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OIA-2025-5279

 April 2025

R H Thompson
fyi-request-30151-335df07d@requests.fyi.org.nz

Dear R H Tompson

I refer to your email of 20 February 2025 requesting, under the Official Information Act 1982 (OIA), *information regarding the total number of vacancies in uniformed roles across all armed services. Specifically, I would like to know:*

1. *The total number of vacancies broken down by department or unit.*
2. *The number of vacancies at each rank within these units.*
3. *How long these vacancies have been open (i.e less than 3 months, 6 months, 12+ months).*
4. *The percentage of vacancies relative to the total workforce in each unit.*

The number of Regular Force vacancies by unit is withheld in accordance with section 6(a) of the OIA to avoid prejudice to the security or defence of New Zealand by divulging sensitive information concerning capability. Enclosed, however, is the number of Regular Force vacancies by Service as at 28 February 2025. Short-term and trainee positions are excluded from the data. Note, vacant positions and vacancy percentages will continuously vary dependent on posting appointments and rotations of uniformed members in and out of a respective unit. The vacancy percentage is a snapshot in time and is determined against the established Regular Force positions within the organisational structure.

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.

Yours sincerely

GA Motley
Brigadier
Chief of Staff HQNZDF

Enclosure:

1. Vacancy data

RELEASED UNDER THE OFFICIAL INFORMATION ACT 1982

Enclosure 1

Table A. Total vacant positions and percentage of vacant positions relative to workforce (total positions) by Service as at 28 February 2025.

Service	Vacant Positions	% Vacant
Royal New Zealand Navy	638	34.0%
New Zealand Army	1,580	32.3%
Royal New Zealand Air Force	666	29.0%
Regular Force Total	2,884	31.8%

Table B. Total vacant positions by Service and Rank Equivalent as at 28 February 2025.

Service	Rank Equivalent															
	PTE (E)	LCPL (E)	CPL (E)	SGT (E)	SSGT (E)	WO2 (E)	WO1 (E)	OFFCDT (E)	2LT (E)	LT (E)	CAPT (E)	MAJ (E)	LTCOL (E)	COL (E)	ANYRANK (E)	No Rank
Royal New Zealand Navy	6	192	142	88	61	0	9	0	0	14	68	43	3	1	11	0
New Zealand Army	605	341	229	139	65	12	7	0	8	61	72	38	2	1	0	0
Royal New Zealand Air Force	12	184	148	108	41	0	7	0	0	48	68	30	6	0	2	12
Regular Force Total	623	717	519	335	167	12	23	0	8	123	208	111	11	2	13	12

Table C. Total vacant positions by Service and vacancy status as at 28 February 2025.

Service	Vacancy Status				
	Less than 3 Months	Less than 6 Months	Less than 12 Months	More than 12 Months	Position Never Been Filled
Royal New Zealand Navy	140	33	74	326	65
New Zealand Army	453	115	212	600	200
Royal New Zealand Air Force	128	64	121	247	106
Regular Force Total	721	212	407	1,173	371