



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

OIA-2026-5633

22nd January 2026

[REDACTED]
[REDACTED]

Dear [REDACTED]

I refer to your email of 18 December 2025 to the Ministry of Defence requesting, under the Official Information Act 1982 (OIA), the following:

... all documents relating to the remarks made by defence staff in the below story.

<https://www.mz.co.nz/news/national/580673/defence-force-dusting-off-the-history-books-to-copy-recruitment-strategies-from-1930s>

Your request was partially transferred to the New Zealand Defence Force (NZDF) on 8 January 2026, in accordance with section 14 (b)(i) of the OIA.

Enclosed is a copy of the relevant document. This concerns remarks on attrition attributed to NZDF staff by Radio New Zealand at the Foreign Affairs, Defence and Trade Select Committee hearing on 2 December 2025. There are no documents related to the Chief of Defence Force's comment about "dusting off the history books" in answer to a question from a Committee member, or comments on Starlink.

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

Enclosure:

1. Notes prepared for CDF

NZDF Personnel – Attrition, Voluntary Redundancies and Proposed Restructuring

Key Messages

- The Regular Force 12-month rolling attrition rate was 6.8% as at 30 June 2025. This is down 2.3 percentage points compared to 30 June 2024.
- The Civil Staff 12-month rolling attrition rate was 13.4% as at 30 June 2025. This is up 2.7 percentage points compared to 30 June 2024.
- Table A shows the total number of releases from the NZDF in 2024 and 2025 to date, broken down by Regular Force and Civilian, and also by voluntary separations, involuntary separations, and service transfers (1 January 2025 to 30 June 2025):

Table A (CY totals only)

Month	REGULAR FORCE				CIVILIAN			NZDF Total			
	Vol.	Invol.	Service	Total	Vol.	Invol.	Total	Vol.	Invol.	Service	Total
2024 CY	588	64	26	678	411	16	427	999	80	26	1105
2025 (to June 25)	302	42	1	345	156	4	160	458	46	1	505
Total	890	106	27	1023	567	20	587	1457	126	27	1610

- Table B shows voluntary and total 12-month rolling attrition rates for Regular Force and Civilians. Attrition figures at June 2025 **exclude** service transfers (service attrition rates **include** service transfers).

Table B

Month	REGULAR FORCE		CIVILIAN		NZDF Total	
	Vol.	Total	Vol.	Total	Vol.	Total
Jun-24	8.0%	9.1%	9.9%	10.7%	8.5%	9.5%
Jun-25	6.0%	6.8%	13.0%	13.4%	7.8%	8.5%

- Table C. shows the total number of voluntary releases from the NZDF for Regular force personnel in 2024 and 2025 to date, broken down by service (01 January to 30 June 2025):

Table C

Month	RNZN	NZ ARMY	RNZAF	Total
2024 CY	115	325	148	588
2025 (to Jun 25)	51	164	87	302
Total	166	489	235	890