



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

OIA-2024-4939

22 March 2024

[Redacted]
[Redacted]

Dear [Redacted]

I refer to your email of 27 February 2024 requesting the following information under the Official Information Act 1982 (OIA):

Request 1 - For the period starting 1 August 2023 and ending on 29 February 2024:

- How many roles has your organisation disestablished (both vacant and staffed)?
- Of those disestablished roles, how many relate to:
 - Diversity, Equity, and Inclusion (DEI) in general (both internal and external facing)
 - Te Ao Māori in general (including but not limited to Crown-Māori relationship, internal training and advice on culture and language, external sector liaison, core business delivered on a By-Māori For-Maori basis, and other)?
- How many of the disestablished roles were staffed (permanently or temporarily) when they were confirmed as disestablished? Please note, I'm not looking for the number of redundancies - I'm looking for the number of people in roles when they are confirmed as disestablished (which includes people who are later reassigned, redeployed, resign before redundancy, take voluntary redundancy or an exit package, retire, have a fixed term end/not renewed, have a secondment ended, or other reason)

Request 2 - For the period starting 1 March 2024 and ending on 31 December 2024:

- Is your organisation planning on, or consulting on, disestablishing any roles?
- If so, how many of these roles relate to:
 - Diversity, Equity, and Inclusion (DEI) in general (both internal and external facing)
 - Te Ao Māori in general (including but not limited to Crown-Māori relationship, internal training and advice on culture and language, external sector liaison, core business delivered on a By-Māori For-Maori basis, and other)?
- Of the roles you are planning or consulting on disestablishing, how many are currently staffed (either permanently or temporarily)?

The New Zealand Defence Force (NZDF) disestablished 158 roles from August 2023 to the time of your request. Of these roles, 143 were staffed when confirmed as disestablished. The roles were disestablished as part of a restructure. This restructure did not impact the diversity and inclusion, or Culture advisory teams.

As of March 2024, the NZDF has no plans to disestablish any further roles.

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

AJ WOODS

Air Commodore

Chief of Staff HQNZDF