

# ABOUT POLICE – KEY FACTS & FIGURES | BIM October 2017



## OUR BUSINESS TĀ TĀTOU UMANGA



### » POLICING THROUGH A CULTURE OF HIGH PERFORMANCE »

#### WHY WE'RE HERE HE AHA TĀTOU I TŪ AI HEI RŌPŪ

##### OUR PURPOSE

**BE SAFE  
FEEL SAFE**

HOW WE POLICE  
MAKES PEOPLE  
FEEL SAFE

WHAT WE DO  
KEEPS PEOPLE SAFE

##### OUR MISSION



##### OUR VISION

**TO HAVE  
THE TRUST AND  
CONFIDENCE  
OF ALL**

##### OUR GOALS

- » PREVENT CRIME AND VICTIMISATION
- » TARGET AND CATCH OFFENDERS
- » DELIVER A MORE RESPONSIVE POLICE SERVICE

##### OUR MOTTO

**SAFER  
COMMUNITIES  
TOGETHER**

#### WHAT WE DO HE AHA Ā TĀTOU MAHI

##### OUR STRATEGIES

**PREVENTION FIRST MODEL  
TAKING EVERY OPPORTUNITY  
TO PREVENT HARM**



**TURNING OF THE TIDE  
BETTER OUTCOMES FOR  
NZ BY WORKING IN  
PARTNERSHIP WITH IWI**



**SAFER JOURNEYS  
REDUCING AND PREVENTING  
ROAD RELATED TRAUMA**



**WELLNESS AND SAFETY  
LOOKING AFTER OUR PEOPLE**

##### OUR TARGETS

**10,000**  **FEWER SERIOUS CRIME VICTIMISATIONS BY 2021**

**25%**  **REDUCTION IN REOFFENDING BY MĀORI BY 2025**

**90%**  **HIGH OR VERY HIGH TRUST AND CONFIDENCE AND CITIZEN SATISFACTION BY 2021**



##### GOVERNMENT TARGETS

**SAFER COMMUNITIES TARGETS:  
DELIVERING THE 9 OUTCOMES FROM THE GOVERNMENT INVESTMENT IN POLICE**

#### HOW WE DO IT HE PĒHEA E MAHIA AI E TĀTOU

##### OUR PEOPLE

ARE:

- » VICTIM FOCUSED
- » VALUED
- » EQUIPPED AND ENABLED
- » SAFE AND FEEL SAFE
- » HIGH PERFORMING



##### OUR PARTNERSHIPS

WORKING TOGETHER TO ACHIEVE COLLECTIVE IMPACT WITH

- » IWI AND COMMUNITIES
- » SOCIAL, JUSTICE, TRANSPORT AND SECURITY SECTORS
- » OUR BUSINESS PARTNERS



##### OUR TRANSFORMATION PROGRAMME

**THE SAFEST COUNTRY  
POLICING 2021**

**SAFER WHĀNAU**

**IWI AND COMMUNITY PARTNERSHIPS**

**POLICE COMMITMENT TO SOCIAL INVESTMENT**

**SERVICE DELIVERY AND MODERNISING OUR BUSINESS**

**POLICE HIGH PERFORMANCE FRAMEWORK**

OUR VALUES » PROFESSIONALISM » RESPECT » INTEGRITY » COMMITMENT TO MĀORI & THE TREATY » EMPATHY » VALUING DIVERSITY **PRIMED**

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## »»» Overview of New Zealand Police

Under the Policing Act (2008), Police has eight core functions:

- 】 Crime prevention  
e.g. foot patrols, prevention advice, risk assessment for offenders
- 】 Maintaining public safety  
e.g. traffic patrols, crowd control at major events
- 】 Community support and reassurance  
e.g. neighbourhood policing teams
- 】 Emergency management  
e.g. 111 call response, search and rescue
- 】 National security  
e.g. investigating cyber attacks
- 】 Policing outside NZ  
e.g. support to Solomon Islands, post- tsunami victim identification
- 】 Law enforcement  
e.g. investigation of crimes, liquor licensing and hotel checks
- 】 Keeping the peace  
e.g. disrupting public disorder



## HOW POLICE IS STRUCTURED

Police is structured into 12 **districts** covering the country. District boundaries roughly correspond to territorial authority boundaries.

Each district is headed by a **District Commander** at the rank of Superintendent.

Each district is further divided into **areas** under the operational command of **Area Commanders**.

Waitematā, Auckland City  
and Counties Manukau are  
operating under a common  
identity as **Tāmaki Makaurau**



## OFFICIAL INFORMATION ACT REQUESTS

We receive approximately 12,000 OIA requests each year; and approximately 40,000 media requests. This is the highest number of OIAs and media requests across government.

We operate a decentralised model, with small teams based in Police National Headquarters and districts coordinating OIA response and ensuring compliance with the Act.

Under our 'No surprises' policy, Police provides your office with copies of OIA responses ahead of release where the release involves significant or controversial issues, matters of high public interest, where substantive information is being sent to the media, public websites or lobbyists, or where the response is to a political party or MP.

In order to meet our obligations with the Act we will provide your office with five days' turnaround.

## »»» Police's role in the State Sector

We are one of four\* non-public service departments in the State Sector. Our organisation and governance arrangements are described in the Policing Act 2008, but for the most part, standard public management legislation (such as the Public Finance Act 1989, the State Sector Act 1988 and the Official Information Act 1982) applies to the Police.

*\* The other three are the New Zealand Defence Force, the New Zealand Security Intelligence Service and the Parliamentary Counsel Office.*

### RELATIONSHIP BETWEEN THE MINISTER OF POLICE AND NEW ZEALAND POLICE

Section 16 of the Policing Act sets out the relationship between the Minister of Police and the Commissioner of Police. The Commissioner is responsible to the Minister for:

- Carrying out the functions and duties of the Police
- The general conduct of the Police
- The effective, efficient, and economical management of the Police
- Tendering advice to the Minister of Police and other Ministers of the Crown
- Giving effect to any lawful ministerial directions.

The Commissioner is not responsible to, and is required to act independently of, any Minister of the Crown (including any person acting on the instruction of a Minister of the Crown) regarding:

- The maintenance of order or enforcement of the law in relation to any individual or group of individuals
- The investigation and prosecution of offences
- Decisions about individual Police employees.

### THE INDEPENDENT POLICE CONDUCT AUTHORITY

The Independent Police Conduct Authority is currently headed by Judge Colin Doherty. It is separate from Police and is constituted under its own legislation. Its functions are set out in section 12 of the Independent Police Conduct Authority Act 1988. These include:

- Receiving complaints about Police employees or the Police's policies and procedures
- Investigating the Police's policies and procedures in relation to complaints, and
- Investigating serious harm or death that may have arisen due to the actions of a Police employee.

## **THE ROLE OF THE MINISTER IN RELATION TO ROAD POLICING**

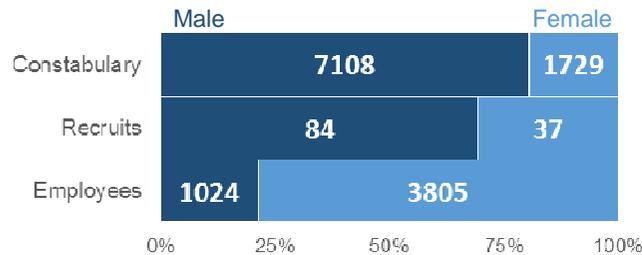
The Minister of Police has a shared responsibility with the Minister of Transport to deliver on agreed road policing outcomes. These arrangements are outlined in the Land Transport Management Act 2003. The current outcomes for road policing are described in Safer Journeys, New Zealand's Road Safety Strategy 2010-2020. The three-year Road Policing Programme 2015-2018 is aligned with Safer Journeys and its action plans.

The Road Policing Programme outlines the specific activities Police will deliver in exchange for the appropriations it receives from the National Land Transport Fund via Vote Transport. The Minister of Transport consults with the Minister of Police before approving the Road Policing Programme. The Programme is developed by Police and New Zealand Transport Agency, with the Ministry of Transport being consulted through the development phase.

## »»» Police Staff as at 30 June 2017

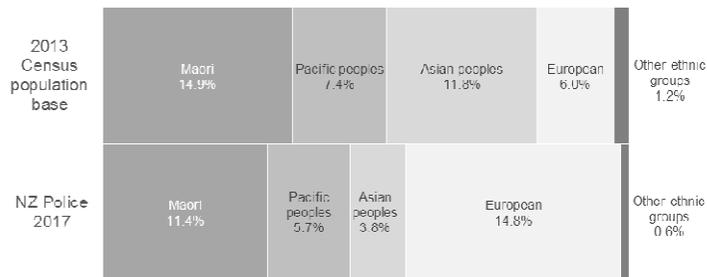
### GENDER

Women make up 19.5% of our constabulary workforce, 30.5% of recruits, and 66.5% of our non-constabulary workforce.



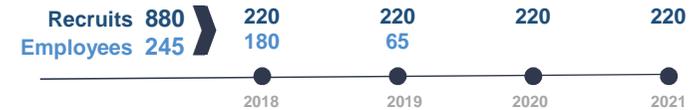
### ETHNICITY

Pakeha comprise 69.6% of the population and 69.4% of Police. Compared with the ethnic makeup of the rest of New Zealand's population, NZ Police is underrepresented in some areas:



### RECRUITMENT PIPELINE

We plan to train and deploy an additional 880 front line constables over the next 4 years, based on funding from the previous Government. The number of staff recruited can change depending on this Government's priorities and funding.



### POLICE LIAISON OFFICERS

We have ten international liaison officer posts in key strategic posts around the world.



# Police Executive

## Commissioner of Police



Mike Bush

## Deputy Commissioners



Chief of Staff  
Caz Anderson



Districts  
Viv Rickard



Resource Management  
Audrey Sonerson



National Operations  
Mike Clement

## Deputy Chief Executives



Finance  
John Bole



People  
Kaye Ryan



Strategy  
Mark Evans



Public Affairs  
Karen Jones



Māori  
Wally Haumaha

## External Secondment



Australia Civil-Military Centre  
Glenn Dunbier

## Assistant Commissioners



Int'l & Nat Security  
Mike Pannett



ICT  
Jevon McSkimming



Prevention  
Bill Searle



Response & Operations  
Mike Rusbatch



Road Policing  
Sandra Venables



Serious & Org Crime  
Richard Chambers



Districts  
John Tims

## Executive Directors



Strategy  
Angela Brazier



Finance  
Sharon Hart

## External Secondments



DCE Youth Justice  
MVCOT  
Allan Boreham



DCE MoJ  
Andrew Coster

## District Commanders



Northland  
Russel Le Prou



Waitematā  
Tusha Penny



Auckland City  
Karyn Malthus



Counties Manukau  
Jill Rogers



Waikato  
Bruce Bird



Bay of Plenty  
Andy McGregor



Eastern  
Tania Kura



Central  
Sue Schwalger



Wellington  
Sam Hoyle



Tasman  
Mike Johnson

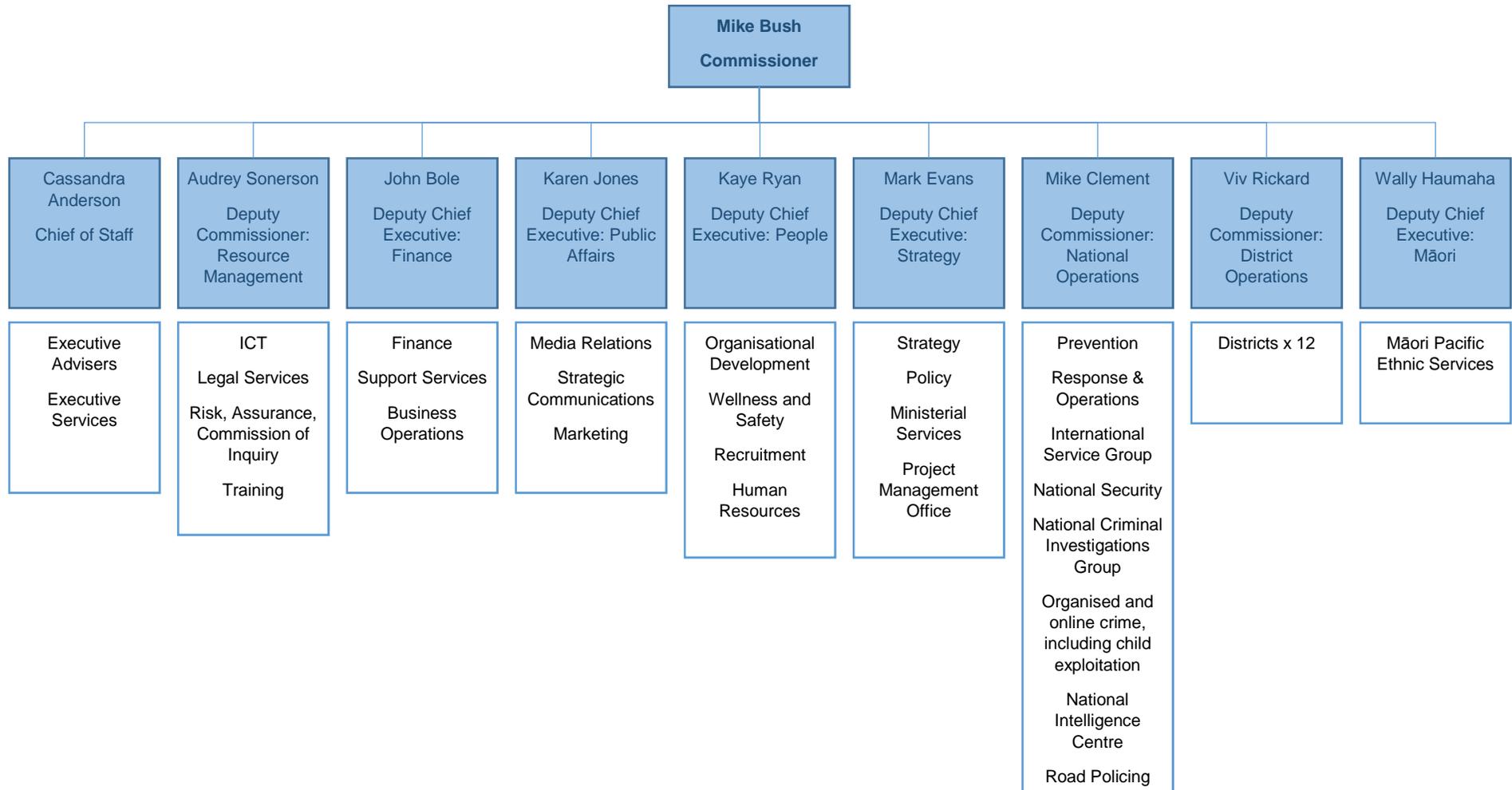


Canterbury  
John Price



Southern  
Paul Basham

## »»» Organisation chart



## »»» Police Executive structure

### **EXECUTIVE LEADERSHIP BOARD (ELB)**

ELB is primarily responsible for the strategic direction of Police and meets weekly to monitor the organisation, identify and manage strategic risk, share information, and consider any matters escalated by its supporting committee.

#### **ELB Membership**

Commissioner of Police (Chair)  
Deputy Commissioner National Operations  
Deputy Commissioner Resource Management  
Deputy Commissioner District Operations  
Deputy Chief Executive Strategy  
Deputy Chief Executive Finance  
Deputy Chief Executive Maori  
Deputy Chief Executive People  
Deputy Chief Executive Public Affairs  
Commissioner's Chief of Staff

### **POLICE EXECUTIVE FORUM (PEF)**

Every two months, the ELB, the SLT and District Commanders get together for the Police Executive Forum (PEF). This forum shares organisation-wide information and ensures strategic alignment across Police National Headquarters and Districts. It shares information, monitors performance and discusses key issues and initiatives.

### **SENIOR LEADERSHIP TEAM (SLT)**

The Senior Leadership Team (SLT) supports the governance activities of the ELB. SLT meets weekly to identify and manage business risk, and deal with operational and business issues. The SLT considers papers each week, approving those within their delegated authorities and escalating the rest (with supporting recommendations) to ELB.

#### **SLT Membership**

Deputy Chief Executive Public Affairs (Chair)  
Assistant Commissioner: Prevention (Vice Chair)  
Assistant Commissioner: Serious and Organised Crime  
Assistant Commissioner: Districts  
Chief Information Officer  
Executive Director: Strategy & Transformation  
Executive Director: Finance  
National Manager: Risk, Assurance & Commission of Inquiry  
National Manger: People

### **POLICE CAPABILITY INVESTMENT BOARD (PCIB)**

The Police Capability Investment Board (PCIB) manages all significant capability investments on behalf of the Commissioner.

PCIB supports the ELB and meets monthly.

## »»» Our Assets

### **POLICE STATIONS**

Buildings range from purpose-built large stations housing district headquarters, to combination house & station facilities in remote areas. Other facilities include specialist training sites.

### **MOBILITY**

9953 iPhones issued (excludes tablets and other devices)

### **FLEET**

We have approximately 3,000 vehicles. About 90% of our fleet vehicles are in Districts, with the remainder in use by service centres.



## Vote Police

### DEPARTMENTAL

<i>Output Class</i>	<i>\$ million</i>
General crime prevention services	182.247
Specific crime prevention services and maintenance of public order	165.959
Police primary response management	427.834
Investigations	418.972
Case resolution and support to judicial process	136.657
Road Safety Programme	321.807
Policy Advice and Ministerial Services MCOA	4.260
<b>Total appropriated funding 2017/18</b>	<b>1,657.736</b>

The operating budget for 2017/18 budget is:

- 71% (\$1.172 billion) on personnel costs
- 21% (\$0.346 billion) on operating expenses
- 8% (\$0.139 billion) on depreciation and capital charge

### NON-DEPARTMENTAL

We've been appropriated **\$0.1 million** in 2017/18 for the cost of contributing to the United Nations Drug Control Programme.

We also expect to collect **\$77.0 million** of revenue on behalf of the Crown during the year, largely arising from traffic infringement fees. These monies are collected on an agency basis for the Crown and have no relationship to departmental appropriations.

### CAPITAL

We have been appropriated \$108.8 million in 2017/18 for the purchase or development of assets. It is for the maintenance and upgrade of our infrastructure to ensure efficient and effective delivery of performance.

<i>Asset class</i>	<i>\$ million</i>
Property, Plant and Equipment	43.658
Intangibles	13.542
Other including Motor Vehicles	51.629
<b>Total Capital Appropriation</b>	<b>108.829</b>

## **MONIES HELD ON TRUST**

We hold a trust account where funds are retained on behalf of other parties. We held \$11.5 million in this account as at 30 June 2017, however, this can vary significantly depending on the level of funding received and remitted. The trust account comprises of:

- Bequests, donations and appeals – monies contributed by third parties for projects managed by Police
- Reparation money – monies received from offenders to be paid to victims.
- Money in custody – monies seized during operations and held for suspects in custody.
- Found money – money that has been handed in by members of the public, that Police holds pending the rightful owner coming forward to claim it.
- Forfeited money payable to Crown – money payable to Crown following court decisions.