

This table shows the **number of incidents** that have occurred in each District, the **number of involved employees** (that is have allegations made against them), the **number of allegations made** (against employees or the organisation) and the **types of allegation** that are being made.

Firstly there is a general summary showing the totals for each Police District. Also shown in this summary are the number of completed investigations and how many were concluded with **at least one of the allegations** in that incident being upheld.

This is followed by further tables with breakdowns by employee type and allegation type for each Police District.

It is to be noted that numbers of staff vary between districts and this will be reflected in the varying numbers of complaints in each district.

See page 10 for an explanation of the types of allegation.

Jan - Mar 2019					
Summary Totals					
Districts	Incidents	Involved Staff	Allegations Made	Completed Incidents	At least one upheld allegation
Auckland City	66	88	97	28	1
Bay Of Plenty	64	75	79	27	1
Canterbury	98	105	117	44	3
Central	68	79	86	25	6
Counties/Manukau	85	107	124	32	2
Eastern	32	53	57	12	1
Northland	43	49	54	13	1
Southern	55	62	68	25	1
Tasman	33	36	38	13	2
Waikato	65	69	77	31	2
Waitematā	67	80	85	31	6
Wellington	74	90	96	37	3
Service Centres	58	70	80	20	6
National	808	963	1,058	338	35

Please note that in very rare cases there may be less allegations made than the number of involved staff. This occurs when staff from one district are involved in an incident originating from or being investigated in another District.

Jan - Mar 2019

Constabulary

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Auckland City	62	69	Use of force on duty (4) Arrest/Custodial (14) Searches (7) Significant Event (2) Service Failure (25) Unprofessional Behaviour (9) Breach of Official Conduct (5) Use of Police Resources (1) Off Duty Conduct (2)
Bay Of Plenty	55	58	Use of force on duty (5) Arrest/Custodial (6) Searches (1) Significant Event (1) Traffic Offences (3) Service Failure (26) Unprofessional Behaviour (7) Breach of Official Conduct (6) Workplace Behaviour (1) Use of Police Resources (1) Off Duty Conduct (1)
Canterbury	56	64	Use of force on duty (10) Arrest/Custodial (4) Searches (3) Traffic Offences (2) Service Failure (19) Unprofessional Behaviour (17) Breach of Official Conduct (7) Workplace Behaviour (1) Off Duty Conduct (1)
Central	59	66	Use of force on duty (4) Arrest/Custodial (2) Searches (2) Traffic Offences (3) Service Failure (24) Unprofessional Behaviour (10) Breach of Official Conduct (15) Workplace Behaviour (2) Use of Police Resources (2) Off Duty Conduct (2)

Jan - Mar 2019

Constabulary

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Counties/Manukau	78	91	Use of force on duty (20) Significant Event (5) Traffic Offences (1) Service Failure (29) Unprofessional Behaviour (13) Breach of Official Conduct (16) Use of Police Resources (2) Off Duty Conduct (5)
Eastern	43	47	Use of force on duty (11) Arrest/Custodial (5) Searches (4) Significant Event (6) Service Failure (3) Unprofessional Behaviour (5) Breach of Official Conduct (7) Workplace Behaviour (5) Off Duty Conduct (1)
Northland	34	37	Use of force on duty (2) Arrest/Custodial (2) Searches (1) Significant Event (3) Service Failure (21) Unprofessional Behaviour (6) Breach of Official Conduct (1) Use of Police Resources (1)
Southern	48	54	Use of force on duty (9) Arrest/Custodial (6) Service Failure (18) Unprofessional Behaviour (7) Breach of Official Conduct (9) Workplace Behaviour (2) Use of Police Resources (2) Off Duty Conduct (1)

Jan - Mar 2019

Constabulary

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Tasman	29	31	Use of force on duty (5) Arrest/Custodial (1) Searches (2) Service Failure (9) Unprofessional Behaviour (6) Breach of Official Conduct (5) Off Duty Conduct (3)
Waikato	44	51	Use of force on duty (3) Arrest/Custodial (3) Searches (1) Service Failure (17) Unprofessional Behaviour (12) Breach of Official Conduct (11) Workplace Behaviour (2) Off Duty Conduct (2)
Waitematā	57	62	Use of force on duty (11) Arrest/Custodial (5) Searches (2) Traffic Offences (3) Service Failure (15) Unprofessional Behaviour (14) Breach of Official Conduct (10) Off Duty Conduct (2)
Wellington	71	75	Use of force on duty (4) Searches (2) Traffic Offences (1) Service Failure (6) Unprofessional Behaviour (8) Breach of Official Conduct (5) Workplace Behaviour (2) Use of Police Resources (1) Off Duty Conduct (3)

Jan - Mar 2019

Constabulary

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Service Centres	27	32	Use of force on duty (4) Searches (2) Traffic Offences (1) Service Failure (6) Unprofessional Behaviour (8) Breach of Official Conduct (5) Workplace Behaviour (2) Use of Police Resources (1) Off Duty Conduct (3)
National	663	737	

Jan - Mar 2019

Other Police employees, Unidentified (or Police in general)

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Auckland City	26	28	Use of force on duty (5) Arrest/Custodial (5) Significant Event (1) Service Failure (12) Unprofessional Behaviour (2) Breach of Official Conduct (3)
Bay Of Plenty	20	21	Use of force on duty (2) Arrest/Custodial (1) Significant Event (1) Traffic Offences (1) Service Failure (12) Unprofessional Behaviour (2) Breach of Official Conduct (2)
Canterbury	49	53	Use of force on duty (4) Arrest/Custodial (5) Searches (1) Significant Event (5) Traffic Offences (2) Service Failure (25) Unprofessional Behaviour (7) Breach of Official Conduct (4)
Central	20	20	Use of force on duty (1) Arrest/Custodial (3) Searches (1) Service Failure (12) Unprofessional Behaviour (2) Breach of Official Conduct (1)

Jan - Mar 2019

Other Police employees, Unidentified (or Police in general)

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Counties/Manukau	29	33	Use of force on duty (3) Arrest/Custodial (3) Searches (2) Traffic Offences (1) Service Failure (13) Unprofessional Behaviour (5) Breach of Official Conduct (2) Workplace Behaviour (1) Use of Police Resources (2) Off Duty Conduct (1)
Eastern	10	10	Arrest/Custodial (4) Significant Event (1) Service Failure (4) Unprofessional Behaviour (1)
Northland	15	17	Use of force on duty (3) Service Failure (10) Breach of Official Conduct (4)
Southern	14	14	Use of force on duty (1) Arrest/Custodial (2) Traffic Offences (1) Service Failure (4) Unprofessional Behaviour (3) Breach of Official Conduct (2) Use of Police Resources (1)

Jan - Mar 2019

Other Police employees, Unidentified (or Police in general)

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Tasman	7	7	Arrest/Custodial (2) Service Failure (4) Breach of Official Conduct (1)
Waikato	25	26	Arrest/Custodial (2) Searches (3) Traffic Offences (3) Service Failure (13) Unprofessional Behaviour (3) Breach of Official Conduct (2)
Waitematā	23	23	Use of force on duty (3) Significant Event (2) Service Failure (10) Unprofessional Behaviour (5) Breach of Official Conduct (3)
Wellington	19	21	Use of force on duty (1) Arrest/Custodial (2) Searches (2) Significant Event (1) Service Failure (15)

Jan - Mar 2019

Other Police employees, Unidentified (or Police in general)

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Service Centres	43	48	Service Failure (26) Unprofessional Behaviour (3) Breach of Official Conduct (7) Workplace Behaviour (6) Use of Police Resources (3) Off Duty Conduct (3)
National	300	321	

Explanations of allegation types

Use of force on duty

Constabulary employees and Authorised Officers have the power to use reasonable force to overcome someone escaping or resisting Police or when there is a justifiable belief the offender's actions will harm any person, including themselves.

Police may use physical force only when the exercise of persuasion, advice and warning is insufficient to obtain cooperation. Police use a tactical options framework to determine what option is most appropriate to achieve their objective in resolving a situation. The safety of the involved person and other people and Police staff who are present must be considered as part of the decision.

These [allegations](#) are used when an employee has potentially exceeded the level of force necessary to achieve their objective.

Arrest/Custodial

Constabulary employees have the power to arrest and detain in custody. Use of these powers must be in accordance with legislation and considering a person's rights under the law.

Being arrested and placed in custody can be a stressful experience, and people's behaviour can become volatile and unpredictable. Alcohol or drugs can increase these risks.

Procedures have been developed to minimise the risks to everyone concerned, but sometimes errors of judgement can be made in such a stressful or hectic environment. People in custody also sometimes misunderstand what is happening and why. For example, their property and certain clothing items will be removed to prevent their use in harming themselves or others. Escape attempts are also dangerous and people in custody may even self-harm or attempt suicide.

It is of paramount importance to control people and the situation in these circumstances, which may include a use of force to subdue someone whose behaviour makes them a greater risk to everyone, including themselves.

These [allegations](#) are used when there has potentially been a lapse in the correct procedures.

Searches

Constabulary employees have the power to search a person in custody or (under the Search and Surveillance Act) a property or residence for evidence of a criminal offence, or possession of an offensive weapon or illegal substances, and seize such items.

The search, seizure, retention and return (or possible destruction) must be conducted in accordance with the law and Police policy and procedure.

These [allegations](#) are used when there has potentially been a lapse in the correct procedures.

Significant event

These [allegations](#) are used when there has been a significant event. Significant events include, but are not restricted to:

- A Police pursuit resulting in injury or death;
- A Suicide or attempted suicide (non-custodial) immediately following an interaction with Police;
- A [use of force](#) by Police resulting in serious bodily harm or death;
- A use of a mechanical restraint resulting in serious bodily harm or death;

- A discharge of a firearm by Police whether intentional or unintentional, or resulting in no injury, injury or death;
- A serious bodily harm or death that appears to have been caused by Police by any other means;
- An action by a Police employee that may bring Police into disrepute or undermine trust and confidence in Police.

Traffic Offences

[Allegations](#) that relate to the alleged illegal or inappropriate driving of a Police vehicle on duty.

This includes an alleged inappropriate pursuit. Even if a pursuit does not result in injury or death (see [Significant Events](#)), there is strict policy and procedure around initiating, continuing or abandoning a pursuit.

Service Failure

The Service Failure [allegations](#) will actually be part of the type 'Breach of Official Conduct'.

However for our statistical reporting, in order to highlight these particular types of perceived conduct that are currently being targeted for remedial action, the allegations have been moved into this (new) type category.

The levels of performance for highlighting are to do with a perceived failure to provide an adequate service to the public in criminal investigations, victim focus and court proceedings.

Unprofessional Behaviour

The Unprofessional Behaviour [allegations](#) will actually be part of the types 'Breach of Official Conduct', 'Workplace Behaviour' or 'Off-Duty Behaviour'.

However for our statistical reporting, in order to highlight these particular types of perceived conduct that are currently being targeted for remedial action, the allegations have been moved into this (new) type category.

The behaviours for highlighting are alleged inappropriate and unprofessional language or attitude, and any alleged form of harassment, bullying or discrimination, in any environment.

Breach of Official Conduct

There is an expectation under the Code of Conduct that all employees will follow '[Our Values](#)' of:

- Professionalism
- Respect
- Integrity
- Commitment to Māori and the Treaty
- Empathy
- Valuing Diversity

This is true for behaviour when dealing with the public in an official capacity. In addition there are standards of procedure and practice in accordance with policy and the law that are expected to be met in all dealings with the public.

These [allegations](#) are intended for use when potentially this expectation has not been met.

Workplace Behaviour

There is an expectation under the Code of Conduct that all employees will follow '[Our Values](#)' of:

- Professionalism

- Respect
- Integrity
- Commitment to Māori and the Treaty
- Empathy
- Valuing Diversity

This is true for behaviour in the workplace as well as when dealing with the public.

These [allegations](#) are intended for use when this expectation is potentially not met.

Use of Police Resources

Police employees have access to a number of electronic devices, vehicles, clothing, equipment and weaponry to assist them in the execution of their duties.

Use of these items is governed by strict policy and most especially that they should only be used for work related purposes and only when appropriate.

These [allegations](#) are intended to be used for the potential misuse of these resources.

Off Duty Behaviour

There is an expectation under the Code of Conduct that all employees will follow '[Our Values](#)' of:

- Professionalism
- Respect
- Integrity
- Commitment to Māori and the Treaty
- Empathy
- Valuing Diversity

This is true for behaviour while off duty as well as in an official capacity.

These [allegations](#) are intended for use when this expectation has potentially not been met.

Use of force on duty

Use of force on duty (Firearm – non-discharge)
Use of force on duty (Baton)
Use of force on duty (Taser)
Use of force on duty (OC Spray)
Use of force on duty (Dogbite)
Use of force on duty (Restraints)
Use of force on duty (Other object)
Use of force on duty (Manual)

Arrest/Custodial

Unlawful Arrest
Breach of Rights
Improper search whilst in custody
Property (Custodial)
Exhibits (Custodial)
Escapes custody
Suicide (custodial)
Attempted suicide (custodial)
Custodial injury
Custodial death
Arrest/Custodial (Other)

Searches

Unlawful search
Damage during search
Property (Searches)
Exhibits (Searches)
Searches (Other)

Significant Event

Police pursuit resulting in injury or death
Discharge of firearm resulting in injury or death
Discharge of firearm (no injury)
Unintentional discharge of firearm
Suicide (non-custodial)
Attempted suicide (non-custodial)
Non-custodial injury
Non-custodial death

Traffic Offences

EBA - Over 400 Mgms/Litre (on duty)
Use of vehicle
Excessive speed
Driving behaviour
Inappropriate pursuit
EBA - 251-400 Mgms/Litre (on duty)
Driving under influence of drugs (on duty)
Traffic Offences (Other)

Service Failure

Inadequate service
Failure - Investigation
Failure - Prosecution
Failure to attend
Failure to notify/inform
Inadequate victim management
Inadequate bail management
Failure to return property
Service failure - Other

Unprofessional Behaviour

Attitude/language (External)
Attitude/language (Internal)
Attitude/language (Off duty)
Harassment/Bullying/Discrimination (External)
Harassment/Bullying/Discrimination (Internal)

Breach of Official Conduct

Dishonesty
Unlawful act
Treatment of CYP
Falsification of document
Perjury
Corruption
Conflict of interest
Failure - Other
Breach of privacy/confidentiality
Inappropriate/unlawful disclosure
Cause damage to property
Breach of policy (External)
Negligence or carelessness (External)
Performance/attendance matter (External)
Sexual misconduct (External)
Disgraceful behaviour (External)
Breach of Official Conduct (Other)

Workplace Behaviour

Disgraceful behaviour (Internal)
Sexual misconduct (Internal)
Drugs/alcohol
Violence
Performance/attendance matter (Internal)
Negligence or carelessness (Internal)
Failure to follow lawful instruction
Breach of policy (Internal)
Workplace Behaviour (Other)

Use of Police Resources

Misuse of email or internet
Unauthorised use of database
Misuse of vehicle
Misuse of property
Damage to property
Use of Police Resources (Other)

Off Duty Behaviour

Disgraceful behaviour (Off duty)
Drugs/alcohol (Off duty)
Violence (Off duty)
EBA - Over 400 Mgms/Litre (Off duty)
EBA - 251-400 Mgms/Litre (Off duty)
Excessive speed (Off duty)
Driving behaviour (Off duty)
Driving under influence of drugs (Off duty)
Off Duty Behaviour (Other)

Disclaimer

The information contained in this document is based on data extracted from an operational database that contains over 50,000 records, the majority of which date from prior to the introduction of the current database application on 1 July 2009, and improved data structures gradually and continuously introduced from December 2010 onwards. Therefore not all the data is reliable and may result in omissions and/or errors, especially prior to 2011. The data is dynamic and subject to change as new information is received. While quality assurance has been undertaken on some low-volume critical incident types (e.g. Police use of firearms resulting in injury or death), and reviews are undertaken of database records as and when anomalies are identified, quality assurance of all the data would require the manual checking of many thousands of hard copy and electronic files, which is beyond the resources available to NZ Police.