

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 - Mar 2018					
Summary Totals					
Districts	Incidents	Involved Staff	Allegations Made	Completed Incidents	At least one upheld allegation
Auckland City	69	76	88	15	1
Bay Of Plenty	56	78	101	19	5
Canterbury	92	111	126	31	3
Central	54	57	67	21	3
Counties/Manukau	55	70	82	25	4
Eastern	34	42	48	14	2
Northland	29	39	42	14	4
Southern	52	57	69	21	1
Tasman	29	34	38	9	
Waikato	46	51	59	21	5
Waitematā	60	71	71	22	6
Wellington	74	89	95	33	1
Service Centres	60	101	80	21	5
National	710	876	966	266	40

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 2018

Constabulary

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Auckland City	40	49	Use of force on duty (4) Arrest/Custodial (5) Traffic Offences (3) Service Failure (18) Unprofessional Behaviour (6) Breach of Official Conduct (6) Workplace Behaviour (2) Off Duty Conduct (5)
Bay Of Plenty	58	73	Use of force on duty (6) Arrest/Custodial (10) Searches (2) Traffic Offences (16) Service Failure (23) Unprofessional Behaviour (12) Breach of Official Conduct (4)
Canterbury	70	77	Use of force on duty (8) Arrest/Custodial (4) Searches (2) Service Failure (26) Unprofessional Behaviour (23) Breach of Official Conduct (12) Conduct prior to joining Police (1) Off Duty Conduct (1)
Central	31	37	Use of force on duty (8) Traffic Offences (1) Service Failure (18) Unprofessional Behaviour (8) Breach of Official Conduct (2)

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Constabulary

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Counties/Manukau	53	62	Use of force on duty (12) Arrest/Custodial (4) Significant Event (5) Traffic Offences (1) Service Failure (14) Unprofessional Behaviour (11) Breach of Official Conduct (11) Workplace Behaviour (4)
Eastern	29	35	Use of force on duty (6) Arrest/Custodial (3) Searches (1) Service Failure (8) Unprofessional Behaviour (4) Breach of Official Conduct (7) Workplace Behaviour (1) Off Duty Conduct (5)
Northland	28	31	Use of force on duty (7) Arrest/Custodial (1) Searches (4) Significant Event (3) Traffic Offences (3) Service Failure (7) Unprofessional Behaviour (4) Breach of Official Conduct (2)
Southern	44	54	Use of force on duty (6) Arrest/Custodial (5) Searches (2) Service Failure (19) Unprofessional Behaviour (14) Breach of Official Conduct (5) Workplace Behaviour (3)

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Constabulary

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Tasman	15	15	Arrest/Custodial (2) Traffic Offences (1) Service Failure (7) Unprofessional Behaviour (3) Breach of Official Conduct (2)
Waikato	35	41	Use of force on duty (6) Arrest/Custodial (1) Searches (2) Traffic Offences (3) Service Failure (16) Unprofessional Behaviour (7) Breach of Official Conduct (4) Use of Police Resources (2)
Waitematā	45	45	Use of force on duty (3) Arrest/Custodial (2) Searches (1) Significant Event (1) Traffic Offences (1) Service Failure (16) Unprofessional Behaviour (12) Breach of Official Conduct (9)
Wellington	62	67	Traffic Offences (2) Service Failure (2) Unprofessional Behaviour (5) Breach of Official Conduct (10) Use of Police Resources (2) Off Duty Conduct (5)

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Constabulary

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Service Centres	60	46	Use of force on duty (7) Arrest/Custodial (3) Searches (4) Significant Event (3) Traffic Offences (4) Service Failure (14) Unprofessional Behaviour (7) Breach of Official Conduct (4)
National	570	632	

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Other Police employees, Unidentified (or Police in general)

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Auckland City	36	39	Use of force on duty (3) Arrest/Custodial (3) Searches (4) Service Failure (18) Unprofessional Behaviour (9) Breach of Official Conduct (2)
Bay Of Plenty	20	28	Use of force on duty (1) Arrest/Custodial (6) Searches (2) Service Failure (11) Unprofessional Behaviour (7) Breach of Official Conduct (1)
Canterbury	41	49	Use of force on duty (8) Arrest/Custodial (4) Searches (2) Significant Event (4) Traffic Offences (3) Service Failure (17) Unprofessional Behaviour (9) Breach of Official Conduct (2)
Central	26	30	Use of force on duty (2) Arrest/Custodial (2) Searches (1) Service Failure (16) Unprofessional Behaviour (7) Breach of Official Conduct (2)

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Other Police employees, Unidentified (or Police in general)

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Counties/Manukau	17	20	Use of force on duty (1) Arrest/Custodial (2) Significant Event (1) Traffic Offences (1) Service Failure (11) Unprofessional Behaviour (2) Breach of Official Conduct (2)
Eastern	13	13	Arrest/Custodial (3) Searches (1) Service Failure (6) Unprofessional Behaviour (2) Breach of Official Conduct (1)
Northland	11	11	Use of force on duty (3) Arrest/Custodial (1) Searches (1) Service Failure (4) Breach of Official Conduct (1) Off Duty Conduct (1)
Southern	13	15	Use of force on duty (2) Arrest/Custodial (1) Searches (1) Service Failure (7) Unprofessional Behaviour (3) Breach of Official Conduct (1)

Jan - Mar 2018

Other Police employees, Unidentified (or Police in general)

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Tasman	19	23	Use of force on duty (3) Arrest/Custodial (4) Searches (1) Significant Event (1) Traffic Offences (2) Service Failure (4) Unprofessional Behaviour (3) Breach of Official Conduct (5)
Waikato	16	18	Use of force on duty (2) Searches (1) Service Failure (9) Unprofessional Behaviour (3) Breach of Official Conduct (3)
Waitematā	26	26	Use of force on duty (4) Arrest/Custodial (1) Significant Event (1) Service Failure (13) Unprofessional Behaviour (1) Breach of Official Conduct (6)
Wellington	27	28	Use of force on duty (3) Arrest/Custodial (6) Traffic Offences (1) Service Failure (11) Unprofessional Behaviour (3) Breach of Official Conduct (4)

Jan - Mar 2018

Other Police employees, Unidentified (or Police in general)

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Service Centres	41	34	Use of force on duty (6) Arrest/Custodial (5) Searches (2) Significant Event (1) Traffic Offences (2) Service Failure (8) Unprofessional Behaviour (3) Breach of Official Conduct (6) Off Duty Conduct (1)
National	306	334	

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)