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OIA-2026-5642

19<sup>th</sup> February 2026

[nzme.co.nz](mailto:info@nzme.co.nz)

Dear [REDACTED]

I refer to your email of 23 January 2026 requesting, under the Official Information Act 1982 (OIA), information on recruitment, vacancies and attrition for each of the Services from 2020-2025. Each part of your request is addressed below.

1. *The recruitment targets for each force, for each year between 2020 to 2025.*

Year	RNZN	NZ ARMY	RNZAF
2020	268	611	136
2021	207	833	136
2022	348	698	201
2023	333	756	253
2024	347	651	230
2025	148	489	156

2. *The number of enlistments for each force, for each year between 2020 to 2025.*

The following table provides the number of attestations by Service per year. Attestation indicates that the candidate has not only met the pre-entry requirements, presented for training and accepted the offer of service, but has also sworn allegiance to the Crown.

Year	RNZN	NZ ARMY	RNZAF
2020	230	458	134
2021	164	646	122
2022	197	460	156
2023	158	474	152
2024	200	433	185
2025	140	402	162

3. *The amount spent on recruitment for each force, for each year between 2020 to 2025.*

A breakdown of recruitment spend (advertising, media and publications) is publicly available in reporting to the Foreign Affairs Defence and Trade Select Committee by financial year<sup>1</sup>.

<sup>1</sup> <https://www3.parliament.nz/en/pb/sc/submissions-and-advice/current?criteria.Author=Foreign+Affairs%2C+Defence+and+Trade+Committee>

4. *The number of vacancies for each force, for each year between 2020 to 2025.*

The following table provides the number of Regular Force vacancies within each Service as at 30 June each year. Vacant positions will continuously vary dependent on posting appointments and rotations of uniformed personnel in and out of a respective unit.

Year	RNZN	NZ ARMY	RNZAF
2020	481	1,266	734
2021	473	1,234	715
2022	543	1,389	1,005
2023	708	1,675	719
2024	708	1,553	699
2025	669	1,588	727

5. *The level of attrition for each force, for each year between 2020 to 2025.*

The following table provides the 12-month rolling attrition rate as at 30 June each year.

Year	RNZN	NZ ARMY	RNZAF
2020	9.3%	9.6%	5.6%
2021	8.4%	9.0%	5.6%
2022	13.0%	16.6%	10.1%
2023	16.7%	14.5%	12.2%
2024	8.3%	9.6%	8.8%
2025	5.2%	7.7%	7.4%

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](http://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, with your personal information removed.

Yours sincerely

**GA Motley**  
Brigadier  
Chief of Staff HQNZDF