



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

OIA-2025-5486

19 August 2025

Dear [REDACTED]

I refer to your email of 23 July 2025 requesting, under the Official Information Act 1982 (OIA), the following information:

I refer to the new P 23 rules for Army about beards and haircuts. This provides at section 1 paragraph 4 that commanders can issue additional orders in order to ensure workplace or operational health and safety requirements are met and that, when departing from the P 23, commanders are to specify the health and safety requirement being addressed and communicate it when issuing their direction.

I am requesting any information about operational deployments and whether they are permitted to grow beards and keep long hair in accordance with the new P 23 rules or whether any deployments have restrictions imposed.

If restrictions have been imposed, I request information about what health and safety requirements have been identified for those operations.

If, for reasons of operational security, you are unable to set out what the health and safety requirements are for any operation, I request that you simply confirm or deny that a health and safety requirement has been identified for the additional restrictions as per the P 23 requirement.

Can the information please be set out in a table:

- Across the top, you can put three columns with the headings "Operation", "Additional restrictions imposed" and "Health and Safety Requirement Identified".*
- Down the left hand side of the table, you can list the 11 operation names as per the NZDF "operations and engagements" internet page.*

The following New Zealand Defence Force (NZDF) deployments have restrictions in place in accordance with P23, Section 1, Chapter 1, Paragraph 5(a)(4) and Paragraph 5(f)(3)(a): United Nations Command – South Korea; United Nations Truce Supervision Organisation – Israel / Lebanon / Syria; and, Operation Tieke – United Kingdom. No additional orders or instructions in accordance with P23, Section 1, Chapter 1, Paragraph 4 have been issued for any deployments.

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