

OIA-2018-3263

18 October 2018

**Josh Cross**

[fyi-request-8720-a1d06c7f@requests.fyi.org.nz](mailto:fyi-request-8720-a1d06c7f@requests.fyi.org.nz)

Dear Mr Cross

I refer to your email of 19 September 2018 requesting, under the Official Information Act 1982 (OIA), the New Zealand Defence Force's *policy for recruitment of persons with minor, non-serious disabilities such as ADHD*.

The New Zealand Defence Force has separate policies for the recruitment of military and civilians respectively.

The recruitment, selection and appointment of a civilian staff member is based on merit with the person who best meets the requirements of position being appointed. Selection decisions do not breach the prohibited grounds of discrimination as set out in the Human Rights Act.

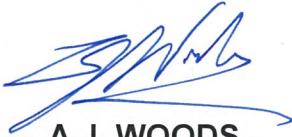
The recruitment, selection and enlistment policy for military personnel with minor, non-serious disabilities such as ADHD is outlined below:

- The candidate must have had a minimum of two years with no medication or symptoms prior to their application being medically considered.
- Candidates must be at least 21 years of age when they apply. If they have applied before the age of 21, applicants are categorised as 'Not recommended – temporary'.
- They must provide a favourable report from their current employer, as well as a report from the leader of any community organisation or sports teams that the candidate is, or has been involved with.
- They must provide an updated report from a psychiatrist or psychologist who has managed the applicant in recent months. Reports will demonstrate that the candidate can concentrate, carry out tasks precisely without questioning, that their behaviour is appropriate for various situations and they are willing to be part of a team. Candidates must be able to prove they can learn new skills, focus for long periods and recall their training. There must be proof they would not place themselves at risk or be a risk to others. Once there is proof of the above the candidate is considered 'Recommended' from a medical perspective.

- All Reports past and current are assessed by a Medical Officer. Each candidate is assessed on a case by case basis dependent on the contents of all reports.

You have the right, under section 28(3) of the OIA, to ask an Ombudsman to review my response to your request.

Yours sincerely



**A.J. WOODS**  
Air Commodore  
Chief of Staff HQNZDF