



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

OIA-2025-5577

24th November 2025

Dear [REDACTED]

I refer to your email of 16 October 2025 requesting, under the Official Information Act 1982 (OIA), confirmation *whether Diversity, Equity, and Inclusion (DEI) policies or frameworks played any role in the selection criteria for the crew of the HMNZS Manawanui?*

If so, I would appreciate any documentation or guidance outlining how DEI considerations were incorporated into the process.

For officers, the planning of postings takes into account: the needs of the naval forces as a whole; the needs of a branch; and, the needs of the individual officer. For posting of enlisted sailors to a seagoing vessel such as HMNZS Manawanui, service will normally be on a one to two year cycle with at least one other member of the same gender to be posted to the unit.

This is in accordance with the Royal New Zealand Navy New Zealand Book of Reference 38, Chapter 4, 4.02.g, that states:

When posting personnel to a seagoing unit, at least one other member of the same gender is to be posted to the unit.

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