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New Zealand Defence Force
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New Zealand

OIA-2024-5087

15 August 2024

T. D. Price
fyi-request-27722-24929f2e@requests.fyi.org.nz

Dear T.D. Price

I refer to your email of 19 July 2024 requesting, under the Official Information Act 1982 (OIA), the following information:

Under the Official Information Act I am requesting all assessments comparing NZDF Military and Civilian Pay to market rates in the rest of the labour market.

I reference the following OIA as an example of how I would like this data to be presented:

<https://fyi.org.nz/request/20554-budget-2022-requested-increase-for-remuneration?unfold=1>

https://www.nzdf.mil.nz/assets/Uploads/DocumentLibrary/OIA-2022-4516_NZDF-Pay-Grades-Market-Assesment-v2.pdf

Please include this for both 2023 and 2024. Specifically I am requesting the 2023 and 2024 Market Gap compared to the Strategic Pay_Public Sector: Base Salary, Hay_Public Sector:Base Salary and/or Strategic Pay_General Market: Base Salary.

If this data is not yet available for REM:24 and/or the 2024 Calendar Year please include just the outcome of REM:23

If this data does not exist I am requesting that it is created against the above reference pay scales.

Given the public interest in this information given recent announcements I request this OIA is expedited.

Enclosed are copies of the 2023 and 2024 market assessments for the New Zealand Defence Force (NZDF). Civilian pay grades cover the regular grades from 00 to 24, Senior Management grades, IT grades and Premium grades. Premium grades are used when it has not been possible to recruit at the regular grade and a business case has been agreed to recruit at the appropriate Premium grade. Military pay grades are at different sector placements (A-D) and tier (the subsequent number). The military ranks are listed as rank equivalent (E) based on the New Zealand Army rank structure for consistency.

For your reference the New Zealand Army military ranks are: Private (PTE); Lance Corporal (LCPL); Corporal (CPL); Sergeant (SGT); Staff Sergeant (SSGT); Warrant Officer 2nd Class (WO2); Warrant Officer 1st Class (WO1); Officer Cadet (OCDT); Second Lieutenant (2LT);

Lieutenant (LT); Captain (CAPT); Major (MAJ); Lieutenant Colonel (LTCOL); Colonel (COL); Brigadier (BRIG).

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

AJ WOODS

Air Commodore

Chief of Staff HQNZDF

Enclosures:

1. Market Assessment 2023
2. Market Assessment 2024