

Incidents, Employees and Allegations

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 - Jun 2018					
Summary Totals					
Districts	Incidents	Involved Staff	Allegations Made	Completed Incidents	At least one upheld allegation
Auckland City	129	157	178	86	3
Bay Of Plenty	100	156	184	83	5
Canterbury	153	199	214	118	8
Central	102	125	140	74	3
Counties/Manukau	118	161	183	88	6
Eastern	64	92	101	51	2
Northland	51	72	77	33	4
Southern	92	112	122	81	5
Tasman	60	75	83	44	2
Waikato	95	128	161	69	7
Waitematā	119	147	173	88	7
Wellington	148	190	216	112	3
Service Centres	98	194	160	60	6
National	1,329	1,808	1,992	987	61

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 - Jun 2018

Constabulary

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Auckland City	108	125	Use of force on duty (12) Arrest/Custodial (10) Searches (2) Significant Event (2) Traffic Offences (8) Service Failure (48) Unprofessional Behaviour (16) Breach of Official Conduct (19) Workplace Behaviour (3) Off Duty Conduct (5)
Bay Of Plenty	127	151	Use of force on duty (23) Arrest/Custodial (24) Searches (3) Significant Event (3) Traffic Offences (16) Service Failure (55) Unprofessional Behaviour (18) Breach of Official Conduct (6) Workplace Behaviour (1) Off Duty Conduct (2)
Canterbury	146	157	Use of force on duty (25) Arrest/Custodial (8) Searches (6) Significant Event (3) Traffic Offences (1) Service Failure (51) Unprofessional Behaviour (42) Breach of Official Conduct (18) Off Duty Conduct (3)
Central	97	109	Use of force on duty (20) Arrest/Custodial (6) Searches (3) Significant Event (3) Traffic Offences (1) Service Failure (42) Unprofessional Behaviour (22) Breach of Official Conduct (10) Off Duty Conduct (2)

Jan - Jun 2018

Constabulary

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Counties/Manukau	128	144	Use of force on duty (30) Arrest/Custodial (5) Significant Event (2) Traffic Offences (6) Service Failure (41) Unprofessional Behaviour (29) Breach of Official Conduct (19) Workplace Behaviour (6) Use of Police Resources (2) Off Duty Conduct (4)
Eastern	76	84	Use of force on duty (10) Arrest/Custodial (15) Searches (3) Service Failure (23) Unprofessional Behaviour (16) Breach of Official Conduct (10) Workplace Behaviour (1) Use of Police Resources (1) Off Duty Conduct (5)
Northland	58	62	Use of force on duty (10) Arrest/Custodial (9) Searches (5) Significant Event (5) Traffic Offences (3) Service Failure (19) Unprofessional Behaviour (8) Breach of Official Conduct (3)
Southern	88	93	Use of force on duty (11) Arrest/Custodial (7) Traffic Offences (1) Service Failure (39) Unprofessional Behaviour (21) Breach of Official Conduct (10) Workplace Behaviour (4)

Jan - Jun 2018

Constabulary

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Tasman	48	56	Use of force on duty (6) Arrest/Custodial (5) Searches (4) Significant Event (2) Traffic Offences (1) Service Failure (19) Unprofessional Behaviour (12) Breach of Official Conduct (6) Off Duty Conduct (1)
Waikato	103	133	Use of force on duty (36) Arrest/Custodial (17) Searches (2) Significant Event (1) Traffic Offences (4) Service Failure (34) Unprofessional Behaviour (20) Breach of Official Conduct (17) Use of Police Resources (2)
Waitematā	119	140	Use of force on duty (9) Arrest/Custodial (15) Searches (2) Significant Event (13) Traffic Offences (1) Service Failure (56) Unprofessional Behaviour (27) Breach of Official Conduct (13) Use of Police Resources (3) Off Duty Conduct (1)
Wellington	138	159	Use of force on duty (1) Arrest/Custodial (2) Traffic Offences (3) Service Failure (10) Unprofessional Behaviour (10) Breach of Official Conduct (22) Workplace Behaviour (1) Use of Police Resources (3) Off Duty Conduct (7)

Jan - Jun 2018			
Constabulary			
Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Service Centres	130	118	Use of force on duty (16) Arrest/Custodial (14) Searches (9) Significant Event (7) Traffic Offences (4) Service Failure (38) Unprofessional Behaviour (20) Breach of Official Conduct (9) Off Duty Conduct (1)
National	1,366	1,531	

Jan - Jun 2018

Other Police employees, Unidentified (or Police in general)

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Auckland City	49	53	Use of force on duty (6) Arrest/Custodial (4) Searches (1) Service Failure (25) Unprofessional Behaviour (13) Breach of Official Conduct (4)
Bay Of Plenty	29	33	Use of force on duty (1) Arrest/Custodial (4) Searches (2) Traffic Offences (1) Service Failure (17) Unprofessional Behaviour (5) Breach of Official Conduct (3)
Canterbury	53	57	Use of force on duty (2) Arrest/Custodial (8) Searches (3) Significant Event (3) Traffic Offences (3) Service Failure (27) Unprofessional Behaviour (8) Breach of Official Conduct (3)
Central	28	31	Use of force on duty (2) Arrest/Custodial (6) Service Failure (17) Unprofessional Behaviour (5) Breach of Official Conduct (1)

Jan - Jun 2018

Other Police employees, Unidentified (or Police in general)

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Counties/Manukau	33	39	Use of force on duty (2) Arrest/Custodial (4) Significant Event (2) Service Failure (21) Unprofessional Behaviour (6) Breach of Official Conduct (3) Use of Police Resources (1)
Eastern	16	17	Arrest/Custodial (5) Searches (1) Significant Event (1) Service Failure (4) Unprofessional Behaviour (6)
Northland	14	15	Use of force on duty (3) Searches (1) Service Failure (4) Unprofessional Behaviour (2) Breach of Official Conduct (4) Off Duty Conduct (1)
Southern	24	29	Arrest/Custodial (6) Service Failure (15) Unprofessional Behaviour (4) Breach of Official Conduct (2) Off Duty Conduct (2)

Jan - Jun 2018

Other Police employees, Unidentified (or Police in general)

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Tasman	27	27	Use of force on duty (2) Arrest/Custodial (4) Significant Event (2) Traffic Offences (2) Service Failure (6) Unprofessional Behaviour (4) Breach of Official Conduct (7)
Waikato	25	28	Use of force on duty (2) Arrest/Custodial (1) Significant Event (2) Service Failure (12) Unprofessional Behaviour (6) Breach of Official Conduct (5)
Waitematā	28	33	Use of force on duty (2) Arrest/Custodial (3) Significant Event (2) Service Failure (13) Unprofessional Behaviour (4) Breach of Official Conduct (7) Workplace Behaviour (1) Off Duty Conduct (1)
Wellington	52	57	Use of force on duty (6) Arrest/Custodial (16) Significant Event (2) Traffic Offences (1) Service Failure (21) Unprofessional Behaviour (4) Breach of Official Conduct (7)

Jan - Jun 2018

Other Police employees, Unidentified (or Police in general)

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Service Centres	64	42	Use of force on duty (5) Arrest/Custodial (4) Searches (1) Significant Event (2) Traffic Offences (2) Service Failure (10) Unprofessional Behaviour (6) Breach of Official Conduct (11) Off Duty Conduct (1)
National	442	461	

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

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

Relating 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)
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)
Cause injury (custodial)
Cause death (custodial)
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)
Cause injury (non-custodial)
Cause death (non-custodial)

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.