



Headquarters
New Zealand Defence Force
Defence House
Private Bag 39997
Wellington Mail Centre
Lower Hutt 5045
New Zealand

OIA-2026-5703

 April 2026

Mel H

fyi-request-34003-f0656249@requests.fyi.org.nz

Dear Mel H

I refer to your email of 8 March 2026, seeking information about First Security and security staff employed by the New Zealand Defence Force (NZDF). Your request has been considered under the Official Information Act 1982 (OIA), and is addressed below.

1. Why a private security company First Security has been contracted at times to provide security services at the defence bases

First Security was contracted to provide security guard services to the NZDF since approximately 2015. Following the 2023 Security Guard Force (SGF) review, First Security has provided ad hoc services to supplement the NZDF SGF. This is to provide cover where there is a shortfall in staffing and to avoid service delivery failure.

2. What employment requirements are in place and what security checks are carried out for First Security employees?

Since First Security employees are not employed by the NZDF, that company's employment requirements are not held by the NZDF. This part of your request is therefore declined in accordance with section 18(g) of the OIA.

At a minimum, all individuals working in a Defence Area must have passed a NZ Police check.

3. Are First Security employees subject to the same security checks as civilian security workers?

No.

4. Total amount spent on First Security services in the financial year 23/24, 24/25 and 25/26.

The following table provides the the requested information as at March 2026.

Financial Year	Total spent
FY 2023/24	\$4,280,218.49
FY 2024/25	\$701,384.11
FY 2025/26	\$434,743.82

5. Where cover for security is required, whether the shifts are offered to trained civilian security guards or first security contractors first?

This is situation dependent. On occasion, overtime will be offered to staff and First Security will be engaged if no overtime coverage can be confirmed in other instances.

6. Has there been any security breaches as a result of First Security contractors.

No such security breaches have taken place.

7. What personal protection equipment First Security contractors are required to wear?

This information is not held by the NZDF, and this part of your request is declined in accordance with section 18(g) of the OIA.

8. What personal protection equipment civilian Security Officers are required to wear?

The NZDF requires its civilian Security Guard Force to wear body armour, high visibility vests, composite toe boots, and a high visibility wet-weather jacket.

9. Whether security risk assessments have informed the level of personal protection equipment required by First Security and civilian Security Guards.

10. Whether health and safety assessments have informed the level of personal protection equipment required by First Security and civilian Security Guards?

A risk assessment was conducted that partially informed the decision to implement body armour to protect NZDF staff who provide security services. Health and safety representatives were involved in the assessment process.

11. Have any civilian Security Guards been injured as a result of the personal protection equipment.

There are no reports of civilian security guards being injured as a direct result of wearing personal protection equipment.

In accordance with section 28(3) of the OIA, you may ask an Ombudsman to review this response to your request. Information regarding the process 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