

OIA-2018-3386

13 March 2019

**Spencer Jones**

[fyi-request-9312-477a5cb5@requests.fyi.org.nz](mailto:fyi-request-9312-477a5cb5@requests.fyi.org.nz)

Dear Mr Jones

I refer to your request of 26 December 2018, under the Official Information Act 1982 (OIA), for the following:

*Please detail the number of NZDF personnel (uniformed and civilian) between 2011 and 2018 (separately by year and Mil/Civ employees).*

A. *How many NZDF employees have a mental disability?*

This information is not currently centrally recorded and would require a search of individual personnel files to provide a figure regarding mental health related issues across the New Zealand Defence Force (NZDF). As a result, this part of your request is declined in accordance with section 18(f) of the OIA as it would require a substantial research and collation effort.

B. *How many NZDF employees have a physical disability?*

There are currently 20 civilian personnel identified, at the time of their employment, as having a physical disability.

C. *How many claims of disability discrimination have been made against NZDF?*

NZDF records cover the period from 2011-2018 and there have been no disability discrimination claims against the NZDF during this time.

D. *How many claims of employment discrimination have been made against NZDF?*

NZDF records cover the period from 2011-2018 and there have been no employment discrimination claims against the NZDF during this time.

E. *How many claims of occupational stress have been made against NZDF?*

The NZDF has not received any claims for occupational stress that were compliant with the Accident Compensation Act. There were two claims received that were not compliant.

F. *What resources and support does NZDF have for disabled employees?*

The NZDF is committed to accommodating, where possible, an employee's needs, to enable them to perform to their best and to add value to the organisation whilst balancing the need of the NZDF to achieve and maintain operational effectiveness. The NZDF takes a collaborative, flexible, case-by-case approach to employees with disabilities.

Service personnel have their health care coordinated through NZDF health services. If an employee develops a disability the ongoing needs of the individual are reviewed regularly to ensure that the Defence Force supports the employee in the best way possible. Advice and support is offered to ensure work is safe for all employees and hazards are managed.

*Also provide me with NZDF guidance regards disablement eligibility and entitlement. Plus, copies/links to all material/information which is associated with the above topics, including but not limited to, guides, pamphlets, manuals, policies and procedures.*

With respect to disablement eligibility and entitlement, NZDF personnel affected by disabilities potentially have access to:

- Standard ACC provisions that apply in result of injury; and
- Comprehensive staff insurance under the NZDF Member Insurance Benefits Programme (MIBP). Regular Force and civilian personnel have access to cover for death, illness (through income protection and trauma policies) and injury (through the physical loss policy).

Each year the Force Financial Hub (FFH) conducts a programme of presentations in camps and bases that covers the MIBP and other FFH benefits. These presentations are open to all personnel. A number of camps and bases and HQNZDF also run wellbeing expositions that include representatives from the MIBP broker. These expos provide a further opportunity for personnel and their families to obtain more information about the MIBP and to ask questions that may specifically relate to their own circumstances.

Information about ACC can be found on the ACC website. Information about the MIBP insurance programme can be found on the NZDF Force 4 Families website [www.nzdf.mil.nz/families/](http://www.nzdf.mil.nz/families/)

Enclosed is a copy of The NZDF Mental Health Strategy. General information regarding health is available on the NZDF Health website at [health.nzdf.mil.nz](http://health.nzdf.mil.nz). The NZDF has also licenced material from the Australian Government that is available on the At Ease Veterans website at [www.at-ease.dva.gov.au](http://www.at-ease.dva.gov.au)

If there is a specific document on a particular topic that you would like to receive, please contact the Corporate and Ministerial Services team at [ministerialservices@nzdf.mil.nz](mailto:ministerialservices@nzdf.mil.nz)

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

**Enclosure(s):**

1. The NZDF Mental Health Strategy