

# 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.

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 - Sep 2016					
Summary Totals					
Districts	Incidents	Involved Staff	Allegations Made	Completed Incidents	At least one upheld allegation
Auckland City	195	236	274	135	23
Bay Of Plenty	133	193	231	100	15
Canterbury	217	260	298	136	22
Central	145	194	243	111	22
Counties/Manukau	197	241	268	147	35
Eastern	104	107	144	73	18
Northland	74	87	103	60	8
Southern	142	181	215	88	22
Tasman	80	117	142	41	10
Waikato	135	160	174	103	22
Waitematā	182	238	264	151	30
Wellington	236	291	335	155	27
Service Centres	174	246	269	115	32
National	2,014	2,551	2,960	1,417	286

## Jan - Sep 2016

### Constabulary

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Auckland City	152	169	Use of force on duty (17) Arrest/Custodial (19) Searches (2) Significant Event (6) Traffic Offences (5) Service Failure (54) Unprofessional Behaviour (39) Breach of Official Conduct (20) Workplace Behaviour (3) Use of Police Resources (1) Off Duty Behaviour (3)
Bay Of Plenty	157	187	Use of force on duty (26) Arrest/Custodial (15) Searches (7) Significant Event (10) Traffic Offences (1) Service Failure (63) Unprofessional Behaviour (34) Breach of Official Conduct (23) Workplace Behaviour (4) Use of Police Resources (1) Off Duty Behaviour (3)
Canterbury	194	223	Use of force on duty (30) Arrest/Custodial (15) Searches (12) Traffic Offences (7) Service Failure (71) Unprofessional Behaviour (46) Breach of Official Conduct (28) Workplace Behaviour (2) Use of Police Resources (2) Off Duty Behaviour (10)
Central	157	202	Use of force on duty (19) Arrest/Custodial (20) Searches (4) Significant Event (2) Traffic Offences (2) Service Failure (73) Unprofessional Behaviour (43) Breach of Official Conduct (27) Workplace Behaviour (6) Use of Police Resources (2) Off Duty Behaviour (4)

## Jan - Sep 2016

### Constabulary

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Counties/Manukau	184	205	Use of force on duty (22) Arrest/Custodial (16) Searches (7) Significant Event (7) Traffic Offences (9) Service Failure (57) Unprofessional Behaviour (45) Breach of Official Conduct (22) Workplace Behaviour (8) Use of Police Resources (3) Off Duty Behaviour (9)
Eastern	88	106	Use of force on duty (15) Arrest/Custodial (10) Searches (7) Significant Event (2) Traffic Offences (6) Service Failure (23) Unprofessional Behaviour (20) Breach of Official Conduct (16) Workplace Behaviour (1) Use of Police Resources (4) Off Duty Behaviour (2)
Northland	64	74	Use of force on duty (9) Arrest/Custodial (5) Significant Event (3) Traffic Offences (3) Service Failure (23) Unprofessional Behaviour (21) Breach of Official Conduct (7) Workplace Behaviour (1) Use of Police Resources (1) Off Duty Behaviour (1)
Southern	145	176	Use of force on duty (26) Arrest/Custodial (13) Searches (9) Significant Event (2) Traffic Offences (2) Service Failure (34) Unprofessional Behaviour (34) Breach of Official Conduct (38) Workplace Behaviour (4) Use of Police Resources (3) Off Duty Behaviour (11)

Jan - Sep 2016

Constabulary

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Tasman	87	102	Use of force on duty (12) Arrest/Custodial (10) Searches (5) Significant Event (11) Service Failure (21) Unprofessional Behaviour (18) Breach of Official Conduct (22) Workplace Behaviour (1) Use of Police Resources (1) Off Duty Behaviour (1)
Waikato	114	126	Use of force on duty (8) Arrest/Custodial (7) Searches (1) Significant Event (3) Traffic Offences (7) Service Failure (45) Unprofessional Behaviour (30) Breach of Official Conduct (16) Workplace Behaviour (3) Off Duty Behaviour (6)
Waitematā	202	227	Use of force on duty (21) Arrest/Custodial (5) Searches (12) Significant Event (8) Traffic Offences (14) Service Failure (88) Unprofessional Behaviour (46) Breach of Official Conduct (29) Workplace Behaviour (2) Off Duty Behaviour (2)
Wellington	219	252	Use of force on duty (35) Arrest/Custodial (15) Searches (6) Significant Event (16) Traffic Offences (9) Service Failure (78) Unprofessional Behaviour (53) Breach of Official Conduct (30) Workplace Behaviour (4) Use of Police Resources (3) Off Duty Behaviour (3)

Jan - Sep 2016

Constabulary

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Service Centres	72	82	Use of force on duty (1) Arrest/Custodial (1) Significant Event (1) Traffic Offences (3) Service Failure (37) Unprofessional Behaviour (12) Breach of Official Conduct (22) Workplace Behaviour (3) Use of Police Resources (2)
National	1,835	2,131	

Jan - Sep 2016

Other Police employees, Unidentified (or Police in general)

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Auckland City	84	105	Use of force on duty (9) Arrest/Custodial (17) Searches (4) Significant Event (1) Traffic Offences (3) Service Failure (36) Unprofessional Behaviour (19) Breach of Official Conduct (10) Workplace Behaviour (5) Use of Police Resources (1)
Bay Of Plenty	36	44	Use of force on duty (2) Arrest/Custodial (5) Traffic Offences (2) Service Failure (20) Unprofessional Behaviour (5) Breach of Official Conduct (7) Workplace Behaviour (2) Use of Police Resources (1)
Canterbury	66	75	Use of force on duty (5) Arrest/Custodial (6) Searches (4) Significant Event (4) Traffic Offences (3) Service Failure (31) Unprofessional Behaviour (12) Breach of Official Conduct (6) Workplace Behaviour (2) Off Duty Behaviour (2)
Central	37	41	Use of force on duty (3) Arrest/Custodial (5) Searches (3) Service Failure (16) Unprofessional Behaviour (5) Breach of Official Conduct (9)

Jan - Sep 2016

Other Police employees, Unidentified (or Police in general)

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Counties/Manukau	57	63	Use of force on duty (3) Arrest/Custodial (9) Searches (2) Significant Event (2) Traffic Offences (1) Service Failure (30) Unprofessional Behaviour (9) Breach of Official Conduct (5) Workplace Behaviour (2)
Eastern	19	38	Use of force on duty (2) Arrest/Custodial (9) Searches (1) Traffic Offences (2) Service Failure (16) Unprofessional Behaviour (6) Breach of Official Conduct (1) Use of Police Resources (1)
Northland	23	29	Use of force on duty (2) Arrest/Custodial (1) Searches (1) Significant Event (1) Service Failure (14) Unprofessional Behaviour (6) Breach of Official Conduct (3) Off Duty Behaviour (1)
Southern	36	39	Use of force on duty (2) Arrest/Custodial (2) Searches (1) Significant Event (1) Traffic Offences (2) Service Failure (14) Unprofessional Behaviour (6) Breach of Official Conduct (9) Use of Police Resources (1) Off Duty Behaviour (1)

Jan - Sep 2016

Other Police employees, Unidentified (or Police in general)

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Tasman	30	40	Use of force on duty (2) Arrest/Custodial (8) Searches (2) Traffic Offences (1) Service Failure (10) Unprofessional Behaviour (7) Breach of Official Conduct (7) Workplace Behaviour (1) Use of Police Resources (1) Off Duty Behaviour (1)
Waikato	46	48	Use of force on duty (1) Arrest/Custodial (3) Searches (1) Significant Event (2) Traffic Offences (1) Service Failure (28) Unprofessional Behaviour (6) Breach of Official Conduct (2) Workplace Behaviour (2) Off Duty Behaviour (2)
Waitematā	36	37	Arrest/Custodial (6) Traffic Offences (2) Service Failure (13) Unprofessional Behaviour (7) Breach of Official Conduct (8) Use of Police Resources (1)
Wellington	72	83	Use of force on duty (6) Arrest/Custodial (6) Searches (2) Traffic Offences (3) Service Failure (34) Unprofessional Behaviour (19) Breach of Official Conduct (7) Workplace Behaviour (4) Use of Police Resources (2)



Jan - Sep 2016

Other Police employees, Unidentified (or Police in general)

Districts	Involved Staff	Allegations Made	Type of Allegation/Conduct
Service Centres	174	187	Use of force on duty (1) Traffic Offences (2) Service Failure (107) Unprofessional Behaviour (17) Breach of Official Conduct (38) Workplace Behaviour (6) Use of Police Resources (8) Off Duty Behaviour (8)
National	716	829	

## 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 their actions will harm any person, including themselves.

Police have a number of options, and selection of which to use is a judgement of the scale of threat or imminent danger to the employee or another person, and the possibilities of other people being at risk of injury by the course of action chosen.

These allegations are used when an employee has potentially exceeded their power of use of reasonable force.

### Arrest/Custodial

Constabulary employees have the power to arrest and detain in custody. Use of these powers must be used 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 peoples' 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 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 potentially 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 - TON (on duty)  
Use of vehicle  
Excessive speed  
Negligent/dangerous driving  
Inappropriate pursuit  
EBA - ION (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)  
Sexual misconduct (Off duty)  
Drugs/alcohol (Off duty)  
Violence (Off duty)  
EBA - TON (Off duty)  
EBA - ION (Off duty)  
TON Issued (non EBA) (Off duty)  
ION Issued (non EBA) (Off duty)  
Off Duty Behaviour (Other)