

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 allegations** 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 allegations.

Jan - Mar 2024					
Summary Totals					
Districts	Incidents	Involved Staff	Allegations Made	Completed Incidents	At least one upheld allegation
Auckland City	107	125	143	88	1
Bay Of Plenty	119	140	169	97	8
Canterbury	187	211	247	152	3
Central	104	120	128	78	4
Counties/Manukau	121	149	181	96	6
Eastern	75	89	95	64	6
Northland	62	67	74	48	3
Southern	73	91	109	53	2
Tasman	70	82	89	61	2
Waikato	106	127	134	91	2
Waitematā	113	138	159	90	2
Wellington	117	141	158	98	4
Service Centres	127	162	147	96	14
National	1,381	1,642	1,833	1,112	57

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 2024

Constabulary

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Auckland City	64	75	Use of force on duty (12) Arrest/Custodial (7) Traffic offences (1) Breach of official conduct (7) Service failure (26) Workplace behaviour (1) Unprofessional behaviour (21)
Bay Of Plenty	80	104	Use of force on duty (24) Arrest/Custodial (13) Searches (2) Significant event (3) Traffic offences (2) Breach of official conduct (14) Service failure (25) Unprofessional behaviour (19) Use of Police resources (1) Off duty conduct (1)
Canterbury	115	135	Use of force on duty (27) Arrest/Custodial (10) Searches (1) Traffic offences (6) Breach of official conduct (28) Service failure (27) Unprofessional behaviour (35) Use of Police resources (1)
Central	66	68	Use of force on duty (6) Arrest/Custodial (4) Traffic offences (2) Breach of official conduct (18) Service failure (22) Workplace behaviour (1) Unprofessional behaviour (13) Use of Police resources (1) Off duty conduct (1)

Jan - Mar 2024

Constabulary

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Counties/Manukau	94	118	Use of force on duty (18) Arrest/Custodial (12) Significant event (2) Traffic offences (6) Breach of official conduct (18) Service failure (34) Workplace behaviour (3) Unprofessional behaviour (22) Use of Police resources (1) Off duty conduct (2)
Eastern	53	56	Use of force on duty (13) Arrest/Custodial (6) Searches (1) Traffic offences (1) Breach of official conduct (5) Service failure (17) Unprofessional behaviour (13)
Northland	38	40	Use of force on duty (3) Arrest/Custodial (3) Significant event (1) Breach of official conduct (7) Service failure (19) Unprofessional behaviour (5) Off duty conduct (2)
Southern	70	83	Use of force on duty (23) Arrest/Custodial (2) Significant event (1) Traffic offences (2) Breach of official conduct (19) Service failure (26) Workplace behaviour (1) Unprofessional behaviour (8) Off duty conduct (1)

Jan - Mar 2024

Constabulary

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Tasman	55	59	Use of force on duty (9) Arrest/Custodial (3) Traffic offences (1) Breach of official conduct (6) Service failure (14) Workplace behaviour (1) Unprofessional behaviour (25)
Waikato	79	83	Use of force on duty (11) Arrest/Custodial (1) Searches (3) Significant event (2) Traffic offences (1) Breach of official conduct (10) Service failure (34) Workplace behaviour (1) Unprofessional behaviour (18) Off duty conduct (2)
Waitematā	88	106	Use of force on duty (16) Arrest/Custodial (14) Significant event (2) Traffic offences (1) Breach of official conduct (29) Service failure (25) Workplace behaviour (1) Unprofessional behaviour (17) Use of Police resources (1)
Wellington	75	85	Use of force on duty (12) Arrest/Custodial (4) Searches (2) Breach of official conduct (22) Service failure (28) Workplace behaviour (2) Unprofessional behaviour (14) Use of Police resources (1)

Jan - Mar 2024			
Constabulary			
Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Service Centres	60	46	Use of force on duty (2) Arrest/Custodial (2) Searches (2) Traffic offences (1) Breach of official conduct (12) Service failure (9) Workplace behaviour (1) Unprofessional behaviour (14) Off duty conduct (3)
National	937	1,058	

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Other Police employees, Unidentified (or Police in general)

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Auckland City	61	68	Use of force on duty (10) Arrest/Custodial (8) Searches (1) Significant event (2) Traffic offences (2) Breach of official conduct (6) Service failure (28) Unprofessional behaviour (9) Use of Police resources (1) Off duty conduct (1)
Bay Of Plenty	60	65	Use of force on duty (6) Arrest/Custodial (6) Searches (1) Breach of official conduct (9) Service failure (32) Unprofessional behaviour (11)
Canterbury	96	112	Use of force on duty (12) Arrest/Custodial (8) Searches (2) Significant event (2) Traffic offences (5) Breach of official conduct (18) Service failure (42) Unprofessional behaviour (23)
Central	54	60	Use of force on duty (2) Arrest/Custodial (8) Searches (2) Traffic offences (1) Breach of official conduct (5) Service failure (33) Unprofessional behaviour (9)

Jan - Mar 2024

Other Police employees, Unidentified (or Police in general)

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Counties/Manukau	55	63	Use of force on duty (4) Arrest/Custodial (4) Searches (1) Significant event (1) Traffic offences (2) Breach of official conduct (9) Service failure (27) Unprofessional behaviour (13) Off duty conduct (2)
Eastern	36	39	Use of force on duty (4) Arrest/Custodial (2) Significant event (1) Traffic offences (1) Breach of official conduct (7) Service failure (14) Unprofessional behaviour (8) Use of Police resources (1) Off duty conduct (1)
Northland	29	34	Use of force on duty (6) Arrest/Custodial (2) Traffic offences (2) Breach of official conduct (4) Service failure (14) Unprofessional behaviour (6)
Southern	21	26	Use of force on duty (1) Arrest/Custodial (2) Traffic offences (3) Breach of official conduct (3) Service failure (13) Unprofessional behaviour (4)

Jan - Mar 2024

Other Police employees, Unidentified (or Police in general)

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Tasman	27	30	Use of force on duty (1) Arrest/Custodial (4) Searches (1) Breach of official conduct (4) Service failure (14) Unprofessional behaviour (6)
Waikato	48	51	Use of force on duty (6) Arrest/Custodial (5) Searches (1) Traffic offences (1) Breach of official conduct (4) Service failure (22) Unprofessional behaviour (12)
Waitematā	50	53	Use of force on duty (2) Arrest/Custodial (9) Traffic offences (3) Breach of official conduct (6) Service failure (25) Unprofessional behaviour (7) Off duty conduct (1)
Wellington	66	73	Use of force on duty (7) Arrest/Custodial (8) Searches (1) Traffic offences (2) Breach of official conduct (9) Service failure (37) Unprofessional behaviour (9)

Jan - Mar 2024

Other Police employees, Unidentified (or Police in general)

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Service Centres	102	101	Arrest/Custodial (1) Searches (1) Breach of official conduct (8) Service failure (54) Workplace behaviour (4) Unprofessional behaviour (20) Use of Police resources (4) Off duty conduct (9)
National	705	775	

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

Under the Search and Surveillance Act 2012 Constabulary employees have the power to search a person in custody, or 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 several 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.