



MINISTRY OF YOUTH DEVELOPMENT

TE MANATŪ WHAKAHIATO TAIOHI

Administered by the Ministry of Social Development



Introduction

This report contributes to the Defence Review 2009, by presenting the views of young people on New Zealand defence issues.

As part of the public consultation for the Defence Review 2009, the Ministry of Youth Development (MYD) has assisted the Ministry of Defence (MoD) in obtaining a youth perspective on New Zealand's defence and security policy. This report contains the results of the Defence Review youth consultation and helps the youth of New Zealand have their say on the Defence Review.

This report presents:

- background on the consultation
- executive summary of the responses
- main findings of the four questions.

The appendices contain:

- demographic information about the respondents
- full detail of the written responses to questions one, three and four
- the Defence Review youth consultation document
- a background information document distributed at focus group meetings.

Background

The youth consultation did not attempt to ask the ten questions from the main Defence Review 2009 public consultation document. The length of the list and the technical nature of some of the questions were thought likely to discourage participation by young people. Instead MYD and MoD developed a specific youth consultation document with four questions tailored for a youth audience. These questions were tested with some young people in Wellington.

The final version of the questions was:

- Q1 What should the Defence Force's (Army, Navy and Air Force) role be in "keeping New Zealand secure"?
- Q2 Rank the most important things the New Zealand Defence Force needs to be successful? (from the following list of options)
 - trained people who do combat and peacekeeping
 - right equipment for combat and peacekeeping
 - up-to-date in technology
 - able to send people and equipment to other countries
 - have people and equipment overseas and the ability to bring them back and send fresh people and equipment to replace them
 - able to work alongside the armed forces of countries who we are friends with
- Q3 What other tasks should the New Zealand Defence Force be doing?
- Q4 What would attract young people to a career in the New Zealand Defence Force?

After the first consultation meeting in Auckland, the consultation document was revised to make it clear that answers were sought to all four questions and to try and



improve the usefulness of the responses to question two. A short “frequently asked questions” document was also developed by MoD and distributed to young people at the remaining focus group meetings.

The four questions were distributed to MYD’s youth networks, made available in an electronic survey on MYD’s website, and put directly to young people in three focus groups in Auckland, Christchurch, and Porirua. A total of 148 responses from young people aged 14-25, plus four responses from older youth group leaders, were received by the time consultation ceased on 24 August 2009. Of these responses:

- 51 were from the three regional focus groups
- 28 were submitted electronically
- 73 were mailed in.

Executive Summary

The young people were not always sure what the New Zealand Defence Force (NZDF) is for, and slightly more young people thought the NZDF’s role should focus on responding to natural disasters than stopping threats to New Zealand’s security. Some groups of young people found it difficult to imagine any threat to New Zealand, or any reason for the NZDF to be active outside of New Zealand.

This may reflect the difficulty the Government faces in communicating a direct threat to New Zealand interests when it deploys forces to the far side of the world. The external places and activities most likely to be mentioned by young people in the focus groups were the Pacific for political stability and Africa to help poor people, while two of the written submissions referred to the role the NZDF could play in South East Asia for mine clearance.

It was common for young people to see the NZDF as a substitute labour force for other government agencies, such as Police and Immigration, or as a source of skilled labour for civic works. This may reflect a desire to see more of the NZDF in the community, but also a lack of understanding of the cost in deploying a warfighting force towards non-military purposes.

Young people felt that to be successful, the most important thing for the NZDF was to have trained people. This was more important than equipment, modern technology, or the ability to deploy overseas and work with allies.

In terms of attracting young people to a career in the NZDF, the biggest draw was the possibility of gaining useful qualifications while being paid. The type of education being sought varied between groups, with some wanting scholarships for university, and other young people being more interested in obtaining employment skills such as a Heavy Vehicle Licence.

Other major attractions for a military career included pay, benefits, job security, and the ability to interact publicly with the armed forces through schools or community displays.

Main Findings

This material is organised in four sections, one for each of the four questions asked.



What should the Defence Force's (Army, Navy and Air Force) role be in "keeping New Zealand secure"?

Responses	Defence Force Role
83	Being able to respond to natural disasters
82	Stopping any threats to New Zealand's security
74	Belonging to groups of countries like the United Nations and supporting them to bring peace to troubled regions
62	Protecting our natural resource, like our fish in the oceans
15	No Response

One interpretation of these responses is that young people generally ranked protecting or helping people, above that of protecting property (natural resources).

Twenty-one other responses were received to this question. One youth group reached a consensus position that the NZDF should not be working overseas at all, and one respondent felt that the NZDF "should not be a violent force". The most common themes in the other responses were that the NZDF should have a role in:

- defending New Zealand first
- law enforcement (migration, drugs, gangs)
- youth development (training, second-chance opportunity for people with convictions)
- community engagement (emergencies, public displays and other peaceful purposes)
- international engagement (help allies/friends, political stability).

In focus group discussions, some young people could not identify any threats to New Zealand. Where threats were identified, they were non-state actors such as pirates, terrorists (Bin Laden, KKK), and refugees/overstayers, and not nation-states. Two of the focus groups agreed that a reason for New Zealand to be active internationally was that as a small country we needed friends: "When something happens, we help them, they help us [because] we are all brothers and sisters".

In the focus group meetings, of New Zealand's traditional defence partners, Australia was the only one to be mentioned by name as an ally.

Rank the most important things the New Zealand Defence Force needs to be successful?

Many respondents misinterpreted the instructions for this question and failed to differentiate their rankings between the options. A much greater number of "most important" rankings (186) were received than "least important" rankings (73), when there should have been an even spread of rankings. The answers to this question should be treated cautiously.

Option Rankings from "most important" (1) to "least important" (6)

Rankings						Options
1	2	3	4	5	6	(in the order presented in the questionnaire)
55	14	11	3	1	10	trained people who do combat and peacekeeping



30	20	20	5	6	9	right equipment for combat and peacekeeping
34	11	13	13	11	12	up-to-date in technology
22	9	15	23	14	15	able to send people and equipment to other countries
20	12	13	18	15	13	have people and equipment overseas and the ability to bring them back and send fresh people and equipment to replace them
25	11	17	10	12	12	able to work alongside the armed forces of countries who we are friends with

From this data a few inferences can be drawn. The clear "most important" option was "trained people who do combat and peacekeeping", with 55 selections. The "least important" option was "able to send people and equipment to other countries", which was the option with the greatest number of "least important" rankings (15), and the only option not to have its most frequent score be the "most important" option – with 23 respondents ranking it as 4.

By assigning each rank a weighted score, where rank 6 has a value of 1, and rank 1 has a value of 6, it is possible to differentiate the responses to this question so that they have a different order. These weighted scores are shown in the table below. This makes the ability to sustain overseas deployments the "least important" ability, while the ability to be "able to send people and equipment to other countries" occupies a middle ranking in importance. There is only a small twenty point difference between the three lowest ranking options.

Weighted Score	Options
465	trained people who do combat and peacekeeping
396	right equipment for combat and peacekeeping
384	up-to-date in technology
349	able to send people and equipment to other countries
339	able to work alongside the armed forces of countries who we are friends with
329	have people and equipment overseas and the ability to bring them back and send fresh people and equipment to replace them

Only six intelligible write-in responses were received to this question, and these touched on the following areas:

- use up to date technology - when necessary
- hire qualified professionals from overseas
- keep New Zealand people and environment safe
- poverty relief in other countries
- ensure peace not war.

Some of the focus group comments included:

- combat and peacekeeping skills: "better to have an ability and not need it, than need it and not have it"
- use the right equipment: "otherwise you get shot, eh"
- technology: "we don't have the best, we're not Japanese", "train with lesser, can work with better", "training before technology"
- transport: "can't swim there"
- working with allies: "not good to be by yourself"
- sustainability of operations: "half-solving a problem is no good".



What other tasks should the New Zealand Defence Force be doing?

Due to the open-ended nature of this question, a wide range of responses were received. A full list of these is in the appendix. Fifty-six people did not respond to this question. The following themes were the task areas that attracted multiple responses:

- doing more internationally (13)
- community work (10)
- search and rescue (6)
- protecting New Zealand (6)
- youth transitions (5)
- law enforcement (5)
- emergency disaster relief (3)
- more training (3).

One response highlighted a concern, relating to the siege involving Jan Molenaar in May 2009, that the NZDF should “follow up on [the] armies old soldiers and employees” to make sure they are all right. Several young people felt that the military could play a role in law enforcement, especially with getting “rid of gangs in our own country, police can’t handle it, getting out of control.”

What would attract young people to a career in the New Zealand Defence Force?

This question attracted the greatest number of responses, with the widest variety of answers. This may have been because it was the question with the most direct relevance to young people. Twenty-five people did not respond to this question. Of the 51 young people in the three main focus groups, two had served in the Army, and one had been accepted for entry into the Army in 2010.

The top five themes in the responses to this question were:

- the attraction of studying and gaining qualifications while working in the Defence Force (33 responses)
- the pay (20 responses)
- the other benefits that form part of the overall compensation package (19 responses)
- more public displays and opportunities to interact with members of the Defence Force (13 responses)
- job security and career opportunities (11 responses).

Other themes that attracted multiple responses were:

- use of weapons and other military equipment (10 responses)
- importance of the defence career (10 responses)
- social and relationship opportunities (9 responses)
- travel opportunities (9 responses)
- life experience (7 responses)
- excitement (7 responses)
- publicity (5 responses)
- professional lifestyle (4 responses)
- military activities in youth training (4 responses)



- peace (2 responses).

Some of the social responses, such as “Have more ladies and girls take part“, may have been triggered by the demographic information presented as part of the introduction at the focus group meetings, where the young people learned that only 17 percent of NZDF personnel are female.

Full details of all the responses to this question, including 12 responses that did not fit easily into any of the categories with multiple answers can be found in the appendix. While not represented in the written responses, it should be noted that in focus group discussion, quite a bit of time was spent by the young people discussing how the NZDF should have a role in giving young people with convictions a second chance.



Appendix 1 Demographic Information

Of the 152 responses to the consultation, 28 were from the online survey, 51 from the three consultation groups, and 73 from mailed in forms. Basic demographic information on age, gender, ethnicity and location were sought on the questionnaire forms.

Gender

Female	Male	Unknown
62	70	20

Age

The age range was 14-25, with four responses from older adults (mainly those filling in forms for groups of young people). The exact age of 62 young people in group submissions is unknown. For the known ages in the 14-25 age range, 78 percent were from the 16-20 age range.

Age	Respondents	Age	Respondents
14	2	20	8
15	0	21	2
16	14	22	2
17	22	23	6
18	24	24	0
19	13	25	2

Location

Responses were received from across New Zealand. The regional consultations were attended by 21 participants in both Auckland and Porirua and by nine participants in Christchurch, but more than 10 responses were also received from Whangarei, New Plymouth, Masterton, and Ashburton.

Ethnicity

Ethnicity	Number of responses	Percentage of all responses
Pakeha/New Zealand European	71	47
Maori	40	26
Pasifika	34	22
Chinese	2	1
Indian	2	1
Samoan	2	1
No response	27	18

Note: respondents could tick more than one ethnicity category, so the answer sums to over 100 percent.



Appendix 2 Question Responses

This appendix contains more detail of the responses to questions one, three and four of the youth consultation for the Defence Review 2009.

While some spelling and grammar have been corrected to assist in reading the responses, wherever possible the capitalisation, punctuation, word choice and word order have been retained as they were in the submissions, in order to most accurately reflect the voice of young people.

Division of responses into thematic groups is not rigid – some responses fall into multiple themes and have been counted twice in scoring totals.

Q1 What should the Defence Force's (Army, Navy and Air Force) role be in "keeping New Zealand secure"?

Defending New Zealand first (6)

Looking after NZ interests and people First
Look after our own land first. If we strengthen our cities then we can strengthen the world
Protecting our land
Be able to keep NZ safe if we have a war of our own
Rank up the defence forces to stop all threats and keep doing the same thing.
Keeping terrorists out of the country.

Law Enforcement (4)

Stopping illegal substances or sick diseases out of the country (swine flu)
Stop illegal immigrants
Taking the streets back from the gangsters
Beef up policing numbers.

Youth Development (4)

Providing more youth with the opportunity to train by making training compulsory for school leavers that are not going to further training or employment
Think boot camps are a good idea for youth who won't participate in any other activity
Letting people that were in jail who are getting out of jail, a second chance to change there lives and join the air force if they want
They should higher more people to join the arm like from prison.

International Engagement (4)

Aiding allied nations in conflict zones.
Protecting all areas of New Zealand and helping to keep the peace in other troubled regions.
Most young people thought that we should not be working overseas at all
Ensuring political stability in pacific nations.



Community Engagement (4)

Educating the people of New Zealand about what they can do in emergencies and to help keep peace

Being able to help any community with problems

The Defence Force should be used for any purpose beneficial to the people of NZ and the world, but should not be a violent force

Military presence in the community.

Q3 What other tasks should the New Zealand Defence Force be doing?

Doing more internationally (13)

International Support

Help other countries if they do need help

Assisting allied nations

Helping out other countries in need

Being more involved in working alongside other countries. we cant expect other countries to look out for us if we never help out.

Setting an example to other countries on how to keep the peace

More peace keeping overseas, especially working together with other nations/the UN e.t.c Perhaps more support for Antarctic researchers?? e.g providing transport e.t.c.

Communicate with other countries

Supporting friendly countries in peacekeeping duties

Removing land mines from South East Asia

Maintaining security with Islands in the Pacific to keep our original links strong

Going overseas for peace keeping if needed

International peace keeping e.g. with UN.

Search and Rescue (6), Disaster Relief (3)

Search and Rescue

Emergency disaster relief, search and rescue, etc. as opposed to war

Emergency disaster relief

Disaster relief

SAR

Armed forces trained for more involvement in Emergency Response Teams

Be able to provide the New Zealand public with the services of security, rescue, and safety.

Youth transitions (5)

Going around to high schools and informing youth about what the NZ Defence Force is

Compulsory training for school leavers that aren't going into employment or further training

Teach more course's what they know and what they do so some people or teenagers can see whats happening out there and try it and possibly love it.

Boot camps

Have positive voluntary free short training camps for school aged New Zealanders - fitness, military.



Community work (10)

Work alongside other agency, whether government run or not to provide a positive living arrangement for all New Zealand citizens

I think there needs to be a stronger community presence with policing, cleaning, planting trees, etc.

Support the needy

Helping the streets of New Zealand

Look after the community

Helping young children, elderly, disabled people too

Follow up on armies old soldiers and employees

Helping with civil construction (public works)

Help people in communities that are suffering or in poverty. I think they need to focus on this before worrying about fighting other countries

World Vision.

Law enforcement (5)

I think that for the most part the NZDF are doing their job well. I think they could lend support mostly to the police force for NUMBERS.

Look for overstayers

Support with civil unrest

Riot control

Removal of illegal overstayers.

Protecting New Zealand (6)

Supporting and protecting New Zealanders

To serve and protect

I think the defence force is already doing so well. Keeping New Zealand a safe place. Top Job :)

Protecting our people of Aotearoa

Protect borders

Keeping the environment safe.

More Training (3)

All of the above as well as training

Being able to recruit more for the future foundations of that organisation, to help or maintain their position in the world

More Training.

Uncategorised Responses (3)

All the thing the force can do?

No nothing else

All of the above.



Q4 What would attract young people to a career in the New Zealand Defence Force?

Due to the number of responses to this question, only the unique answers are recorded. For example, while there were twenty responses mentioning pay, they were all variations on the same few words (money, pay, salary).

Study while working (33)

Learn new skills to make the world better
Furthering education
Studying while working in the force
Training skills
More education
Being able to train and earn money
Security of money and education provided
Training options are competent
Learning skills that could benefit you later in life (truck licences, plane licence)
Training
The good education
Education
Skills/certificates that can be transferred into other areas e.g. skipper certificate
New skills
Free training
Quality training
Financial help or scholarships for study after life in a NZ defence force
More scholarships to University
Support in education
Free university, free uni
Free apprenticeships
Paid to train
Bigger/more opportunities for apprenticeships in Armed forces
Education through the armed forces
Good qualifications
Learning from well trained professionals.

Pay (20)

Money, good pay/salary, better pay, the pay, More money, pay.

Other benefits (19)

Benefits, the benefits of joining
Perks
Financial help
INCENTIVES!!
Medical
Dental
Food
Housing and accommodation
Sale cheap alcohol



Free insurance/guarantees
Free or relatively cheap entry.

Public information and interaction (13)

Better pre entry advice and help with training in the Theory and Physical to join the Army

More talks in schools

A better understanding of what is involved with the recruitment and training processes

Holding "open days" or taking time to make more of an effort to make sure that students know what the NZDF can do for them

Advertising more about what they have to offer

Giving more information that would catch the eye of youth

It easy to meet the required standards

Get youth directly involved in activities for personal experience

Give us a ride in a tank

Expo

If schools taught self defence and were focused more on group achievement than individual glory, more young people would be interested in the armed forces.

Another way to target young people is give them experience!

Come to town with guns we can shoot, APCs we can ride in, Helicopters and good stuff like that!

Make us part of your training exercises!!!!!!!!!!

Organised 'meet the marines' type days for 16+ year olds

Access to e.g. fast boats, land vehicles etc, the training and fitness requirements, and meet the soldier/airman/marine

Outdoor events

More presentations in Schools

Be seen more in the public eye, show equipment, do demos etc.

Job security and career opportunities (11)

Job security

Stable well paid job guarantee of work

Jobs

Career

Career opportunities

Opportunities

New opportunities and career options

Exciting career

Exciting job opportunities

Weapons and other equipment (10)

Using weapons

Shooting

The adrenaline of carrying a weapon is a plus

Specific guns

Weapons and machinery

Helicopter



And Good equipment.

Important career (10)

Importance of job

Fight for your country

If they have special force for Mission then + will be interest

Help out New Zealand

Helping others

War

Serve country

Save your country

Some people want to serve their country

What the defence force offers

Provides individuals with knowledge in order to protect and keep our country safe.

Social opportunities (9)

Social

Make friends

New friends

Girls

Have more ladies and girls take part

Sports

Sexy girls

Having fun

Ability to meet friends

Great people.

Travel (9)

Travel abroad

Getting paid to travel

Being in a new country

Travel

Being able to travel with the armed forces

Show how great it is to travel around the world.

Travelling world

Being able to travel.

Excitement (8)

Excitement, Exciting

Action, the action

Challenges

Fun

Outdoors adventure

Adventure

Action, adventure, more recognition.



Life experience (7)

Have life experience
EXPERIENECE
Experience
New experience

Publicity (5)

More TV ads, More publicity
New image for Navy
Advertising the right parts, e.g. supporting/working for your country and what you want
People reporting about their experiences and what they got out of it

Professional lifestyle (4)

Discipline
Others like the strict/organised lifestyle
Professionalism - no harassment
Working as a team

Military activities in youth training (4)

Introduce tasters e.g. 3 month programmes in colleges
Cadets
2 or 3 day on site visit to Waiouru, Davenport, or Ohaekea
More youth intro training to Armed forces

Peace (2)

Peace
Helping to create PEACE

Uncategorised responses

The promise of fulfilment of their selfish desires
It some thing to do
To be able to get fit
The whole experience of helping, supporting defending other nations and also being able to learn life skills to survive in any situation
Explaining how fun and enthusiasm it is when joining also knowing that its serious when applying we have to expect the unexpected
Confidence
Relaxed criminal record requirements
Relax time commitment or bonding
Paint ball attack/defence session?
More educational couriers [sic] out of it
Coming out with something so you won't be in fighting all the time
Problem solving



Appendix 3 Defence Review Youth consultation Document



What's happening

The Ministry of Defence is reviewing New Zealand's defence and security policy. The Ministry of Defence are keen to let the youth of New Zealand have your say. The Ministry of Youth Development is helping young people to be involved and have developed some questions just for young people.

Why it's happening

This review wants to find out the major issues currently facing the New Zealand Defence Force (Army, Navy and Air Force) to make sure they can help keep New Zealand safe.

How it's happening

The Ministry of Youth Development will be collecting submissions and will write up

young people's views in a report. The report will be sent to the Ministry of Defence and will be part of their review process.

This submission is made up of two parts:

Part one – covers questions about you, so we make sure we're reaching young people from different backgrounds.

Part two – covers questions on the Defence Force.

Please write down your thoughts, and send this document back to us by **24 August 2009**. You can send this submission back by:

Mail Dillon Burke
 Ministry of Youth Development
 PO Box 1556
 WELLINGTON 6140

Online You can go to www.youthvoices.govt.nz to find this submission online. So if you want to type up your thoughts instead of writing them, this option might suit you better.





Part One – Tell us a bit about you

We want to make sure that we hear the views of young people from lots of different backgrounds, so please help us achieve this by filling in this information.

Gender

Male

Female

Age _____

What part of New Zealand do you live in?

Please give the name of your town or suburb

Ethnic group (you can tick more than one)

Pakeha/NZ European

Māori

Pacific Peoples

Chinese

Other

Indian



Part Two – Your views on the

1. What should the Defence Force's (Army, Navy and Air Force) role be in "keeping New Zealand secure"?

Defence Force

(Please tick all the boxes that apply)

- Stopping any threats to New Zealand's security
- Protecting our natural resource, like our fish in the oceans
- Belonging to groups of countries like the United Nations and supporting them to bring peace to troubled regions
- Being able to respond to natural disasters
- Other (please write down your ideas below)



More questions over the page

2. Rank the most important things the New Zealand Defence Force needs to be successful?

Rank these from 1 being the **most** important to 6 being the **least** important. Please circle the ranking and use each of the 6 rankings only once:

- 1 2 3 4 5 6 trained people who can do combat and peacekeeping tasks
- 1 2 3 4 5 6 right equipment for combat and peacekeeping
- 1 2 3 4 5 6 up-to-date in technology
- 1 2 3 4 5 6 able to send people and equipment to other countries
- 1 2 3 4 5 6 have people and equipment overseas and the ability to bring them back and send
- fresh people and equipment to replace them
- 1 2 3 4 5 6 able to work alongside the armed forces of countries who we are friends with
- 1 2 3 4 5 6 other (please write answer below)

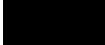


3. What other tasks should the New Zealand Defence Force be doing?

Some of the tasks the New Zealand Defence Force does:

- Search and rescue – like using helicopters to find missing trampers.
- Supporting law enforcement – like bomb disposals experts to help with suspicious packages.
- Protecting our borders- like stopping people and goods coming into New Zealand to illegally.
- Protecting our natural resources - like protecting fish and wildlife.
- Emergency disaster relief –like responding to floods in New Zealand communities.

Write down what other tasks the New Zealand Defence Force should do below:



More questions over the page

4. What would attract young people to a career in the New Zealand Defence Force?



Thank you for sharing your ideas about this topic.

If you want to read what other young people have said about the Defence Review, we can email you a copy of the report. If you don't have an email address, the report will be on the Aotearoa Youth Voices website, check it out at www.youthvoices.govt.nz in mid-September.

Yes, I would like you to email me a copy of the summary report. My email address is _____





Ministry of Youth Development Focus Groups Frequently Asked Questions

1. How can the youth of New Zealand support the New Zealand Defence Force?

By attending ANZAC Day services in and around New Zealand and supporting families that have family members serving on overseas missions. Messages of support can also be sent to NZDF personnel based overseas via the NZDF website.

2. What do I have to do to join the New Zealand Defence Force?

Register your interest online or contact your nearest recruiting office. Let your career adviser know you are keen to pursue a career in the New Zealand Defence Force and they could also help you prepare an application.

3. Does it matter if I have a criminal conviction?

The New Zealand Defence Force has a high dependence on trust and use of technical equipment and weapons, and looks for recruits who are trustworthy and reliable. For this reason, all applicants undergo a police records check, and any convictions are assessed on the severity of the offence and a case by case basis.

4. What sorts of skills and training will I receive if I join the New Zealand Defence Force?

There are more than 20 trades in the Army for example, and training is different for each one. Generally speaking, all involve an initial trade training course that begins once Basic Training is complete.

5. What ongoing training can I receive in the New Zealand Defence Force?

Once you've served for 12 months you can apply for the defence force to fund your study towards many courses at Universities and Polytechs. Many courses within the New Zealand Defence Force enable you to gain credits towards qualifications and the service may also pay for you to complete these qualifications.



6. What sorts of trades are available to me in the New Zealand Defence Force?

Armourer, Carpenter, Electrical, Fitter Electrician, Electronics, Technician Maintenance Fitter Plumber, Vehicle Mechanic. People are also required as Chefs, Personal Trainers, Fire Fighters, Medics, Pilots, Engineers, Navigators Administrators, Educators and many more.

7. What level of fitness will I require to join the New Zealand Defence Force?

The minimum standard of fitness for example in the Army is: Women must be able to run 2.4km in 12 minutes 20 seconds, Complete 50 curl ups in one set, and Complete 14 press-ups in one set. Men must be able to run 2.4km in 10 minutes 30 seconds, complete 60 curl ups in one set, and complete 28 press-ups in one set. Your local career officer would be able to help with this.

8. How much will I get paid in the New Zealand Defence Force?

As you complete training courses, receive promotions or gain extra skills, your salary increases. The cost of living in an Army camp is low, giving you more disposable income to spend as you wish. Your pay also includes free medical and dental. On joining the Regular Force Army for example a salary of \$33, 240 will be paid.

9. Can I continue to play sport in the New Zealand Defence Force?

If you're playing top-level sports of any kind, the defence force will ensure you get the opportunity to compete. The New Zealand Defence Force has sportsmen and women who compete at national and international level, as well as fulfilling their regular duties.

8. Where can I find more information about the review and the New Zealand Defence Force?

- Ministry of Defence website www.defence.govt.nz/
- NZDF website Home web page (www.nzdf.mil.nz)
- [Royal New Zealand Navy website \(www.navy.mil.nz\)](http://www.navy.mil.nz)
- [New Zealand Army website \(www.army.mil.nz\)](http://www.army.mil.nz)
- [Royal New Zealand Air Force website \(www.airforce.mil.nz\)](http://www.airforce.mil.nz)

