

## Current statistics of women in NZ Police

- As at 30<sup>th</sup> April 2016, women comprised 32.2 percent of all New Zealand Police staff and 18.9 percent (1669) of 8831 constabulary staff.

By contrast, five years ago 17.3 percent (1524) of 8788 constabulary staff were women.

	Constable	Sergeant	Senior Sergeant	Inspector	Superintendent and above	Total
Male	5,175	1,257	420	242	43	7,162
Female	1,409	165	54	34	7	1,669
Total	6,584	1,422	474	276	50	8,831
<b>Female %</b>	<b>21.4%</b>	<b>11.6%</b>	<b>11.4%</b>	<b>12.3%</b>	<b>14.0%</b>	<b>18.9%</b>

- By the ranks (2011 percentage in brackets)

Constable	21.4%	(19.8)
Sergeant	11.6%	(10.4)
Senior Sergeant	11.4%	(10.1)
Inspector	12.3%	(8.5)
Superintendent	14.0%	(4.8)

- The current (30 April 2016) Full Time Equivalent Constabulary female numbers are:

District	Constable	Sergeant	Senior Sergeant	Inspector	Superintendent and above	Total
Northland	56	8	1	1		66
Waitemata	133	16	4			153
Auckland City	133	14	4	2		153
Counties / Manukau	204	15	4	5		228
Waikato	98	8	2	3		111
Bay Of Plenty	113	7	3			123
Central	101	12		4	1	118
Eastern	69	6	1	1	1	78
Wellington	170	21	2	2		195
Tasman	44	2	1	2	1	50
Canterbury	145	16	4			165
Southern	83	5	5	1		93
Service Centre	60	36	23	13	4	136
<b>Total</b>	<b>1,409</b>	<b>165</b>	<b>54</b>	<b>34</b>	<b>7</b>	<b>1,669</b>

- As a percentage of the workforce this works out as:

District	Constable	Sergeant	Senior Sergeant	Inspector	Superintendent and above	Total
Northland	21.2%	16.7%	6.7%	14.3%	0.0%	19.7%
Waitemata	23.9%	14.9%	10.3%	0.0%	0.0%	21.2%
Auckland City	20.8%	13.1%	9.1%	11.8%	0.0%	18.9%
Counties / Manukau	25.3%	10.0%	9.8%	29.4%	0.0%	22.5%
Waikato	20.2%	9.8%	8.4%	30.0%	0.0%	18.5%

Bay Of Plenty	21.7%	7.0%	10.0%	0.0%	0.0%	18.5%
Central	19.3%	11.9%	0.0%	30.8%	100.0%	17.7%
Eastern	20.5%	10.3%	6.3%	11.1%	100.0%	18.5%
Wellington	27.2%	18.6%	5.3%	11.8%	0.0%	24.6%
Tasman	18.4%	4.1%	6.7%	25.0%	100.0%	16.2%
Canterbury	20.6%	12.8%	11.1%	0.0%	0.0%	18.8%
Southern	19.0%	6.3%	16.5%	9.1%	0.0%	16.8%
Service Centre	12.9%	11.5%	19.5%	10.7%	10.8%	12.9%
Total	21.4%	11.6%	11.4%	12.3%	14.0%	18.9%

- In the last year Constabulary female attrition was 4.1%, which is actually slightly lower than the 4.2% for males. At that attrition rate the average expected service is 23 years for women and 22 for men.

*Note for media: Attrition rate is simply the proportion of our staff who leave in a year, regardless of reason for leaving or length of service so it could include someone who left after 5 months and someone who retired after 50 years. The Police rate is amongst the lowest of any large employer in New Zealand.*

- The current average service for Female Constabulary employees is 11.4 years, and this is much lower than it would be otherwise as there has been a massive growth in female numbers in recent years.
- In comparison, the current average length of service for a male constabulary officer is about 15 years. (A word of warning, this difference is caused by the large growth in female numbers in recent years, meaning there are a whole lot more women with quite small service levels bringing the average down. It is not caused by differences in attrition level meaning that women are leaving earlier.)
- In 2015 34 percent of all recruits starting at RNZPC were women, this is the first time women have ever been over a third of recruits.
- Amongst our Constabulary Pacific workforce we are currently at about 15% women, which is a bit lower than the 19% rate for the overall Constabulary workforce.