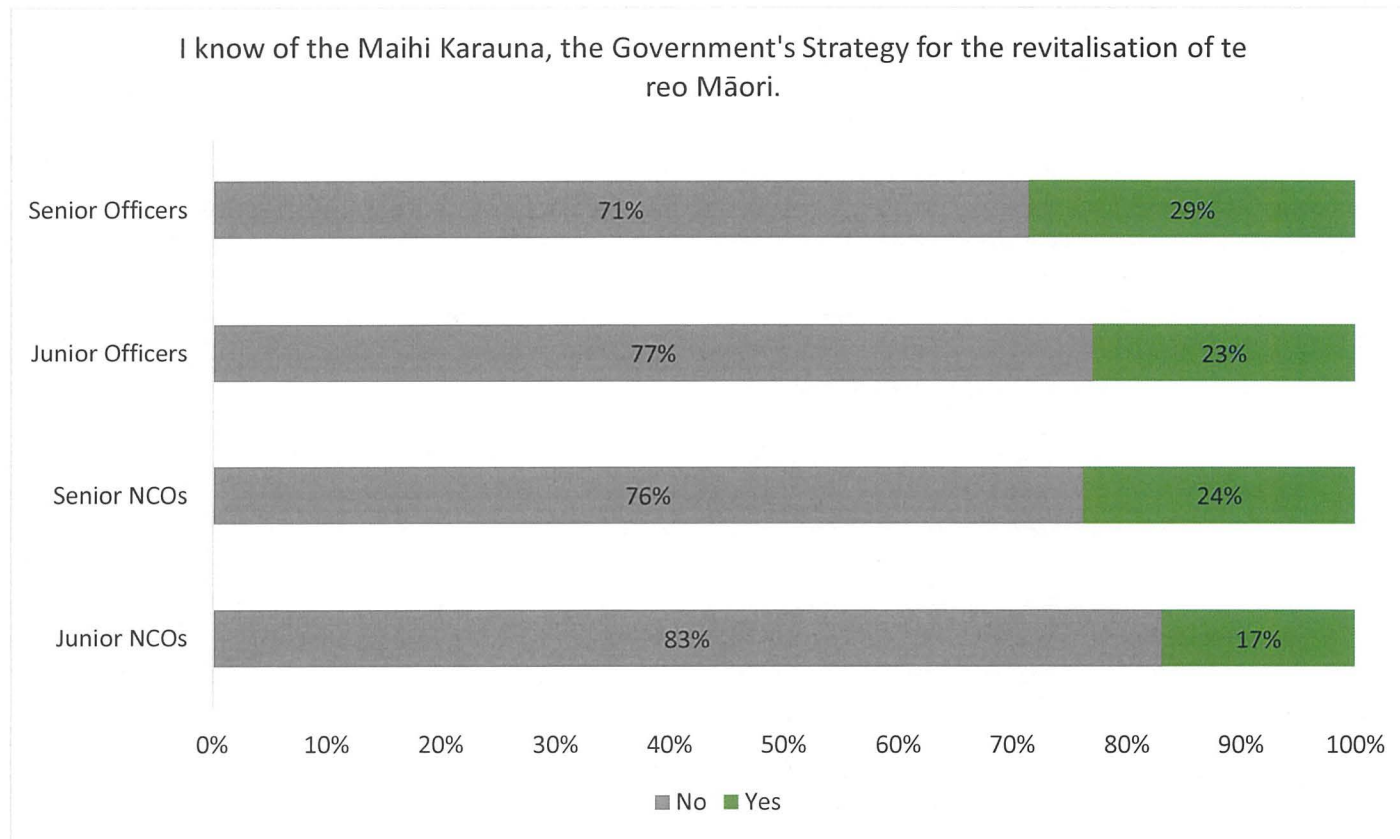


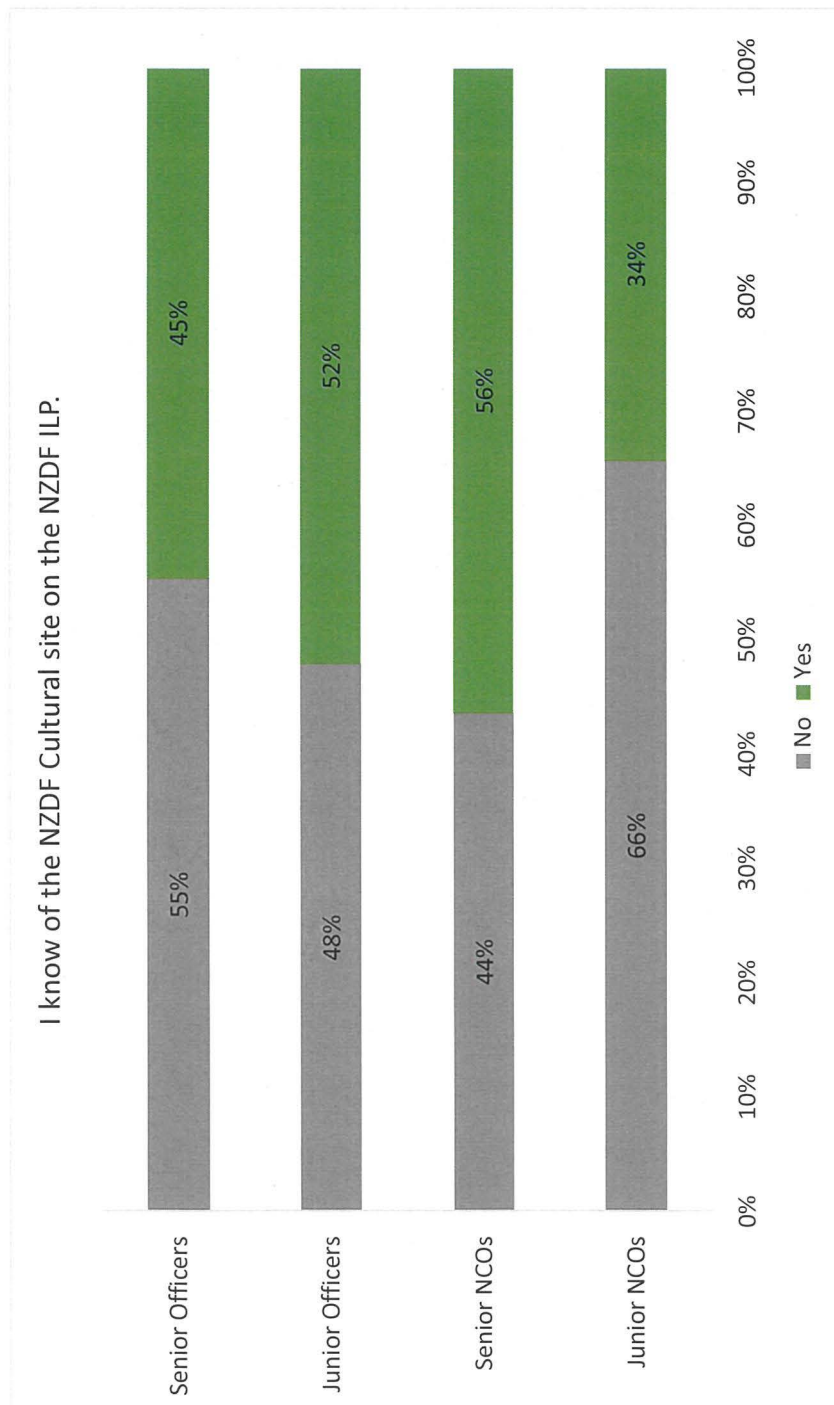


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NZDF Support Information

If you find involvement in this survey distressing in any way you can talk to someone about it. If you have concerns about your mental health/wellbeing or that of someone else, there are a range of internal support options available including colleagues and leaders. Additionally, you can contact medical staff, chaplains, social workers, SAPRAs, psychologists for military personnel and external practitioners for civilians. If you are feeling unsafe or if there is an immediate risk to you or someone else, call 111 immediately. Alternatively there are a range of external support services to reach out to when you need a helping hand.

NZDF Support Services

- [NZDF4U Wellbeing Support](#)
0800 693 348 or text 8881 or email wellbeingsupport@nzdf4u.co.nz or +64 9 414 9914 if calling from overseas
- [NZDF Social workers](#)
- [Chaplains](#)
- [Sexual assault response & prevention advisors](#) (SAPRA) 0800 693 324 or from overseas +64 527 5799
- [Veterans' Affairs](#) 0800 483 8372
A confidential helpline for veterans.

NZDF Websites

- [Pūtahi Hauora \(Defence Health Hub\)](#)
- [NZDF Force4Families](#)
- [NZDF HR Toolkit \(Internal\)](#)

External Community Support Services

1737 call or text 24/7 for brief counselling support.

Lifeline 0800 543 354. Confidential counselling service.

Suicide Crisis helpline 0508 828 865 (0508 TAUTOKO).

Depression helpline 0800 111 757.

Family Violence Information Line 0800 456 450.

Safe to Talk 0800 044 334 or text 4334
Support for sexual assault and harmful sexual behaviours.

Family Services helpline 0800 211 211
For help finding (and direct transfer to) community based health and social support services in your area.

Shakti Crisis line 0800 742 584
For migrant or refugee women living with family violence.

Alcohol and Drug helpline 0800 787 797

Youthline 0800 376 663 or text 234

OUTline NZ 0800 688 5463

Support for the rainbow community, their friends, whānau and those questioning

NZ Healthline 0800 611 116
For health advice and information

Parent Help 0800 568 856
Anonymous support line for parents/whānau seeking advice, support and practical strategies on all parenting concerns.

Skylight 0800 299 100
Support through trauma, loss and grief; 9am—5pm weekdays

General mental health and wellbeing information, personal stories and tools:

[Mental Health Foundation](#) - Information, personal stories, support and tools.

[The Low down](#) - A space created with rangatahi for rangatahi.

[Living Well](#) - Practical resources and support for men.

[Yellow Brick Road](#) - Support for families towards mental wellbeing

[LeVa](#) - Support for Pasifika families and communities for the best possible health and wellbeing outcomes

[Depression.org](#) - Information, resources and support for those experiencing depression

[Plunket](#) - Supporting whānau and their tamariki to thrive.

[Sparx](#) - E-therapy equips young people and rangatahi with life skills to power through stressful and negative emotions.

In Crisis?

- If you are feeling unsafe or if there is an immediate risk to you or someone else, **call 111 immediately** or
- Alternatively go to your nearest hospital **emergency department (ED)**
- Phone your local **DHB Mental Health Crisis Team (CATT Team)**
 - Find your local team here or <https://www.health.govt.nz/your-health/services-and-support/health-care-services/mental-health-services/crisis-assessment-teams>
- Or ring **0800 611 116 (Healthline)** for your local contact number