



New Zealand Cadet Forces Code of Conduct Frequently Asked Questions

Frequently Asked Questions

Why did things change from our old Code of Conduct?

The Existing Code of Conduct was reviewed and it was determined that it did not meet best practice guidelines for organisations made up primarily of volunteers.

When does the new Code of Conduct take effect?

The new Code of Conduct takes effect 23 December 2016.

Who exactly does it apply to?

This Code applies to anyone who is engaged by New Zealand Cadet Forces, regardless of the position or rank held. This includes Supplementary Staff who are permanent, temporary or casual within an NZCF unit, volunteers and any other groups or individuals we have advised this Code applies to.

How will it be implemented?

All NZCF Officers will receive an email with a link to a video about the changes with a brief questionnaire to complete at the end. Training packages are being developed at HQ NZCF and Cadet Unit Commanders will be responsible for delivering these to cadets and others in their unit.

How long do NZCF officers have to complete the online questionnaire?

The online training MUST be completed by 6 February 2017

What is the major change?

The old disciplinary process based on the NZDF system has been removed and replaced with a five step Disciplinary Investigation Process which provides greater clarity and transparency on how decisions are made and how outcomes are decided.

When must CUCDRs have delivered the new Code of Conduct to their units?

All CUCDRs are to ensure that all personnel in their units are familiar with the new Code of Conduct and inform HQ NZCF (S7 & S8) prior to 28 April 2017. This includes Cadets, Under Officers, Supplementary Staff and Officer Cadets.

Does this Code of Conduct also apply to Unit Support Committee personnel?

No, but CUCDRs are to brief their respective USC on the implementation of the new Code of Conduct.

Does this Code of Conduct also apply to the Regular Force members attached to Cadets?

Yes and No. NZCF RF staff remain subject to the Armed Forces Disciplinary Act however are required to follow the intent of the Code whilst posted to the NZCF.



Frequently Asked Questions

If I make a mistake will I be discharged from the NZCF?

Not necessarily. If your behaviour or decisions fall short of the required standard set out in this Code and NZCF orders or policies, the circumstances and actions that have led to the situation will be determined by investigation.

Repeated incidents or serious misconduct can lead to personnel being suspended or discharged from the NZCF however.

If I get a speeding ticket does that mean I get disciplined by the NZCF?

No, however you are required to report any events such as this to your CUCDR, or if you are the CUCDR, to your ASO.

Will past convictions count against me now or in the future?

Each disciplinary decision will be determined on a case by case basis. If, for example you have received a conviction in the past and have reported it then it will not count against you. If you have received a conviction and have not reported it then your integrity is compromised and you may be disciplined.

What are Performance Issues?

These are minor issues that can be dealt with at unit level without the need for a formal investigation.

What is Misconduct?

This is behaviour or actions that breach this Code of Conduct or other NZCF policies or orders.

What is Serious Misconduct?

This is behaviour or actions that breach this Code of Conduct or other NZCF policies or orders and seriously undermine or damage the trust and confidence the NZCF has in you, calling into question if the relationship can continue.

What about NZCF Courses – will the Code of Conduct training be included in them?

Yes, a package on the Code of Conduct will be included in all future JNCO, SNCO, Under Officer, Commissioning and Command Courses.

If I want to talk to someone about this to make sure I understand it correctly, who do I talk to?

You should talk to your CUCDR in the first instance, then your ASO. If you are still unsure, you may discuss with your Area Advisor or Area Coordinator

