



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

OIA-2026-5924

3rd September 2026

Dear [REDACTED]

I refer to your email of 7 August 2026 requesting, under the Official Information Act 1982 (OIA), the following:

- *A breakdown of how the \$32-33 million allocated in Budget 2025 for civilian pay has been used so far and is intended to be used in future years, including:*
 - o *A breakdown of the amount spent and budgeted to be spent in each financial year*
 - o *A breakdown of the amount spent (or budgeted to be spent) each year on civilian pay versus any other types of expenses (and a description of those expenses if applicable)*
 - o *Of the amount each year allocated to civilian pay, a breakdown of how the money is allocated (eg, the proportion allocated to the Annual Remuneration Review, any across-the-board increases, or other types of pay adjustments)*
- *All information containing decisions, analysis or advice about the budget for NZDF's 2025/2026 Annual Remuneration Review (ARR).*

I refer to Enclosure 1 of the response to you of 29 August 2025 (OIA-2025-5456). Budget 2025 funding for civilian remuneration has enabled the New Zealand Defence Force (NZDF) to provide remuneration uplifts for its civilian workforce and meet additional non-discretionary remuneration increases including increased minimum wage requirements. Further to that response, there was an allocation of funding provided for the 2 percent increase to civilian base salary tables, which was \$6,277,585 million.

During FY 2025/26, \$8.3 million was fully allocated to the purpose for which the funding was sought and to achieve military outputs and activities. The allocation set in FY 2025/26 is intended to be ongoing in subsequent years. This funding goes towards military outputs and activities as reflected in the Mains Estimates of Appropriations 2025/26 for Vote Defence Force. The NZDF's financial performance against its outputs will be reported in the forthcoming 2025/26 annual report.

The funding secured for REM26 includes \$30 million per annum (\$120 million over four years) to bring NZDF pay closer to market rates, and to meet additional non-discretionary remuneration increases. Of this funding, \$14.566 million per annum has been allocated to civilian remuneration related costs.

Advice and analysis on decisions relating to REM26 for the NZDF workforce is contained in three Chief People Officer (CPO) Minutes. The indicative allocation of costs is provided in CPO Minute 51/2026 as per the below table:

REM26 - Civilian Remuneration (Indicative Costs)	
Civilian Pay Tables (2.2%)	\$7,753,000
Civilian Annual Remuneration Review	Withheld in accordance with section 9(2)(j) of the OIA
Civilian Health Progression (\$149k mil, \$110k civ)	\$110,000
Bargaining	Withheld in accordance with section 9(2)(j) of the OIA
Job Evaluation	Withheld in accordance with section 9(2)(j) of the OIA
TOTAL	\$14,566,000

Of \$14.566 million per annum, \$14.316 million is enduring funding, equivalent to \$57.264 million over four years.

Copies of CPO Minute 51/2026, 28/2026, and 44/2026 are withheld in full in accordance with section 9(2)(g)(i) of the OIA to protect the free and frank expression of opinions and section 9(2)(j) of the OIA to avoid prejudice to negotiations.

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