



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

OIA-2024-5127

25 September 2024

[REDACTED]@nzme.co.nz

Dear [REDACTED]

I refer to your email of 28 August 2024 requesting, under the Official Information Act 1982 (OIA), information concerning *contractor spend on restructures and redundancy payouts, staffing cuts and further savings plans*.

At the time of your request, the New Zealand Defence Force (NZDF) had commenced work on voluntary redundancy for civilian staff and there was no consideration of a restructure of the NZDF. On 17 July 2024, the Chief of Defence Force stated:

- Alongside voluntary redundancy options, the NZDF will also consider other cost saving measures which could include:*
- managing leave liability down for both the military and civilian workforce in accordance with relevant policies, agreements and law;*
  - restricting civilian recruitment to essential positions only;*
  - reviewing contracts with independent contractors and identifying options for fixed-term or permanent positions where this is practical and possible;*
  - disestablishing some vacant positions.*

Since the date of your request, an individual has been contracted to assist with the processing of the voluntary redundancy expressions of interest from 2 September to 20 December 2024, at a cost of \$92,309. Approximately 80% of the voluntary redundancy expressions of interest have been accepted; however, as this process remains ongoing and no decisions have been finalised, your request as it relates to NZDF voluntary redundancies is declined in accordance with section 18(e) of the OIA as the information does not yet exist.

On 19 September 2024, the Chief of Defence Force announced that a review of the NZDF's current structure will be undertaken in order to identify further ways to make savings. The key areas of focus are: review of structure and areas of work; identification of process improvement opportunities; changes to organisational design; and, operating savings. Change teams are being established using internal staff members and final decisions on any restructure are expected in April 2025. As a result, your request for additional information on any planned restructure, staffing cuts and further savings plans is also declined in accordance with section 18(e) of the OIA as the information does not yet exist.

The numbers of civilian personnel in the NZDF as at 31 August 2024, broken down by employment types, are provided in the table below:

Contract type	Number
Permanent Employees	3,237
Fixed-Term Employees	72
Secondments	181
Contractors	1,409

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

**AJ WOODS**

Air Commodore

Chief of Staff HQNZDF