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New Zealand

OIA-2025-5590

19/12

December 2025

[REDACTED]  
[REDACTED]@stuff.co.nz

Dear [REDACTED]

I refer to your email of 3 November 2025 requesting, under the Official Information Act 1982 (OIA), for the period of 1 January 2020 to 3 November 2025:

*The total number of people employed by external organisations or private companies who have been:*

*Seconded into NZDF or MoD*

*Working as contractors, consultants, or advisory staff*

*For these external staff, the following information (without identifying individuals):*

*The name of the company or organisation they are employed by*

*The sector or type of organisation (if not clear from the company name)*

*The approximate duration of secondment or contract*

*The general area of work or function they were performing (e.g., procurement, capability development, IT systems)*

*Any internal policies, guidance, or governance relating to management of conflicts of interest for external staff embedded within NZDF or MoD.*

*Any other measures or reporting frameworks used to ensure transparency and oversight of external staff secondments or contractor roles.*

There have been no secondments into the New Zealand Defence Force (NZDF) during the period covered by your request.

Information by financial year (FY) concerning contractors and consultants engaged by the NZDF is provided to the Foreign Affairs, Defence and Trade Select Committee (FADTC) for each Annual Review. This information is made available online<sup>1</sup>, except for FY 2024/25 as that information was not requested by FADTC. A substantial effort across six months or more is required to produce the lists of contractor and consultant information for each FADTC Annual Review. As a result, the information you have requested from July 2024 to November 2025 cannot be provided without impairing the efficient administration of the NZDF in accordance with section 16(2)(a) of the OIA.

NZDF policies and guidance relating to the management of conflicts of interest apply to members of the NZDF (i.e. uniformed personnel and civilian staff). Contracts for services regulate conflicts of interest and place an obligation on contractors to also manage any

<sup>1</sup> <https://www3.parliament.nz/en/pb/sc/scl/foreign-affairs-defence-and-trade/tab/submissionsandadvice>

conflict of interest issues. NZDF contract managers are responsible for ensuring all potential and actual conflicts of interest are managed in accordance with guidance from the Controller and Auditor-General<sup>2</sup> and the Public Service Commission<sup>3</sup>.

A substantial research and collation effort would be required to extract all relevant sections from individual contracts for the period of your request and consider release of these. As it stands, this part of your request is therefore declined in accordance with section 18(f) of the OIA. Unfortunately it was not possible to consult with you prior to this decision; however, if you were to refine this part of your request in light of the number of contractors and consultants listed in FADTC Annual Reviews, it will be considered accordingly.

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](http://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

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<sup>2</sup> <https://oag.parliament.nz/good-practice/conflicts-of-interest>

<sup>3</sup> <https://publicservice.govt.nz/assets/DirectoryFile/One-page-guide-to-conflicts-of-interests-conversations-and-explanatory-notes.pdf>