

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 (see page 13 for a definition of '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 2021					
Summary Totals					
Districts	Incidents	Involved Staff	Allegations Made	Completed Incidents	At least one upheld allegation
Auckland City	104	133	143	54	4
Bay Of Plenty	84	97	111	42	2
Canterbury	95	111	117	59	1
Central	81	97	115	45	6
Counties/Manukau	98	120	135	50	7
Eastern	66	83	94	37	7
Northland	49	55	71	33	2
Southern	63	78	90	38	2
Tasman	36	40	44	20	2
Waikato	98	109	124	49	9
Waitematā	80	94	100	49	4
Wellington	103	119	129	60	2
Service Centres	64	89	80	29	4
<b>National</b>	<b>1,021</b>	<b>1,225</b>	<b>1,353</b>	<b>565</b>	<b>52</b>

*Please note that in some cases (usually Service Centres where the staff are actually located in District) 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 2021

### Constabulary

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Auckland City	69	73	Use of force on duty (2) Arrest/Custodial (12) Searches (14) Traffic Offences (1) Service Failure (27) Unprofessional Behaviour (5) Breach of Official Conduct (5) Off Duty Conduct (7)
Bay Of Plenty	57	69	Use of force on duty (17) Arrest/Custodial (2) Searches (1) Significant Event (2) Service Failure (19) Unprofessional Behaviour (14) Breach of Official Conduct (11) Off Duty Conduct (3)
Canterbury	68	73	Use of force on duty (14) Arrest/Custodial (1) Searches (2) Significant Event (1) Traffic Offences (4) Service Failure (23) Unprofessional Behaviour (16) Breach of Official Conduct (12)
Central	65	77	Use of force on duty (10) Arrest/Custodial (1) Searches (2) Significant Event (3) Service Failure (32) Unprofessional Behaviour (13) Breach of Official Conduct (12) Use of Police Resources (1) Off Duty Conduct (3)

Jan - Mar 2021

## Constabulary

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Counties/Manukau	73	80	Use of force on duty (10) Arrest/Custodial (9) Searches (3) Service Failure (31) Unprofessional Behaviour (16) Breach of Official Conduct (6) Workplace Behaviour (2) Off Duty Conduct (3)
Eastern	56	62	Use of force on duty (12) Arrest/Custodial (2) Searches (2) Traffic Offences (1) Service Failure (27) Unprofessional Behaviour (9) Breach of Official Conduct (7) Use of Police Resources (1) Off Duty Conduct (1)
Northland	30	39	Use of force on duty (3) Arrest/Custodial (2) Service Failure (17) Unprofessional Behaviour (11) Breach of Official Conduct (3) Workplace Behaviour (3)
Southern	56	66	Use of force on duty (5) Arrest/Custodial (3) Significant Event (1) Traffic Offences (6) Service Failure (28) Unprofessional Behaviour (10) Breach of Official Conduct (8) Workplace Behaviour (1) Off Duty Conduct (4)

Jan - Mar 2021

## Constabulary

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Tasman	25	28	Use of force on duty (3) Traffic Offences (1) Service Failure (14) Unprofessional Behaviour (8) Breach of Official Conduct (1) Use of Police Resources (1)
Waikato	60	69	Use of force on duty (7) Arrest/Custodial (10) Searches (1) Significant Event (2) Service Failure (21) Unprofessional Behaviour (16) Breach of Official Conduct (12)
Waitematā	58	60	Use of force on duty (9) Searches (4) Traffic Offences (1) Service Failure (27) Unprofessional Behaviour (12) Breach of Official Conduct (6) Workplace Behaviour (1)
Wellington	69	72	Use of force on duty (7) Arrest/Custodial (10) Searches (2) Significant Event (1) Traffic Offences (4) Service Failure (26) Unprofessional Behaviour (16) Breach of Official Conduct (4) Off Duty Conduct (2)

**Jan - Mar 2021**

**Constabulary**

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Service Centres	26	20	Use of force on duty (1) Service Failure (10) Unprofessional Behaviour (4) Breach of Official Conduct (3) Use of Police Resources (1) Off Duty Conduct (1)
National	712	788	

Jan - Mar 2021

Other Police employees, Unidentified (or Police in general)

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Auckland City	64	70	Use of force on duty (4) Arrest/Custodial (9) Traffic Offences (1) Service Failure (31) Unprofessional Behaviour (5) Breach of Official Conduct (2) Use of Police Resources (17) Off Duty Conduct (1)
Bay Of Plenty	40	42	Use of force on duty (3) Arrest/Custodial (6) Searches (1) Significant Event (1) Service Failure (23) Unprofessional Behaviour (6) Breach of Official Conduct (2)
Canterbury	43	44	Use of force on duty (2) Arrest/Custodial (1) Searches (1) Traffic Offences (2) Service Failure (25) Unprofessional Behaviour (4) Breach of Official Conduct (8) Use of Police Resources (1)
Central	32	38	Use of force on duty (3) Searches (1) Significant Event (2) Service Failure (16) Unprofessional Behaviour (9) Breach of Official Conduct (3) Use of Police Resources (2) Off Duty Conduct (2)

Jan - Mar 2021

Other Police employees, Unidentified (or Police in general)

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Counties/Manukau	47	55	Use of force on duty (7) Arrest/Custodial (6) Significant Event (1) Traffic Offences (4) Service Failure (22) Unprofessional Behaviour (11) Breach of Official Conduct (4)
Eastern	27	32	Use of force on duty (4) Arrest/Custodial (2) Searches (2) Traffic Offences (1) Service Failure (14) Unprofessional Behaviour (2) Breach of Official Conduct (7)
Northland	25	32	Use of force on duty (2) Traffic Offences (2) Service Failure (23) Unprofessional Behaviour (3) Breach of Official Conduct (2)
Southern	22	24	Use of force on duty (2) Arrest/Custodial (2) Significant Event (2) Service Failure (9) Unprofessional Behaviour (4) Breach of Official Conduct (3) Workplace Behaviour (1) Off Duty Conduct (1)

Jan - Mar 2021

Other Police employees, Unidentified (or Police in general)

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Tasman	15	16	Use of force on duty (1) Arrest/Custodial (5) Significant Event (1) Service Failure (6) Unprofessional Behaviour (3)
Waikato	49	55	Use of force on duty (7) Arrest/Custodial (7) Searches (3) Traffic Offences (1) Service Failure (21) Unprofessional Behaviour (13) Breach of Official Conduct (3)
Waitematā	36	40	Use of force on duty (1) Arrest/Custodial (3) Significant Event (1) Service Failure (26) Unprofessional Behaviour (4) Breach of Official Conduct (4) Use of Police Resources (1)
Wellington	50	57	Use of force on duty (2) Arrest/Custodial (6) Searches (3) Significant Event (1) Traffic Offences (2) Service Failure (28) Unprofessional Behaviour (6) Breach of Official Conduct (7) Use of Police Resources (2)



Jan - Mar 2021

Other Police employees, Unidentified (or Police in general)

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Service Centres	63	60	Traffic Offences (1) Service Failure (36) Unprofessional Behaviour (7) Breach of Official Conduct (8) Workplace Behaviour (1) Use of Police Resources (4) Off Duty Conduct (3)
National	513	565	

## 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.

## Explanation of outcomes

### Upheld/Not upheld

Police Professional Conduct use a number of findings, actions taken and outcomes ranging from serious misconduct and dismissal through to 'not at fault' or 'other redress available'. Where appropriate there may also be some form of facilitated resolution that is satisfactory to all the parties involved, rather than a formal employment outcome.

For the purposes of external reporting these multiple types and combinations of outcomes are 'distilled' into 'Upheld/Not upheld', the definitions of which are:

- Upheld

Indicates that the employee or Police as an organisation were at fault and some form of disciplinary or performance action, or change to policy or procedure was required. It does not necessarily indicate culpability, as the fault may be a lapse, error in judgement or poor performance that was not solely responsible for the undesirable outcome.

- Not upheld

Indicates no fault has been identified that is attributable to any employee or the organisation. In some cases some form of action may still be taken, usually some form of resolution that is satisfactory to all parties involved or the circumstances being treated as a learning opportunity.

## 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 (Dog bite)  
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 Government regulations (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)  
Breach of Government regulations (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)  
Breach of Government regulations (Off-duty)  
Off Duty Behaviour (Other)

## Disclaimer

---

The information contained in this release is based on data extracted from a continuously expanding operational database, with the earliest record dating from January 1984. The current more efficient database application was introduced on 1 July 2009, and improved data structures were 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.