

COMMISSION OF INQUIRY INTO POLICE CONDUCT

QUARTERLY REPORT

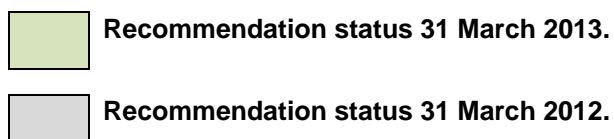
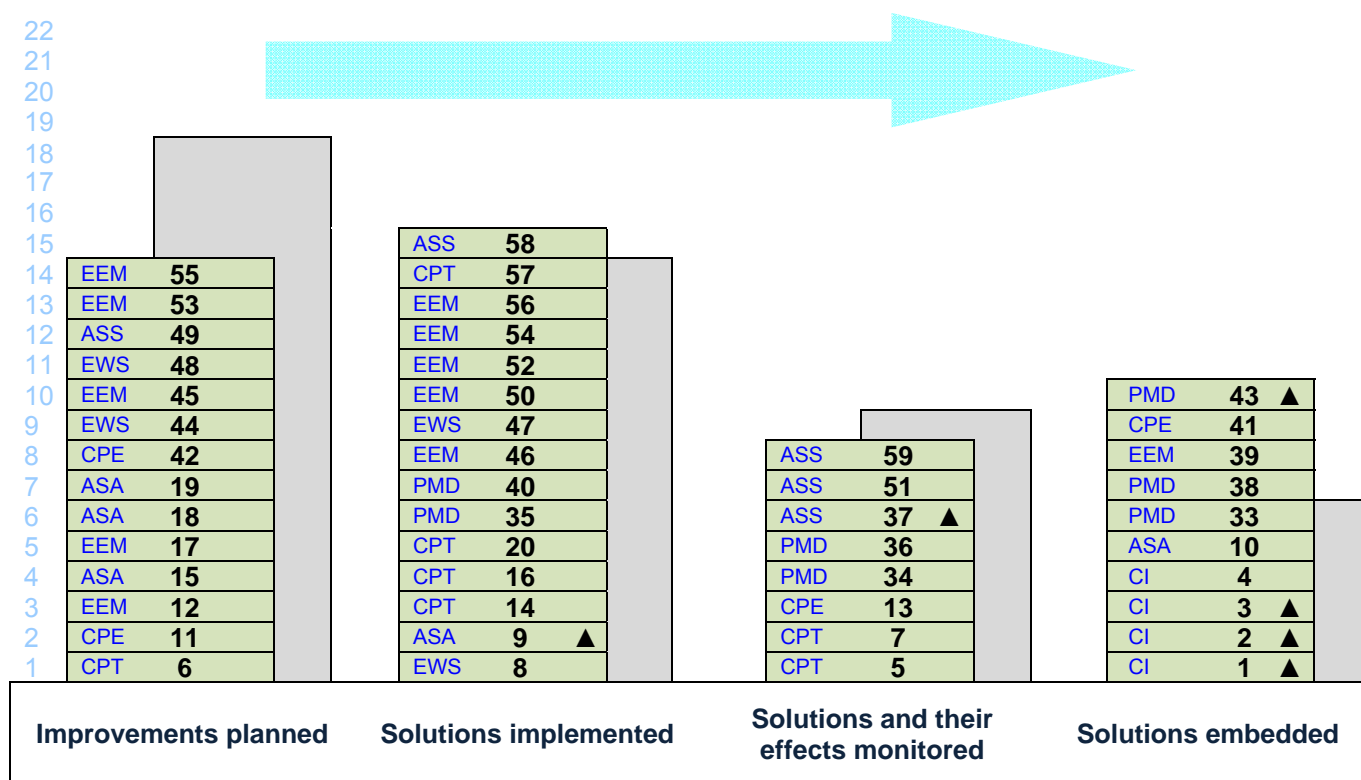
1 January 2013 to 31 March 2013

Introduction

Until December 2012 Police reported jointly with the Ministry of Justice (MoJ) and the State Services Commission (SSC). In accordance with your approval received 16 July 2013 Police will now be the sole signatory to the report. Police's quarterly reports will be provided in draft to officials at the State Services Commission and Ministry of Justice, to enable them to comment by exception.

Police are responsible for implementing 47 of the 60 recommendations. The intention is not only to implement solutions, but to ensure that those solutions have the desired effect (that they are embedded).

Police COI dashboard to 31 March 2013



Workstream

ASS	Assurance
ASA	Adult Sexual Assault Investigations
CI	Corporate Instruments
CPE	Compliance
CPT	Complaints
EEM	Ethics and Ethnic Minorities
EWS	Early Warning System
PMD	Performance Management and Discipline

Status changes

- ▲ Progressed since last report
- ▼ Relegated since last report

Key areas of progress this quarter

The milestones and notable areas of progress in the last quarter were:

- Completion of Recommendation 1 was confirmed with the consolidation of policies, instructions and directives related to the investigation of complaints against police officers.
- Completion of Recommendation 2 was confirmed. Processes have been embedded that ensure consistency between all new and existing policy (including General Instructions).
- Completion of Recommendation 3 was confirmed. Specific national instructions were developed and issued to guide and manage the issue of local orders. These have been embedded, updated, and enhanced as required.
- Completion of Recommendation 43 was confirmed. Police's online training system, Te Puna, will be used to train employees regarding any future changes to computer use policies.
- Recommendation 37 progressed to 'Solutions and their effect monitored' status with the commencement of internal monitoring against the performance targets agreed with SSC in 2012. In July/August 2013 Police will provide SSC with a report on the progress against these targets.
- Recommendation 9 progressed to 'Solutions Implemented' status with the sign off of the four tiered training model for Adult Sexual Assault by the Training Governance Committee in February 2013.
- The national sexual violence pamphlet has been consulted widely and is complete. It is currently at the printers where an initial run of 50,000 copies will be produced. (Recommendation 15).

Recommendations with 'Improvements Planned' status

Fifteen recommendations are currently at the 'Improvements Planned' stage:

- Internal monitoring has highlighted a need to revise solutions originally implemented for a number of recommendations. More effective solutions are currently being explored and developed as a priority in the following areas:
 - ethics training Recommendations 17,45 & 55
 - misuse of information technology Recommendations 42 & 44
 - staff reporting of wrongdoing Recommendations 53 & 55.
- Internal and external reviews identified a number of areas of slower than expected progress. Identified issues are being addressed and implementation is progressing in accordance with current expectations:
 - adult sexual assault Recommendations 15,18 & 19
 - mandatory training on critical policies Recommendation 11
 - updating technical competencies Recommendation 12
 - performance management Recommendation 49.
- The COI recommended that information from the early intervention system be used for performance management and vetting for promotion (Recommendation 48). This is inconsistent with international best practice and has not been implemented. Police will apply to the Minister seeking approval not to action this recommendation.
- A range of solutions have been adopted to ensure the public are aware of how to make a complaint about Police. All but one of these solutions has been implemented. Implementation status will remain at the 'Improvements Planned' stage until this final solution is implemented (Recommendation 6).

Recommendations that will not meet their intended outcome

Experience since 2007 indicates that a small number of recommendations will not meet their intended outcomes because the proposed solutions do not function as expected. Recommendation 48 described in the third bullet point above is one of these. Police intend to apply to the Minister seeking approval either not to action these recommendations or to implement solutions that may vary from those recommended by the COI.