



NEW ZEALAND POLICE

Annual Report

FOR THE YEAR ENDED 30 JUNE 2000



New Zealand
POLICE
Nga Pirihimana O Aotearoa

A green egg and a white egg with a royal crest are placed on a stone ledge. The green egg is on the left, and the white egg is on the right. The white egg features a royal crest with a crown and a monogram. The scene is reflected in water below.

OATH OF OFFICE

*“I do swear that I will well and truly serve
our Sovereign Lady the Queen in the Police,
without favour or affection,
malice or ill-will, until I am legally discharged;
that I will see and cause
Her Majesty’s peace
preserved;
and I will prevent to the best of my
power all offences against the peace;
and that while I continue to hold
the said office I will to the best of my
skill and knowledge discharge
all the duties thereof faithfully according
to law.*

So help me God.”



Report of the
NEW ZEALAND POLICE
for the year ended
30 June 2000

*Presented to the House of Representatives Pursuant to
Section 39 of the Public Finance Act 1989*

Police Vision**Police Mission**

To serve the community by reducing the incidence and effects of crime, detecting and apprehending offenders, maintaining law and order and enhancing public safety.

Police Values Statement

- Maintain the highest level of integrity and professionalism
- Respect individual rights and freedoms
- Consult with, and be responsive to, the needs of the community
- Uphold the rule of law
- Consult with, and be responsive to, the needs, welfare and aspirations of all Police staff
- Be culturally sensitive

The Minister of Police

WELLINGTON

Pursuant to the provisions of section 65 of the Police Act 1958 and section 39 of the Public Finance Act 1989 I have the honour to submit my report on the operations of the Police for the year ended 30 June 2000.

Commissioner of Police

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Linkages of Police Output Delivery to Government's Outcomes Sought





NEW ZEALAND POLICE

Commissioner's Overview

INTRODUCTION

The New Zealand Police achieved a number of significant milestones in 1999/00.

Most importantly, New Zealand's hosting of APEC saw the delivery of the largest national security operation ever undertaken by the New Zealand Police.

Furthermore, as New Zealand and the world readied to celebrate the new Millennium, police too swung into action.

Around the nation, officers and support staff put into effect the considerable planning required to ensure we were ready and able to deal with the operational and organisational Y2K issues surrounding the event.

These major events, together with the America's Cup campaign, combined to make it an extraordinarily busy year for operational staff.

In addition to these operational activities was the vast internal effort required to implement the recommendations of the Review into Management Systems and Structures.

The Review came to an end on 13th March 2000, at a stage where the major benefits had been obtained in terms of district restructuring and the streamlining of management positions.

The repudiation of the INCIS contract resulted in the cessation of further work on second and subsequent increments and a thorough examination of the way ahead for Police information technology.

Despite these challenges, the fact that outstanding operational performance results were still achieved is testimony to the calibre of our staff - sworn and non-sworn.

As I travel about New Zealand I am constantly re-energised by the enthusiasm and commitment of police staff working towards our vision of Safer Communities

Together.



KEY RESULTS

- Total recorded offending dropped 5.1% and clearances of these offences also improved to 40.4%;
- Burglaries have dropped by 8.5% or 6,685 recorded offences, compared to the previous year and recorded dwelling burglary dropped 12.4%.
- Recorded violent offences have stabilised. Within this category of offending robbery and sexual attacks have decreased;
- There has been an increase in investigative activity and prosecutions on more serious drug offending, with clearances exceeding 92% in this category;
- Unlawful taking of vehicles has dropped 4,857 offences or 17%. Equally impressive is the drop in recorded thefts from vehicles, down 9,358 offences or 16.5%;
- The 1999/00 fiscal year saw a drop in the road toll to 492 from 513 the previous year. This decrease has been achieved in an environment of increasing road usage;

- Complaints against police remain low with only 159 complaints upheld. This against a backdrop of more than one and a half million recorded crime, incident and traffic related contacts with the public;
- Public satisfaction with Police services remains high at 74%.

POLICE RESOURCES

In some respects these excellent results have been overshadowed by events surrounding the Review and INCIS. Nevertheless, the decision to halt these projects provided the opportunity to begin the new century without the time-consuming issues that surrounded them.

During the year 80 additional non-sworn staff were added to the organisation's strength. Sworn staff numbers rose to 6,980 from 6,876, an increase of 104 frontline officers. Staff numbers are due to increase further during 2000/01 with an additional 263 sworn staff approved by Government for initiatives focusing on highway patrol duties, burglary and youth crime.

As well as these additional staff we have been able to provide enhanced support to frontline staff. Some examples of this include:

- Completing a baseline review of the New Zealand Road Safety Plan identifying the additional resources required to delivery Road Safety Targets. These resources will come on stream during 2000/01;
- Expanding the Police Infringement Bureau capability to handle liquor infringement notices;
- Outsourcing some Police training to provide a more responsive and cost- effective training service after graduation from the Royal New Zealand Police College;
- Establishing a national management group to coordinate and oversee the continued strategic development of the three Communication Centres;
- Communications support for APEC and the America's Cup regatta;
- Replacing the Police internal telephone network;
- Replacing the fingerprint system (AFIS);
- Delivering 18 technology projects associated with Y2K preparedness;
- Introducing expandible batons.

MAJOR OPERATIONS

Perhaps the most significant planned operational event for Police during the 1999/00 year was the management of APEC security and the three subsequent State Visits by the Presidents of the United States of America, China and South Korea. More than 300,000 hours of officer time were delivered, providing both specialist personal security and general building, route and crowd security. On a lesser scale, but still considerable by New Zealand standards, was the security provided to the America's Cup campaign. For this operation 160,000 hours of police time were provided across a diverse range of activities - from water borne crowd control and security to alcohol breath testing at boat ramps.

The year would not be complete without reference to the massive effort required for the policing of Millennium events and internal Y2K business continuity planning. The shift

covering the beginning of the New Year involved nearly all police officers, many of them working away from friends and family. The detailed planning and extensive deployments played a significant part in making these events trouble free.

It must also be acknowledged that the effort of New Zealand Police officers has not been restricted to the domestic environment.

During the year 30 officers took part in United Nations deployments to East Timor. In the civil unrest around the independence referendum in East Timor these officers acted with distinction and were a credit to their families, the organisation and the country. Four members of this team were recognised with New Zealand Honours Awards, with the remainder receiving Commissioner's Merit Awards.

The death of Steven Wallace in McLean Street, Waitara, on 30 April 2000 was a tragic event for all involved. It underscored the unpredictable nature of Police work and the dangers and difficulties involved. I again extend my condolences to Steven's whanau.

Understandably, emotions ran high in the aftermath. It was testimony to the professionalism of the Police involved that they did not enter the public debate and instead let due process take its course.

While I have highlighted major national operations, it is important to record my sincere thanks to all staff who contributed to operations both large and small, here and offshore. Their continued professionalism and dedication, in often difficult circumstances, clearly helped produce successful outcomes. I must also acknowledge the support of their partners, families and friends who supported them during the year. I believe all of us would understand and agree that without strong support from home our ability to undertake such duties would be severely compromised.

MĀORI RESPONSIVENESS

The continuation of building partnerships with Māori and inclusion of the Māori perspective in policy and decision making made good progress during the year. I am mindful though of the considerable amount of work still to be achieved in this area and I will maintain a personal overview of progress.

Key to this process is the input from the special advisers appointed to District Māori Advisory Groups and the Commissioner's Māori Focus Forum. I look forward to working with these advisers during 2000/01 to further enhance leadership coordination between Māori and police. The Iwi Liaison Officer numbers have been boosted by a further 14 appointments this year. Their role in district responsiveness issues is building strong partnerships with Iwi and Māori.

Adding further impetus to these initiatives is the introduction of the 'Closing the Gaps' programme. This has ensured we continue to work closely with other agencies to collectively achieve positive economic, social and cultural outcomes with Māori and Pacific Island peoples.

PARTNERSHIPS

I believe the partnerships we build within the community are a key factor in successfully delivering policing services. These partnerships are the common denominator in many of our innovative and successful programmes throughout the

country. The range and diversity of groups that police interact with at national and local level is both staggering and heartening.

Our ability to maintain these partnerships and foster new ones is of utmost importance as we move to meet the challenges posed by rapidly advancing technologies and seemingly more complex social issues.

FUTURE PERFORMANCE

A significant performance step was taken in the last year with the establishment of crime reduction targets. In all three areas where crime reduction targets were set, namely, violent crime, dwelling burglary and motor vehicle crime, the established target was achieved.

I have been so encouraged by these results that the targets in these areas for the 2000/01 year will continue to challenge us all.

As well as seeking improvements in these crime reduction target areas I have set a further target for 2000/01 to improve the resolution rate of burglary.

While the Statement of Service Performance within this Annual Report details a wide range of performance measures, police will ultimately be judged on our capability to provide an effective response to calls for service and our ability to solve reported crime.

The overall strategic philosophy that we operate within is one of Community Policing. This approach is as much about preventing crime occurring in the first place as it is about any subsequent activity. To achieve this we must continue to ensure the results expected by the public are maintained while continuing to implement strategies and programmes that seek to drive crime down. The Police strategic approach to reducing crime and the road toll is based on themes of law enforcement and investigation, wise use of our intelligence systems, and more focused crime prevention and problem solving in partnership with the community and other agencies.

The achievement of positive outcomes in the 1999/00 year shows this strategic approach is working. With this knowledge, I want to have a stable organisation in the 2000/01 year which will provide a strong platform for the safety results both police and the community wish to achieve.

This will involve cementing in place the significant gains made in crime and road toll reductions over the last few years, and focusing on those key crime areas and our partnerships which reaffirm 'Safer Communities Together'.



Rob Robinson
Commissioner of Police

NEW ZEALAND POLICE



Information
Required By Statute

INFORMATION REQUIRED BY STATUTE

Interception Warrants

In accordance with the provisions of section 29 Misuse of Drugs Amendment Act 1978 the following information is provided relating to the use of powers.

	1999/2000
<i>Applications made under section 14*</i>	
Number of applications made	10
Number of applications granted	5
Number of applications refused	nil
Number of persons warrants	5
Number of premises warrants	2
Number of warrants which authorised entry onto private premises	5
Average duration of warrants including renewals – in days	90
Number of persons prosecuted	74
Number of persons convicted	29
Number of persons still under prosecution	97
Number of prosecutions instituted against Police (including former members) for offences against section 23	nil

*Some warrants obtained may be under more than section

<i>Applications made under section 15A</i>	
Number of applications made	7
Number of applications granted	7
Number of applications refused	nil
Number of persons warrants	5
Number of premises warrants	4
Number of warrants which authorised entry onto private premises	6
Average duration of warrants including renewals – in days	
Number of persons prosecuted	38
Number of persons convicted	4
Number of persons still under prosecution	12
Number of prosecutions instituted against Police (including former members) for offences against section 23	nil

*Some warrants obtained may be under more than section

<i>Applications made under section 18 Renewal of Interception Warrants*</i>	
	1999/2000
Number of applications made	6
Number of applications granted	6
Number of applications refused	nil
Number of persons warrants	5
Number of premises warrants	2
Number of warrants which authorised entry onto private premises	5
Average duration of warrants including renewals – in days	188

Number of persons prosecuted	30
Number of persons convicted	3
Number of persons still under prosecution	27
Number of prosecutions instituted against Police (including former members) for offences against section 23	nil

*Some warrants obtained may be under more than section

*Emergency Permit Applications made under section 19
of the Misuse of Drugs Act*

Number of applications made	nil
Number of applications granted	nil
Number of applications refused	nil
Number of interceptions recorded	nil

*DETAILS REQUIRED BY SECTION 312Q OF THE CRIMES AMENDMENT ACT
(NO 2) 1987 ARE:*

Applications made under section 312B of the Crimes Act

Number of applications made	2
Number of applications granted	2
Number of applications refused	nil
Number of persons warrants	nil
Number of premises warrants	2
Number of warrants which authorised entry onto private premises	2
Average duration of warrants including renewals - in days	50
Number of persons prosecuted	7
Number of persons convicted	nil
Number of persons still under prosecution	7
Number of prosecutions instituted against Police (including former members) for offences against section 23	nil

Applications made under section 312CA of the Crimes Act

	1999/2000
Number of applications made	18
Number of applications granted	18
Number of applications refused	nil
Number of persons warrants	9
Number of premises warrants	11
Number of warrants which authorised entry onto private premises	18
Average duration of warrants including renewals in days	43.96
Number of persons prosecuted	99
Number of persons convicted	28
Number of persons still under prosecution	71
Number of prosecutions instituted against Police (including former members) for offences against section 23	nil

Applications made under section 312F of the Crimes Act for renewal of warrants

Number of applications made	nil
Number of applications granted	nil
Number of applications refused	nil
Number of persons warrants	nil
Number of premises warrants	nil
Number of warrants which authorised entry onto private premises	nil
Average duration of warrants including renewals	nil
Number of persons prosecuted	nil
Number of persons convicted	nil
Number of persons still under prosecution	nil
Number of prosecutions instituted against Police (including former members) for offences against section 23	nil

Emergency Permit Applications made under section 312G of the Crimes Act

Number of applications made	nil
Number of applications granted	nil
Number of applications refused	nil
Number of interceptions recorded	nil

Emergency Permit Applications made under section 216B Act

Number of applications made	1999/2000 nil
Number of applications granted	nil
Number of applications refused	nil
Number of interceptions recorded	nil

Data Call Warrants

Details required by section 10 of the Telecommunications
Amendment Act 1997 are:

Applications under section 10A

Number of applications made	92
Number of applications granted	92
Number of applications refused	nil
Average duration – in days	39.78

Applications made under section 10K

Number of applications made	37
Number of applications granted	37
Number of applications refused	nil
Average duration - in days	28.51

Road Blocks

In accordance with the provisions of section 317B of the Crimes Act 1961 the following information is provided relating to the use of powers.

	Location	Date	Reason	Number Arrested
1997/98	Mt Maunganui	May 1998	Armed Robbery	three
1998/99	Nil	Nil	Nil	Nil
1999/00	Nil	Nil	Nil	Nil

Blood Samples

In accordance with the provisions of section 76 of the Criminal Investigations (Blood Samples) Act 1995 the following information is provided relating to the use of powers.

	1998/99	1999/00
(a) The number of occasions on which a blood sample has been taken with the consent of a person given in response to a Databank request	2,792	2,482
(b) The number of applications for compulsion orders, with the number of each type of compulsion order -		
Suspect	84	34
Databank Compulsion orders	944	881
(c) The number of applications referred to in paragraph (b) -		
suspects granted	82	33
suspects refused	2	1
Databank granted	944	881
Databank refused	Nil	Nil
(d) The number of prosecutions that have been instituted in which evidence obtained directly or indirectly from a blood sample taken pursuant to this Act has been adduced, and	47	not available
the result of those prosecutions	not available	not available
(e) The number of occasions on which any member of the Police has used or caused to be used force to assist a medical practitioner to take a blood sample pursuant to a compulsion order	2	Nil

- (f) the total number of DNA profiles stored on a DNA databank at the end of the period under review-

total number of DNA profiles stored	8,623	11,866
obtained by consent	6,579	9,061
obtained by compulsion orders	1,967	2,805
Samples added 1999/2000		
by consent	2,954	2,482
by compulsion order	748	838

Note: 1998/99 information does not contain information of suspect orders from Counties/Manukau District.

GOOD EMPLOYER REQUIREMENTS

As required by section 58 (2) of the State Sector Act 1988

Equal Employment Opportunities (EEO)

A key EEO objective has been to align the New Zealand Police with the Government strategy “EEO Policy to 2010 - Future Directions of EEO in the New Zealand Public Service.”

Key areas of focus are Leadership, Organisational Culture and Strategic Human Resource Management.

The integration of EEO into human resource practices and policies throughout the organisation has continued to be a priority. Police continues to strive to be a good employer and places emphasis on the alignment of EEO activities with organisational strategies and the communities it serves.

Leadership/Management Evidence

The active promotion and demonstration of support for EEO activities include:

- The introduction and integration of EEO objectives into all business and management strategies, including senior contracts and position descriptions;
- The ongoing support of appropriate networks and consultative mechanisms to assist with the achievement of a police staff profile of EEO groups which more closely reflects the community it serves through improved recruitment, retention and advancement opportunities;
- National training developed and delivered for two groups of Sexual Harassment Contact Officers and two groups of Sexual Harassment Mediators;
- An independent research project commissioned by Police Managers on “Women in the CIB: Opportunities and barriers to the recruitment, progress and retention of women in the Criminal Investigation Branch (CIB)” Report submitted for staff and public release August 1, 2000; and

- A presentation made at the request of the Police Executive on the issues around sexual orientation in law enforcement agencies, with a view to designing staff training and awareness programmes.

Organisational Culture and Strategic Human Resource Management Evidence

EQUAL EMPLOYMENT OPPORTUNITY STRUCTURES

EEO structures have been developed across Police to maintain and build on the momentum for progress in addressing discrimination in the workplace and building capability and performance.

EEO PORTFOLIO HOLDERS AND COMMITTEES

District Human Resources Managers are portfolio holders within each District. District responsibilities include the development of District EEO Plans, which follow a national template outlining the key elements, standards and key performance indicators.

The holders of the EEO portfolios provide advice and direction to staff on Police EEO policy and practices. In most cases they also have a new employee induction role as well as EEO district training, monitoring and reporting functions.

EEO OFFICE, OFFICE OF THE COMMISSIONER

The EEO Office has been actively involved in the scrutiny of existing practices and the development of new management practices and policies including the provision of:

- Advice and direction on EEO strategies and progress, including input into the selection process;
- Interaction with external Police groups including participating on projects, developing strategic alliances, or being a member of:
 - Australasian Council of Police Research (ACPR),
 - Australasian Institute of Police Management (AIPM),
 - Australasian Women and Policing Advisory Committee (AWIPAC),
 - Australasian Council of Women and Policing Inc (ACWAP);
- Input into Australasian research including Flexible Employment Practices and Women in Police Management;
- An action paper for the AWIPAC on the establishment and maintenance of Consultative Mechanisms;
- Consultancy to districts on EEO development and specific issues, such as sexual harassment and discrimination complaints;
- Input as a member on the Honours and Awards Committee;
- Input into management reviews and district review audit.

AUSTRALIAN AND NEW ZEALAND EQUAL EMPLOYMENT OPPORTUNITY COMMITTEE

The Australia and New Zealand Equal Opportunity Committee held four tele-conference meetings during the year to maintain information links and currency with international trends.

Joint Australasian work undertaken on behalf of this Committee has included the Flexible Employment Project, and a best practice Sexual Harassment policy.

EEO POLICIES AND STRATEGIES

- Dependant care draft policy circulated entitled “Reimbursement of expenses incurred in caring for dependants”.
- Guidelines to support staff applying for FEO circulated - “Flexible Employment Option (FEO) Applications: A guideline for applicants and managers”.

EEO REQUIREMENTS AND RESPONSIBILITIES OF MANAGERS

EEO requirements and objectives have been incorporated into business and management strategies, as well as all senior contracts and position descriptions.

EEO TRAINING

Training in EEO awareness and education has taken place at all levels of the organisation including:

- Royal New Zealand Police College recruit courses;
- Police promotional courses for Sergeants, Senior Sergeants and Inspectors; and
- District training days and inductions.

PREVENTION OF SEXUAL HARASSMENT

Work undertaken has included:

- National training and support of District Sexual Harassment Contact Officers;
- National training for Sexual Harassment Mediators; and
- On-going awareness training throughout districts.

SEXUAL HARASSMENT DATABASE

The Sexual Harassment Database maintained by the EEO Unit shows that a total of six sexual harassment complaints were reported between 1 July 1999 and 30 June 2000, a reduction of nine from the previous year. The reported outcomes included: resolution; dealt with it themselves; complaint withdrawn and on-going.

FLEXIBLE EMPLOYMENT OPTION

The policy provides a flexible employment option for sworn staff to work less than full time and is supported to a greater or lesser extent across all districts. The EEO Office carries out on-going monitoring of district participation and support. Staff with family responsibilities have been the predominant users of the option and a total of 83 sworn staff members were working a Flexible Employment Option arrangement as at 30 June 2000. This is an increase of 25% from the previous year, but is still seen as less than could be expected. A guideline for managers and staff has been developed to assist those wishing to apply.

STRATEGIES TO IMPROVE THE NUMBERS AND STATUS OF SWORN WOMEN IN POLICE.

This strategy is aligned with police values to meet the needs of the community.

- Non-sworn women comprised 69.5% of all non-sworn staff as at 30 June 2000, and sworn women accounted for 15.2% of all sworn staff. For sworn women this percentage is a decrease from last year but when those on leave without pay are included, the percentage increases to 16.2%, which is an increase of 0.2%. This compares with 14% in 1997, 7% in 1990 and 2.4% in 1967.

NATIONAL WOMEN'S CONSULTATIVE COMMITTEE (WCC) AND THE MAINTENANCE OF WOMEN'S NETWORKS IN DISTRICTS

The National Women's Consultative Committee (WCC) was formed for the purposes of:

- Monitoring existing policies and procedures which may adversely affect both sworn and non-sworn women in the New Zealand Police;
- Considering new policy initiatives which may impact on sworn and non-sworn women in the New Zealand Police; and
- Making recommendations concerning the development of policies and procedures impacting upon sworn and non-sworn women; and
- any other policing issues affecting these staff.

The Committee has reporting lines to the Commissioner of Police and senior management and represents sworn and non-sworn women across Police.

The Committee:

- Met five times during the year in different parts of the country and considered issues and policies put up for discussion and comment;
- Has two representatives on the Australasian Women in Policing Advisory Committee (AWIPAC) which provides advice to the jurisdictional Commissioners and Australasian Police Ministers on issues relating to women in policing;

- Has developed a Strategic Plan, supported the research on women in CIB, and undertaken the production of written policy such as the Flexible Employment Option Guideline; and
- Has strategic links with other Australasian policing groups.

DISTRICT WOMEN'S CONSULTATIVE COMMITTEES

District Committees nominate one representative to sit on the National WCC. Within each District, the committees have formal structures, terms of reference, budgets and strategic plans. District Committees report to District Commanders and in some cases have a representative on District Management teams.

AUSTRALASIAN WOMEN IN POLICING ADVISORY COMMITTEE (AWIPAC)

The Australasian Women in Policing Advisory Committee is the prime advisory group to Commissioners on issues relating to women in Australasian policing jurisdictions. The Committee was formed as a result of a resolution from the Australasian Police Ministers' Council in November 1996, and is sponsored by the Australasian Police Commissioners. AWIPAC is represented at the Commissioners' Conference and Senior Officers Group meetings by the host Commissioner and where possible individual AWIPAC representatives present reports and findings.

The mission of the AWIPAC is:

To provide advice and develop strategies to assist Police Commissioners to maximise the contribution of women within policing organisations.

AWIPAC has developed a Strategic Plan 1999 – 2001, which focuses on five key issues - Leadership, Partnership, Professionalism, Accountability and Performance Measurement.

At the request of Australasian Police Ministers AWIPAC developed an action plan comprising 18 objectives. Each objective is to be addressed by police jurisdictions over the next two years.

Two meetings of AWIPAC were held during the year, one in September 1999, hosted by the New South Wales Police and the other April 2000 hosted by Western Australia Police. A teleconference was held on the 16th of February 2000.

MĀORI STAFF NETWORK

Since 1997, and as part of the Responsiveness to Māori development strategy, a more supportive environment for Māori staff now exists. Iwi Liaison courses and conferences have provided the forum for development of such an environment. Furthermore, the Commissioner's Māori Focus Forum met four times and over the period 1999/00 many strategy development hui were held at district level. All staff, particularly Maori, were encouraged to attend.

Kaitakawaenga/Iwi Liaison Officer positions have been central to this development. Networking is anticipated to increase over the period 2000/01 with 28 Iwi Liaison positions achieving formal status by November. The key element to this success has been the increased and active involvement of the Maori community.

PACIFIC PEOPLES NETWORK

Police are developing a Pacific Peoples Responsiveness Strategy. This will incorporate responses to Government's Closing the Gaps programme and beyond. An integral part of strategy development is that of supporting staff who identify with any Pacific Island cultures. A conference/workshop convened in West Auckland during April and attended by Pacific Island staff and representatives of the Pacific community has identified a number of strategies to build internal networks.

SUPPORT FOR STAFF WITH A DISABILITY

The Police support the Mainstream Programme and has continued to employ staff on the Programme.

SUPPORT FOR INCLUSIVE ENVIRONMENTS FOR LESBIAN AND GAY STAFF

An initial meeting was held with the Police Executive to discuss the issues around sexual orientation in law enforcement agencies, with a view to designing staff training and awareness programmes. Planning is taking place with regard to extending the training to other staff levels.

REMUNERATION

During the financial year the Collective Employment Contract for non-sworn staff and the Agreement for Sworn staff were not renegotiated as the provisions settled in 1998 remain current until December 2000. The arrangements provided for a general increase of 2.5% at 1 October 1999. This period is marked by consolidation of the new job evaluation and remuneration systems introduced in 1998/99. Consultation has commenced on allowances and conditions that could be better integrated with the new remuneration practices. These will be advanced in the coming bargaining round.

Revised remuneration and job evaluation provisions were introduced for senior staff on individual contracts, that included most Commissioned Officers and senior non-sworn staff. These new total remuneration provisions were also extended to other non-sworn staff who had elected not to become part of collective arrangements. Most staff who entered into these new contractual arrangements received a 2.5 % remuneration increase with effect 1 October 1999.

The numbers of Police members with remuneration more than \$100,000, in \$10,000 bands is set out in the following table.

Band	No
100-109,999	6
110-119,999	14
120-129,999	3
140-149,999	5
150-159,999	9
160-169,999	3
170-179,999	2
210-219,999	1
310-319,999	1

NEW HUMAN RESOURCES INITIATIVES

New human resources policy and practices have been introduced that:

- Provide guidelines to permit deferral of retirement of sworn staff pursuant to the 1999 amendment to the Police Act;
- Revise policy in anticipation of the full implementation of the Human Rights Act by 31 December 2001;
- Provide new vesting and access arrangements to the Police Superannuation Scheme;
- Enhance information reporting systems for sick leave;
- Further develop policy, in consultation with service organisations, to manage the human resource issues related to internal restructuring;
- Provide revised guidelines for remuneration decisions on appointment of staff.

In addition:

Further develop performance management to:

- provide for a management rather than an appraisal focus;
- build a stronger teams focus;
- improve decision-making around performance pay;
- improve the management of poor performance.
- Police were accepted by ACC as a member of the ACC Partnership Programme
- A new Staff Safety Tactical Training programme was developed and trialed before implementation started on 1 July 2000. A new expandable baton (ASP) to replace the wooden baton was selected. Issue of the ASP baton started on 1 July 2000 and will continue progressively over the next three years.

NEW ZEALAND POLICE



Achievement of Police
Key Result Areas

ACHIEVEMENT OF POLICE KEY RESULT AREAS

Key Result Area 1 - Decrease in Youth Offending and Reoffending

To develop programmes and support inter-agency initiatives targeted at reducing youth offending and reoffending particularly among Māori youth.

MILESTONES

1. To develop 14 nationally directed and specially funded Youth at Risk Programmes to achieve stated goals, including independent evaluation of effectiveness in reducing targeted youths' offending rate by 30 June 2000.
2. Contribute to an audit practice of Police and Department of Child, Youth and Family Services of the management of Family Group Conferences by 30 June 2000.
3. Undertake a pilot research project in two districts to examine the effectiveness of Police diversion by 30 June 2000.
4. In partnership with the Department of Child, Youth and Family Services introduce a safety assessment form aimed at reducing impact on children witnessing family violence, for use by Police staff attending family violence and incidences where children and young persons are witnessing acts of violence by 30 June 2000.

MEASUREMENTS

- quality of nationally directed programmes evaluated by independent audit, against the objectives of the programmes.
- the quality of school education programmes established by qualified external audit and teacher satisfaction where programmes are delivered.
- survey of Youth Justice Co-ordinators who are satisfied with Police support to Family Group Conferences.
- evaluation of pilot research projects.
- provide policy advice to support the Review of Youth Court jurisdiction and sentencing by 30 September 1999.
- production of joint agency reports that include Police perspective on policy advice for Government.

ACHIEVEMENTS

- 14 Youth at Risk Programmes in place and evaluated against objectives. National oversight of programmes is maintained through a national co-ordinator position in the Office of the Commissioner.

Although results to 30 June 2000 are not available at the time of publication, the most recent information from evaluations carried out up to 30 June 1999 show that the most common types of offences committed prior to entering the programme were burglary and theft;

- 53% of children and young persons on the programme were Māori as at 30 June 1999;
- 78% reduction in offences/incidents by persons on the programmes achieved as at 30 June 1999;
- 70% reduction in thefts and a 57% in burglaries by persons on the programmes between 1 July 1997 and 30 June 1999.
- During 1999 the Education Review Office undertook an evaluation of the delivery of the Youth Education Service in the Wellington Police District (Wellington City, Hutt Valley, Wairarapa, Porirua). A summary of the findings of this review are set out below:
 - good quality of delivery by Police Education Officers;
 - relationships between Police Education Officers and schools are conducive to programme effectiveness;
 - both staff and students in schools place a high value on the Youth Education Service programmes being taught; and
 - Police Education Officers demonstrate high levels of commitment to their work and goals of the Youth Education Service.

The report also noted some shortcomings in the Youth Education Service for Police to consider:

- training shortcomings;
- poor performance management of personnel and limited monitoring of output delivery in districts;
- difficulties providing services to secondary schools; and
- the need to adopt a more strategic rather than demand driven approach.

Training deficiencies are now being addressed by a proposal to outsource Youth Education Service training to an education provider.

The survey of teachers' satisfaction was deferred due to the existing high levels of satisfaction. The 1997/1998 result showed a 93.3% level of satisfaction.

- A survey of Youth Justice Co-ordinators regarding Family Group Conferences (FGCs) showed the following results –

	1999/2000	1997/1998
Overall satisfaction	82%	89%
Appropriateness of Referrals	63%	60%
Knowledge of Referral Process	50%	53%
Information Supplied by Police	66%	82%
Police Conduct during FGCs	79%	84%

- Police has continued to provide support to the Justice Sector Executive Group (JSECG), Justice Sector Senior Official Group (JSSOG) and Youth Justice Senior Officials Group (YJSOG) in the following areas:
 - Youth Justice budget bids.
 - Youth Justice policy work programme (including Review of Youth Court jurisdiction and sentencing).
 - Joint agency reports and Cabinet papers on options to implement government policies.
- This audit has been carried over as a component of the proposed Ministerial Task Force into Youth Crime. It will be completed in 2000/2001.
- Pilot research has been completed. A full research programme is now planned for delivery in 2000/2001 using the findings of the pilots as a means of refining the approach.
- Safety assessment form was introduced and evaluated by Police. Further evaluations by the Department of Child Youth and Family Services and Women's Refuge are being completed. Once complete, the findings of the three evaluations will be used to determine what implementation options will be chosen.

Key Result Area 2 – Decrease in Organised Crime

To develop and implement an effective organised crime strategy.

MILESTONE

1. Implementation of the Organised Crime Strategy by 30 June 2000.

MEASUREMENTS

- the successful implementation of the Organised Crime Strategy.
- the number and results of organised crime operations undertaken annually (such as undercover, electronic interception, informers, financial, intelligence and inter-agency).
- a survey of Organised Crime Groups to measure change in group numbers (baseline from the first survey April 1999).
- the number and accuracy of strategic assessments completed increasing Police knowledge of the organised crime market place.
- the number of Combined Law Agency Groups (CLAG) operating in the country.
- the number of organised crime-targeted education programmes in operation.

ACHIEVEMENTS

- Police strategy to combat organised crime adopted by Police Executive Committee.
- Processes to gather the number and results of organised crime operations not in place for the reporting year. System is available for the 2000/01 year.
- Survey deferred to the 2002/003 year to allow a useful assessment to be made between the 1999 survey and the proposed survey.
- Strategic assessments undertaken on organised crime issues of “Cannabis in New Zealand”; two NBCI Intelligence Journals published; national assessments on operational organised crime projects completed on a four-monthly basis; strategic assessments provided to Australian organised crime task forces on a four-monthly basis.
- Four new CLAGs established during the year, bringing the total number to 11.
- Organised Crime training package for Police staff delivered; training video on gang culture and offending completed and distributed; NZ Police web site updated to include organised crime information; CLAG and organised crime training programme on financial crime and money laundering delivered; CLAG annual symposium delivered education on international and trans-national organised crime.

Key Result Area 3 – Decrease in Repeat Victimisation

To implement programmes that reduce repeat victimisation particularly in family violence and burglary.

MILESTONES

1. Develop comprehensive best practice guidelines on the prevention of family violence and burglary repeat victimisation by 31 March 2000 in conjunction with the Crime Prevention Unit.
2. Introduce at least two substantive family violence, and two substantive burglary repeat victimisation initiatives in districts by 30 June 2000.
3. Develop systems for recording, monitoring and evaluating the success of the initiatives dealing with repeat victimisation by 31 March 2000 and prior to implementation in districts.
4. Monitor and evaluate the success of Law Enforcement Teams (LET) in gaining reductions in targeted offending levels of burglary, violence and motor vehicle crime by 30 June 2000.
5. Develop crime reduction targets for District Commanders focussing on burglary, violence and motor vehicle crime and introduce target setting into Police performance framework by 30 October 1999.

MEASUREMENTS

- 90% of victims referred to Victim Support for crisis intervention immediately and all other referrals within 24 hours of initial Police attendance.
- all Victim Impact Statements presented to Court no older than 28 days.
- benchmarking activities to establish good practice by 30 June by
 - documentation of family violence interventions
 - documentation of burglary interventions
 - evidence of a reduction in repeat victims of burglary and family violence
- achievement of performance crime targets of –

Crime Type	Per 10,000 Population	% variation from Base
Violence and Sexual attacks	63.36	-1.4
Burglary (dwelling)	126.74	-2.8
Vehicle taking	78.7	-2.7

ACHIEVEMENTS

- 20% of interventions were referred immediately and 82% within 24 hours. This result does not include the Christchurch City area.
- Sample surveys in 8 districts 96% of Victim Impact Statements for crime offences were no older than 28 days and 92% for traffic offences.

- A family violence co-ordinators seminar was held during the year, which enabled benchmarking and documentation issues to be addressed.
- A burglary seminar is planned to address repeat victimisation and implementation of strategies in 2000/2001.
- LET performance has been monitored on the basis of monthly reports to the Office of the Commissioner. Furthermore, a comprehensive internal review of the LETs prior to the end of the financial year will result in enhancements to resourcing and deployment of LETs in 2000/01.
- Crime reduction targets were introduced for the 1999/2000 year. The targets sought reductions in violent crime, dwelling burglary and motor vehicle unlawful taking. They were:

Crime Type	Per 10,000 Population	% variation from Base
Violence and sexual attacks	63.10	1.05
Burglary (dwelling)	118.36	-3.15
Vehicle taking	63.36	-12.37

Key Result Area 4 – Reduce Māori Offending/Reoffending and Māori Victimisation

Ensure that sufficient resources are targeted towards all staff gaining a greater understanding of the Treaty of Waitangi, develop mechanisms to bring the voice of Māori into decision-making and operation procedures, and implement strategies to reduce the incidence and effects of offending by Māori.

MILESTONES

1. Implementation of findings of the Review of Police Adult Diversion Programmes:
 - promotion of wider awareness of diversion;
 - involvement of family and support groups in the diversion interview;
 - involvement of community groups in community work;
 - use of culturally meaningful diversion conditions;
 - integration of restorative justice principles and cultural values;
 - focus on the role of diversion co-coordinators;
 - investigation of the outsourcing of diversion.
2. Improve awareness and sensitivity of all staff by completing training and education on the Treaty of Waitangi to all staff by 30 June 2000.
3. Implement recommendations arising from research on Police perceptions of Māori and Māori perceptions of Police.
4. Develop a Police race relations policy to improve/reduce Police racism through the adoption of a zero tolerance to racist attitudes and conduct by staff by 30 June 2000.

MEASUREMENTS

- graded response model introduced by 30 June 2000
- numbers of staff trained
- documented summary of interventions introduced as a result of Māori perception survey

ACHIEVEMENTS

- Seminar held with Police Iwi Liaison Officers to review recommendations of report and plan initial response.
- Review reports, recommendations and general diversion strategy with Police Prosecution Managers and co-ordinators.

Safer
Communities
Together

- In each Police District the Prosecution Diversion Co-ordinator is to work with the Iwi Liaison officer to:
 - enhance existing networks;
 - establish new networks.
- The promotion of the concept of diversion for Māori offenders:
 - Police Diversion
 - Community Panel Diversion
 - Restorative Justice Panels.
- Research commenced to establish baseline statistics.
- Reports to be submitted by each Co-ordinator by the end of December on progress to date.
- Training is ongoing. A Responsiveness to Māori is a component in recruit courses and other courses held at the New Zealand Police College.
- A synopsis of this research has been widely circulated within Police and Māori/Iwi communities so that dialogue and mutually agreeable action can commence to address the issues raised.
- Whilst no specific recorded complaints of racism could be identified 17% of all complaints relate to attitude and language. An upheld complaint related to racism would be treated very seriously by the disciplinary procedures available.

Key Result Area 5 - Firearms Control

To ensure community safety with respect to the use of firearms.

MILESTONES

1. Complete the current firearm owner relicensing programme.
2. Implement protocol and guidelines (Health Professionals) to ensure high-risk gun owners are identified if they display health problems that may present a risk and facilitate appropriate action by 30 June 2000.
3. Providing timely advice to Government and select committees during 1999/2000 on amendment to the Arms Act 1983, especially regarding registration.

MEASUREMENTS

- completion of the current firearm owner relicensing programme.
- protocol with health professionals operative.
- all inspections required under the arms legislation carried out.
- completion of amnesty within guidelines.
- develop, within national guidelines, procedures to implement a successful national registration of firearms programme.
- develop local public education programmes which address critical safety issues and target firearm owners, their families and the public.

ACHIEVEMENTS

- The amnesty during the early part of 1999 attracted 14,000 persons who had not responded to the call in for their lifetime licences. Work has commenced on identifying the 50,000 non- responders to the initial call ups and from October, police systems will be used to update the addresses and notify the nearest Police Station for further follow up.
- Initial meeting with a representative of the Royal College of GPs has taken place. Representatives recommended that an educative approach would be more appropriate to use. Work will continue during 2000/2001.
- 84% of inspections of pistol clubs and members were carried out and 97% of dealer premises were inspected for security and arms legislation compliance.
- The amnesty has been completed within guidelines.
- Development of a national registration programme is on hold pending a decision from Government.
- The education programme ran until August 1999. The programme was successful and winner of PRINZ award.

Key Result Area 6 – Reduction of Road Trauma

To reduce the incidence of road crashes through the use of enhanced road safety programmes, better management of resources and greater inter-agency co-operation.

MILESTONES

1. Delivery of nationally directed programmes as set out in the New Zealand Road Safety Programme (NZRSP).
2. Build traffic safety branch groups that will deliver 50% of strategic safety hours.

MEASUREMENTS

- The achievement of the 1999/000 Road Safety targets of –

Deaths

Number of road deaths	450
Deaths per 10,000 vehicles	1.8
Deaths per 100,000 people	12.0

Injuries

Reported injuries	11,900
Reported injuries per 10,000 vehicles	47
Reported injuries per 100,000 people	320
Number hospitalised	5,600
Cyclists, pedestrians hospitalised	780

Alcohol

Number of dead drivers with excess alcohol	68
% of drivers killed with excess alcohol in their blood	26%

Speed

Rural speed, % over 110 km per hour	17%
Rural speed (mean)	102.2
Rural speed (85 th percentile)	111

Occupant Restraints

Seat belts worn by adults, front	97%
Seat belts worn by adults, rear	88%
Children restrained, 0-14 years	96%
Children restrained, 0 – 4 years	96%

Cycle Helmets

Cycle helmet worn, (week days)	97%
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- surveys as specified in the New Zealand Road Safety Programme.

*ACHIEVEMENTS**Deaths*

Number of road deaths	492
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Deaths per 10,000 vehicles	2.0
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Deaths per 100,000 people	12.8
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Speed

Rural speed, % over 110 km per hour	24% (speed results from winter surveys)
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Rural speed (mean)	104.4
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Rural speed (85 th percentile)	114
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Occupant Restraints

Seat belts worn by adults, front	90% (survey March 2000)
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Seat belts worn by adults, rear	67% (survey November 1999)
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Children restrained, 0-14 years	87% (2000)
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Children restrained, 0 – 4 years	75% (survey September 1999)
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Cycle Helmets

Cycle helmet worn, (week days)	93% (2000)
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Results for injuries and alcohol targets will not be available until towards the end of this year.

- 1998/1999 results in brackets

Local Authorities –

Consultation %	Targeted Issues Addressed %	Information Supplied %	
51% (48%)	59% (62%)		Community services
86% (77%)	85% (62%)		Events
66% (68%)	72% (73%)	55%	Drinking/Drugged Driver
58% (52%)	50% (50%)	55%	Speed Control
53% (53%)	61% (57%)	55%	Restraint Control
57% (47%)	46% (44%)	55%	Visible Road Control

Local Authorities and Transit NZ - Satisfaction

46% (46%)	44% (49%)	Traffic flow supervision
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Probability of Being Stopped

49% (48%)	At CBT checkpoints
41% (43%)	For speeding
29% (27%)	For not wearing seatbelts
26% (26%)	For breaking traffic law

Road Safety Co-ordinators - Satisfaction

76% (60%) Community projects

Local authorities, Transit NZ & Ambulance and Fire Services - Satisfaction

86% (85%) Emergency handling

Ambulance and Fires Services Satisfaction

86% (85%) At crash sites

Coroner's Satisfaction

81%(77.4%) Investigations at fatal crashes

Judicial Satisfaction

83% (84%) Traffic prosecutions

- District organisation charts show a total of 635 staff assigned to dedicated traffic groups. The total number of dedicated staff required to deliver 50% of all strategic hours is 613. The additional cover provides flexibility and backup.

Existing information systems in 1999/2000 were unable to capture the levels of dedication and accurately gauge progress towards the 50% target, but a measurement system was introduced in late March 2000. The system will enable managers and the Office of the Commissioner to assess the contribution of these groups to the agreed 50% level of strategic hours.

Key Result Area 7 – Special Operations

To develop and implement operation plans to cover Police responsibilities for the Asia Pacific Economic Co-operation meeting (APEC) and the America's Cup (AMCUP).

MILESTONES

1. Development and implementation of operational contingency plans to ensure security of conference participants.
2. Development and implementation of operational plans to ensure safety of participants and public during America's Cup operation.

MEASUREMENTS

- debriefing of operations.

ACHIEVEMENTS

- Full operation plans were implemented and executed for the Leaders, Foreign Ministers, Trade Ministers and other officials associated with the 21 APEC economies. 2400 Police were deployed and no security breaches occurred. The APEC commitment extended to three state visits involving the leaders from the United States of America, The People's Republic of China and Korea. Again there were no security related incidents. Operation APEC was fully debriefed.
- Operation AMCUP commenced in October 1999 and concluded in March 2000. 182 personnel were aligned to the commitment in the initial stages although this number was reduced to 140 in early February. Police personnel were involved with law enforcement responsibilities in a geographical area which took in the Auckland waterfront from the Marine Rescue Centre to the Auckland Harbour Bridge. The area of responsibility also included the Hauraki Gulf. Policing support was given to 202 Louis Vuitton races, Millennium celebrations, Anniversary Day celebrations, World Power Boat Racing Championships and the final Challenger Series. There were no security or safety issues involving participants/public during the period in question. The operation was fully debriefed.

Key Result Area 8 – Ownership

To manage the implementation of structural and administrative process changes arising from the Police Review.

MILESTONES

1. Completion of appointment to new districts, service centres and Office of the Commissioner 30 June 2000.
2. Complete change to new district structure by 31 December 1999.
3. Develop new Police Strategic Plan 2000-2004 by 30 June 2000.

MEASUREMENTS

- New structures and staff in place as identified in the Final Report on the Review of Police.
- The timely submission of project reports covering progress to date, issues of risk, and risk management. The preliminary analysis on issues of risk and management of these were identified on page ten of the above report.
- The timely submission of project reports covering progress to date, issues of risk, and risk management. The preliminary analysis on issues of risk and management of these were identified on page ten of the above report.

ACHIEVEMENTS

- The Police Review was implemented in terms of district structural issues by 31 December 1999. Management positions arising from the restructure down to Inspector rank and non-sworn equivalent were advertised and filled. The review was halted on the 13th March 2000 when it became apparent that the remaining benefits to be obtained were outweighed by the adverse impacts on the organisation's service delivery capability.
- Project reports and briefings were provided covering risk areas. This informed decisions regarding the review continuation.
- A draft of the strategic business plan was completed by 30 June 2000. The plan is currently under external and internal review.