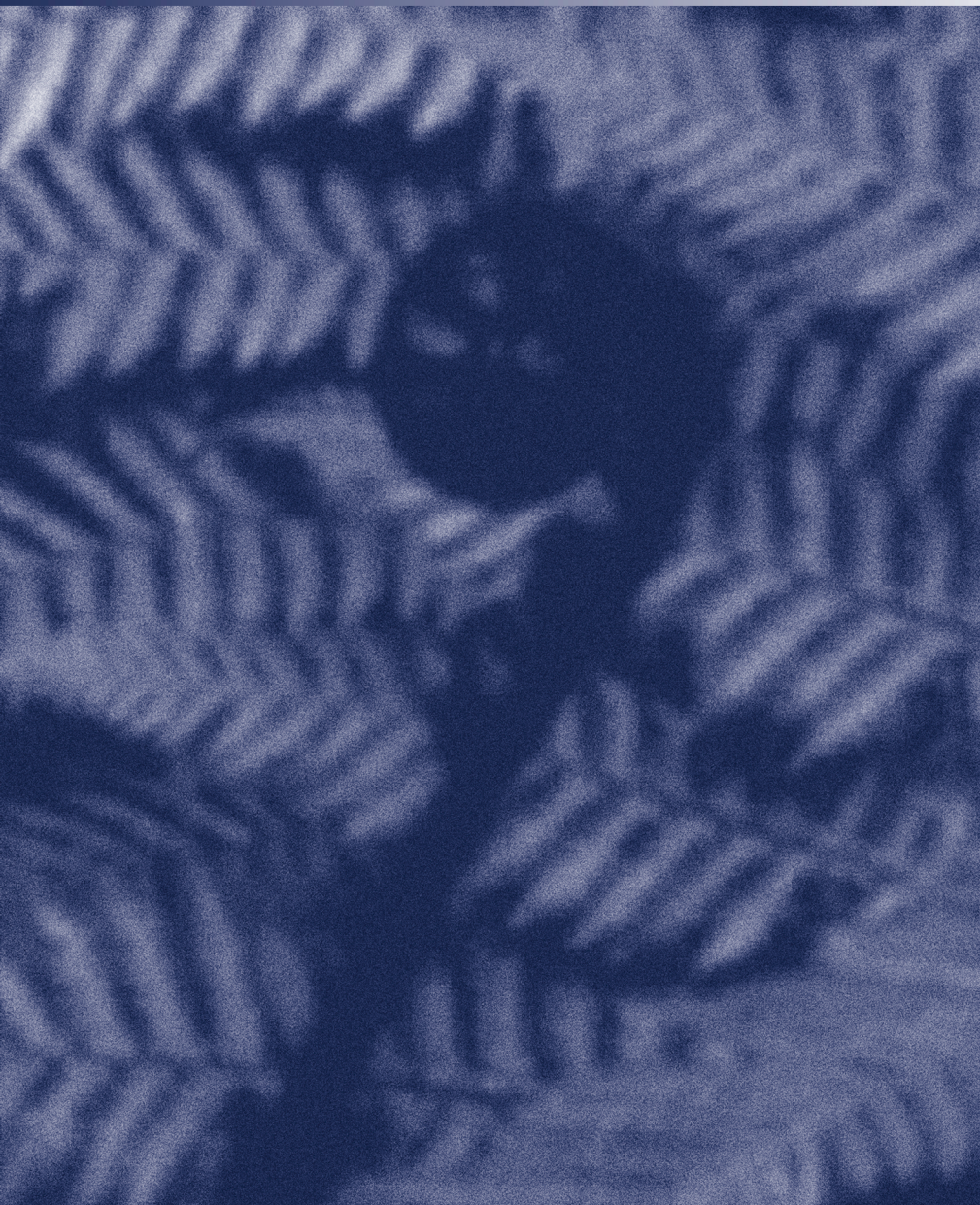


Information Required By Statute



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	2000/2001
<i>Applications made under section 14*</i>		
Number of applications made	10	12
Number of applications granted	5	12
Number of applications refused	nil	nil
Number of persons warrants	5	10
Number of premises warrants	2	8
Number of warrants which authorised entry onto private premises	5	10
Average duration of warrants including renewals – in days	90	60
Number of persons prosecuted	74	50
Number of persons convicted	29	7
Number of persons still under prosecution	97	42
Number of prosecutions instituted against Police (including former members) for offences against section 23	nil	nil
*Some warrants obtained may be under more than one section		
<i>Applications made under section 15A</i>		
Number of applications made	7	3
Number of applications granted	7	3
Number of applications refused	nil	nil
Number of persons warrants	5	2
Number of premises warrants	4	1
Number of warrants which authorised entry onto private premises	6	2
Average duration of warrants including renewals – in days		30
Number of persons prosecuted	38	10
Number of persons convicted	4	nil
Number of persons still under prosecution	12	10
Number of prosecutions instituted against Police (including former members) for offences against section 23	nil	nil
*Some warrants obtained may be under more than one section		

Applications made under section 18 Renewal of Interception Warrants*

	1999/2000	2000/2001
Number of applications made	6	4
Number of applications granted	6	4
Number of applications refused	nil	nil
Number of persons warrants	5	5
Number of premises warrants	2	1
Number of warrants which authorised entry onto private premises	5	4

*Some warrants obtained may be under more than one section

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

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

Details required by section 312Q of the Crimes Amendment Act (No 2) 1987 are:

Applications made under section 312B of the Crimes Act

	1999/2000	2000/2001
Number of applications made	2	4
Number of applications granted	2	4
Number of applications refused	nil	nil
Number of persons warrants	nil	3
Number of premises warrants	2	1
Number of warrants which authorised entry onto private premises	2	4
Average duration of warrants including renewals - in days	50	30
Number of persons prosecuted	7	33
Number of persons convicted	nil	2
Number of persons still under prosecution	7	31
Number of prosecutions instituted against Police (including former members) for offences against section 23	nil	nil

Applications made under section 312CA of the Crimes Act

	1999/2000	2000/2001
Number of applications made	18	11
Number of applications granted	18	12
Number of applications refused	nil	nil
Number of persons warrants	9	8
Number of premises warrants	11	4
Number of warrants which authorised entry onto private premises	18	12
Average duration of warrants including renewals in days	43.96	34
Number of persons prosecuted	99	75
Number of persons convicted	28	12
Number of persons still under prosecution	71	60
Number of prosecutions instituted against Police (including former members) for offences against section 23	nil	nil

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

Number of applications made	nil	4
Number of applications granted	nil	4
Number of applications refused	nil	nil
Number of persons warrants	nil	7
Number of premises warrants	nil	1

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

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

Emergency Permit Applications made under section 216B Act

	1999/2000	2000/2001
Number of applications made	nil	nil
Number of applications granted	nil	nil
Number of applications refused	nil	nil
Number of interceptions recorded	nil	nil

Data Call Warrants

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

	1999/2000	2000/2001
<i>Applications under section 10A</i>		
Number of applications made	92	62
Number of applications granted	92	62
Number of applications refused	nil	nil
Average duration – in days	39.78	38
<i>Applications made under section 10K</i>		
Number of applications made	37	22
Number of applications granted	37	22
Number of applications refused	nil	nil
Average duration - in days	28.51	30

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
2000/01	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.

	1999/2000	2000/2001
(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	2,482	3,689
(b) the number of applications for compulsion orders, with the number of each type of compulsion order -		
Suspect	34	11
Databank Compulsion orders	881	871

(c) The number of applications referred to in paragraph (b) –		
suspects granted	33	9
suspects refused	1	2
databank granted	881	871
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		
	not available	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		
	nil	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	11,866	17,188
obtained by consent	9,061	13,629
obtained by compulsion orders	2,805	3,559

GOOD EMPLOYER REQUIREMENTS

Remuneration

During the financial year the main collective employment agreements for sworn and non-sworn staff were renegotiated for a one-year term through to December 2001. The arrangements provided for a general increase of 3% in addition to measures to assist with recruitment and retention in the CIB and constable remuneration compression. As part of the settlement, the bonus payments applying to recruits during training were ceased, reforms were made to allowances and provisions were amended to facilitate restructuring processes. Senior manager individual employment agreements were also reviewed with a 2% adjustment applied in conjunction with indications that all future increases will be linked to individual performance.

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

Band	No.	Key
100-109,999	35	5 & 7
110-119,999	12	4
120-129,999	13	
130-139,999	11	3
140-149,999	7	2 & 6
160-169,999	3	2
170-179,999	10	
180-180,999	2	
190-190,999	2	
200-200,999	1	1
240-249,999	1	
250-259,999	1	1
270-279,999	1	1
310-319,999	1	
Total	100	

*Note: The sums reported in this table are consistent with requirements of section 211 of the Companies Act 1993, and are based on the total gross remuneration cost of each employee included. This table has been prepared using an analysis applied by SSC which differs from that used in the previous Annual Report. The table includes staff who have received terminal payments and additional fully costed elements in calculating total remuneration, for example, superannuation costed at gross employer cost rather than of nett employee benefit.

Key to Table

- 1 Individual retired or resigned within the financial year and received contractual entitlements.
- 2 Includes one person who retired or resigned within the financial year and received contractual entitlements.
- 2 and 6 Includes one person who retired or resigned within the financial year and received contractual entitlements and two people who received additional allowances relating to overseas postings.
- 3 Includes three people who retired or resigned within the financial year and received contractual entitlements.
- 4 Includes five people who retired or resigned within the financial year and received contractual entitlements.
- 5 and 7 Includes seven people who retired or resigned within the financial year and received contractual entitlements and one person who was posted to East Timor under specific employment conditions.

New Human Resources Initiatives

New human resource initiatives have included:

- the initiation of work on an updated Human Resources Strategy. This work is being undertaken in association with the development of Policing Directions (10 year view) and the Police Strategic Plan (five year view). A

project team is advancing the work and consultative processes around the development of the strategy which is to be reported to Ministers in October 2001:

- the development of a Police Act Amendment Bill to improve the effective management of human resources with specific reference to appointments and transfers, the wage bargaining arbitration criteria and the separation of poor performance and misconduct;
- the establishment of an internal Dispute Resolution Process to assist in the management of employment relationship problems;
- the further development of restructuring policy, in consultation with service organisations, to facilitate the management of human resource issues related to internal restructuring;
- establishment of an Intranet site for human resources policy and practices;
- the completion of a compliance plan to enable the implementation of the Human Rights Act 1993 by 31 December 2001. This included analysis of legislation, policies, and practices to identify inconsistencies and to provide remedies either through changes or as exemptions to the Act. A concurrent initiative involves the removal of the statutory sworn retiring age to address a human rights inconsistency;
- the initiation of a policy review relating to applications by sworn members to disengage where there are concurrent disciplinary proceedings.; and
- the enhancement of information and reporting systems on wider aspects of HR and relating these to resource allocation processes.

EQUAL EMPLOYMENT OPPORTUNITIES (EEO)

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

An EEO programme is in place so that the Police:

- can meet and exceed its own objective of being a good employer;
- align EEO activities with Police business and organisational strategies; and
- meet the requirements of the State Sector Act 1988.

The integration of EEO into human resource practices and policies throughout the organisation has continued to be a priority. Police strives to do more than meet the bare requirements of a good employer and places emphasis on the alignment of EEO activities with organisational strategies and the communities it serves.

Key areas of focus are aligned with the policy 2010 Future Directions of EEO in the New Zealand Public Service. There are four areas of EEO focus:

- leadership/management evidence;
- organisational culture and strategic human resource management;
- employment of EEO groups; and
- monitoring and evaluation.

Each of the four areas of focus is addressed in turn.

1. Leadership/Management Evidence

The active promotion and demonstration of support for EEO activities include the active commitment of the Board of Commissioners to the achievement of EEO objectives and targets.

Activities and outcomes have included the integration of EEO objectives in all business and management strategies, as well as senior contracts and position descriptions, the provision of ongoing support of appropriate networks and consultative mechanisms, the training of staff to prevent sexual harassment and discrimination and acting on recommendations made in independent research.

Targets have been set to achieve a higher number of Maori staff, a wider proportion of sworn women, and a higher number of Pacific Island Peoples.

Targets	2005 Milestone	2010 Target
Māori	12.5%	18%
Sworn women	20%	25%
Pacific Island People	6.9%	7.4%

2. Organisational Culture and Strategic Human Resource Management Evidence

Human Resources Strategy

The Human Resources Strategy for Police is currently subject to comprehensive redevelopment. EEO will continue to be strategy. The HR

Strategy is being developed with full consultation and is to be reported to Ministers in October 2001.

Equal Employment Opportunity Structures

EEO structures have been developed across Police to address discrimination in the workplace and build 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 the 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 involved in the scrutiny of existing practices and the development of new management practices and policies including:

- providing advice and direction on EEO strategies and progress;
- ongoing interaction with external Police groups including participating on projects, developing strategic alliances, or being a member of groups such as:
 - Australasian Centre for Policing Research (ACPR),
 - Commissioners' Australasian Women and Policing Advisory Committee (CAWIPAC),
 - Australasian Council of Women and Policing Inc (ACWAP);
- development of an action paper for the CAWIPAC on the equitable access for women into training;
- consultancy to districts on EEO development and specific issues, such as sexual harassment and discrimination complaints; and
- input as a member on the Honours and Awards Committee; and
- input into management reviews and district review audits.

Australian and New Zealand Equal Employment Opportunity Committee

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

Areas covered included: exit interviews, diversity contact officers (how they are identified and trained), bullying policy and mentoring policy.

EEO Policies and Strategies

- A dependent care policy entitled “Reimbursement of expenses incurred in caring for dependants” has been agreed to and established.

EEO Training

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

- as part of recruit training at the Royal New Zealand Police College;
- district training days and inductions; and
- induction of newly appointed staff.

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
- ongoing awareness training throughout Districts.

Sexual Harassment Database

The Sexual Harassment database maintained by the EEO Office recorded seven sexual harassment complaints between 1 July 2000 and 30 June 2001, an increase of one from the previous year. The complaints were noted as including verbal comment, pictures, posters, and offensive gifts. Reported outcomes included a written warning, verbal and written apologies, resolution achieved, and no action taken.

Flexible Employment Option

This policy provides for sworn staff to work less than full time. The EEO Office carries out ongoing monitoring of district participation and support. Staff with family responsibilities have been the predominant group to use the option and 93 sworn staff members were working a Flexible Employment Option arrangement as at 30 June 2001. This is an increase of 12% from the previous year. Guidelines for managers and staff have been developed to assist in further increasing the number of FEO arrangements.

3. Employment of EEO Groups

Women: Strategies to improve the numbers and status of women in Police, and in particular sworn women who are under-represented.

This strategy is aligned with Police goals including to more closely represent the communities served.

Research: Women in the CIB. Opportunities for and barriers to the recruitment, progress, and retention of women in the Criminal Investigation Branch (CIB).

The 'Women in CIB' report, commissioned by Police was researched and written by Prue Hyman, Associate Professor of Economics and Women's Studies, Victoria University of Wellington, in July 2000. This report may be accessed on www.police.govt.nz under Resources, Reports released by the Commissioner.

The Police Executive Committee accepted the report as a working document to assist staff and managers in implementing necessary and relevant changes. Work is being undertaken by CIB staff, the Strategic HR Group and through district initiatives to address the recommendations of the report.

Key points on the recommendations acted upon to date include:

Recruitment

- a CIB Recruitment and Retention Working Party has been established to look at recruitment and retention issues, and recommendations are being considered;
- a national recruitment and appointments policy for CIB has been proposed; and
- moves to improve fairness and equity with regard to CIB recruitment have been taken.

Family Friendly Working Party

- a business case for a Family Friendly Working Party has been developed;
- the Working Party will integrate its work with the CIB Recruitment and Retention Working Party with regard to arrangements including call outs, rosters, approach to staffing, and training needs.

Changing the Climate Towards Gender Integration

- targets have been set for increased sworn women to the year 2010 with a milestone at 2005;
- the internal complaint-making process has been simplified; and
- networks for women have been supported and encouraged.

Representation of Women in CIB Decision Making

- CIB women from districts were supported to attend the National Crime Managers' Conference in October 2000. A total of five CIB women attended the full conference.

Submissions/Consultations on this Report

- The 'Women in CIB report has been widely circulated and placed on the Internet. Feedback on the recommendations has been received via the National Women's Consultative Committee, CIB meetings and District forums.

Statistics

- a full Police census has been undertaken and Police statistics collected and publicised in detail, including ethnicity and disability; and
- work is underway to enable gender analysis of CIB numbers.

National Women's Consultative Committee (NWCC) and the Maintenance of Women's Networks in Districts

The National Women's Consultative Committee (NWCC) was formed to:

- monitoring existing policies and procedures which may adversely affect both sworn and non sworn women in the New Zealand Police;
- consider 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 represents sworn and non-sworn women across Police:

- met eight times during the year, the first two in districts and the remainder by video link. A range of issues were considered and policies put up for discussion and comment;
- has one representative on the Commissioners' Australasian Women in Policing Advisory Committee (CAWIPAC) which provides advice to the jurisdictional Commissioners and Australasian Police Ministers on issues relating to women in policing; and
- has developed a strategic plan, supported the research on women in CIB, and undertaken the work such as reviewing the work and status of the NWCC.

District Women's Consultative Committees

District committees nominate one representative to sit on the NWCC. 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.

Commissioners' Australasian Women in Policing Advisory Committee (CAWIPAC)

The Commissioners' 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. CAWIPAC is represented at the Commissioners' Conference and Senior Officers Group meetings by the host Commissioner and where possible individual CAWIPAC representatives present reports and findings.

The mission of the CAWIPAC is:

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

CAWIPAC has developed a strategic plan 1999 - 2001, which has five directions - leadership, partnership, professionalism, accountability and performance measurement.

At the request of Australasian Police Ministers, CAWIPAC developed an action plan comprising 18 objectives. Each objective has been allocated to Police jurisdictions.

Two meetings of CAWIPAC were held during the year, one in August 2000, hosted by the Western Australian Police and the other in March 2001 hosted by Australian Federal Police. New Zealand Police participated in the latter meeting by video conference.

Māori Staff Network

There has been a gradual increase in the number of staff who identify as Māori (currently 11.7%). Targeted recruitment is a feature of this increase as well as self-identification and the tendency for more staff to identify with Māori heritage. This signals a positive shift in attitudes stemming from organisational commitment and the ongoing development of responsiveness to Māori strategies, in particular the work of Police iwi liaison officers to engage Iwi participation in all aspects of policing.

The Commissioners' Māori Focus Forum met three times in the year and iwi liaison officers attended a week long training conference in July 2000.

Training about the Treaty of Waitangi and Māori protocols combined with increased accessibility to external Māori networks through the iwi liaison networks has provided necessary support systems for both Māori and non-Māori staff. Te Puni Kōkiri has completed a review of Police Responsiveness to Māori and the report is due to be published late in October 2001.

Pacific Peoples Network

As at June 2001, development of the Police Responsiveness to Pacific Peoples strategy was 90% complete. Pacific staff within Police (currently 3.7%) have supported strategy development and contributed, with Pacific community groups, to the completion of a Pacific Responsiveness workbook and guidelines for police. Internal staff support network groups have been formalised in Christchurch, Wellington and Counties Manukau. A pan-Auckland Pacific Advisory Group has been established and will link closely with the Pacific Liaison Officer position recently established in South Auckland. Two further positions for the Auckland area have been advertised.

Support for Staff with a Disability

The Police support the Mainstream Programme and continue to employ staff on the programme.

4. Evaluation and Monitoring

A full staff census was undertaken, with a response rate of 83.4% as at 30 June 2001. The EEO database includes ethnicity and for the first time information on disability.

- non sworn women comprised 69.9% of all non-sworn staff as at 30 June 2001, and sworn women accounted for 15.3% of all sworn staff. For sworn women this percentage is an increase of 0.1% from last year. This compares with 14% in 1997, 7% in 1990 and 2.4% in 1967.

The ethnicity profile of the Police (sworn and non-sworn) as at 30 June 2001:

Ethnic Group	Police Profile at 30 June 2001	NZ Labour Force Profile as at 30 June 2001
New Zealand European:	81.4%	79.89%
New Zealand Māori	11.7%	9.44%
Pacific Island Peoples	3.7%	4.16%
Asian Peoples	0.7%	not disseminated
European	17.7%	not disseminated
Other Ethnic group	0.5%	6.43% (includes other Asian groups)

Notes:

- percentages have been rounded;
- responses received from 7,747 Police staff equating to 83.4% of all staff;
- only those staff who specified their ethnicity are included in the profile;
- of those Police staff who responded 15.9% identified with two ethnic groups;
- labour force statistics are sourced from Statistics New Zealand Household Labour Force Survey June 2001 Quarter; and
- labour force statistics do not allow for the identification of more than one ethnicity.

Disability profile of Police (sworn and non sworn) as at 30 June 2001:

- disability records are held for a total of 4,296 staff which equates to 46.3% of all staff;
- 1.2% of those who responded indicated they had a disability. The disability category with the highest percentage response was ‘physical’, followed by ‘sensory’.