

Chapter 4 - Governance Framework

4.1 Governance of New Zealand Defence Force Chaplaincy Services

The governance framework for the delivery of Chaplaincy Services in the New Zealand Defence Force (NZDF) consists of—

- (1) the Principal Defence Chaplain (PDC);
- (2) the Chaplaincy Leadership Team (CLT);
- (3) the Chaplains' Defence Advisory Council (ChDAC);
- (4) Defence Health Directorate governance; and
- (5) the Surgeon General.

4.2 Principal Defence Chaplain

a. The PDC is—

- (1) accountable to the Surgeon General for providing Chaplaincy Services within the NZDF; and
- (2) responsible for the—
 - (a) strategic direction of Chaplaincy Services within the NZDF and its alignment to Defence Health;
 - (b) professional/[technical control](#) of the NZDF Chaplaincy Service, including governance and regulatory compliance; and
 - (c) management of the NZDF Chaplaincy budget and cost centre. This includes allocating specified amounts for—
 - (i) Lead Chaplains;
 - (ii) Principal Chaplains, in the performance of their duties; and
 - (iii) each NZDF Regular Force Chaplain, for supervision and personal ministry purposes (refer to DHR 39 *Spiritual Health and Support Services* (on issue)).

b. The specific functions of the PDC are—

- (1) specifying the required standards of practice and the governance framework for NZDF Chaplaincy;
- (2) being the NZDF Chaplaincy Regulator in order to ensure—
 - (a) legal compliance;
 - (b) quality assurance;
 - (c) professional competence;

- (d) cultural competence;
 - (e) the appropriate conduct of religious services; and
 - (f) fiscal accountability; and
- (3) being a full member of ChDAC.
- c. In addition, the PDC is responsible for ensuring that NZDF Chaplains—
- (1) are appropriately trained and credentialed prior to joining the NZDF; and
 - (2) maintain professional practice throughout their engagement with the NZDF.

4.3 Chaplaincy Leadership Team

- a. The CLT has a shared responsibility for delivering and managing chaplaincy in the NZDF.
- b. The key responsibilities of the CLT include the following—
- (1) Assisting with the review and approval of policies, ensuring that they are—
 - (a) consistent with ongoing requirements of NZDF Chaplaincy Services; and
 - (b) in accordance with both the Defence Health Strategy 2025 and wider NZDF strategic direction.
 - (2) Ensuring that NZDF Chaplains are recruited, trained and managed to sustain the chaplaincy capability.
 - (3) Ensuring that NZDF Chaplains are adequately resourced in order to provide Chaplaincy Services to the NZDF Whānau.
 - (4) Providing guidance on the training of NZDF personnel on ethical and moral matters.
 - (5) Ensuring that operational deployments and exercises are appropriately resourced with Chaplaincy Services.
- c. All decisions made at CLT meetings are under the authority of the Surgeon General.
- d. The CLT membership consists of the—
- (1) PDC;
 - (2) Principal Chaplain (Delivery);
 - (3) Principal Chaplain (Capability); and
 - (4) Principal Chaplain (Operations).
- e. Decision thresholds for the CLT are as follows—
- (1) Approval of strategic and operational policy related to Chaplaincy Services.

- (2) Approval of operational chaplaincy decisions relating to workforce, training and equipment.
 - (3) Recommendations on appointments, promotions and extensions of service for NZDF Chaplains.
 - (4) Recommendations on the posting and deployment of NZDF Chaplains.
 - (5) Oversight of the provisions of chaplaincy input into ceremonial and commemorative events.
- f. The CLT is managed and conducted in accordance with the *Terms of Reference* stated in DHR 39 *Spiritual Health and Support Services* (on issue).