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OIA-2023-4660

31st March 2023

Paul

fyi-request-22008-a5512cf2@requests.fyi.org.nz

Dear Paul

I refer to your email of 6 March 2023 requesting information on the 2022 Pulse survey and reviews of the New Zealand Defence Force (NZDF), specifically:

1) *I am requesting the Pulse results for the CIVILIAN rank bracket.*

Additionally, a past defence review calculated that military personnel receive a number of additional benefits (over and above civilian employees) – the value of these additional benefits is approximately 35% over base remuneration. The margin is 31% if clothing is excluded. In \$ terms, excluding clothing, this has been calculated at \$23,000 per annum. (Defence review 2009)

This study led to civilianisation of the military in 2000+ positions, intended to save \$46 mil.

2) *Have any similar reviews been carried out post the Defence white paper 2016, if so could you please provide a copy?*

3) *Whether a review has been carried out have or not what is the current calculated value of the “additional benefits” that military personnel receive?*

Your request has been considered under the Official Information Act 1982 (OIA).

The NZDF 2022 Pulse survey results for civilian staff are enclosed. The analysis you refer to was undertaken as part of the Value for Money: Review of New Zealand Defence Force led by Sir Roderick Deane and presented in 2010. It was conducted independently of the NZDF or Ministry of Defence. No similar reviews have been conducted since the 2016 Defence White Paper. Your request for copies of any such reviews is therefore declined in accordance with section 18(e) of the OIA.

There have been significant changes in the benefits available and provided to military personnel since the analysis presented in 2010. For example, the ‘military factor’ has increased to \$14,923; the Universal Accommodation payment is no longer paid; and other allowances have been instigated. In most cases, allowances for military personnel are variable and are not available to all personnel at the same time. Allowances are paid on a case-by-case basis and, for example, may start and stop based on rank, work location, activity or other factors. This ensures personnel are not materially disadvantaged by their service and specifically those exigencies related to their service. Given this variability, it would be extremely difficult to calculate an average value that would be representative for

all NZDF personnel, or even to calculate what portion is considered a benefit rather than reimbursement.

Superannuation, life insurance and other benefits are also available to military personnel and civilian staff. With its Kiwisaver scheme, the NZDF pays 1 percent more than the statutory 3 percent to all enrolled employees.

For the reasons outlined above, there is no current calculated value of the 'additional benefits' for military personnel and this aspect of your request is declined in accordance with section 18(e) of the OIA.

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.

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

AJ WOODS

Air Commodore

Chief of Staff HQNZDF

Enclosure:

1. NZDF Pulse survey results 2022 – Civilian