

08 May 2020

Mr. George  
[fyi-request-12597-7c5c2209@requests.fyi.org.nz](mailto:fyi-request-12597-7c5c2209@requests.fyi.org.nz)

Dear George

***Request for information***

Thank you for your email dated 9 April 2020 requesting information on AOS/ SPG remuneration. You requested:

- 1. What are the average salaries of those who work in AOS and STG?*
- 2. What allowances do AOS and STG Police offers receive for their roles?*

Your request has been considered in accordance with the Official Information Act 1982 and I enclose the following information:

- As at 31 March 2020 the Average Full Time Equivalent Total Remuneration of members of the Armed Offenders Squad (AOS) or the Special Tactics Group (STG) is \$97,469
- Members of the AOS and the STG receive additional remuneration and allowances to acknowledge the additional functions they perform. The relevant sections of the Police Collective Employment Agreement are attached below.

You have the right, under section 28 (3) of the Official Information Act 1982, to ask the Ombudsman to review my decision if you are not satisfied with the way I have responded to your request.

Yours sincerely



Kaye Ryan  
Deputy Chief Executive: People and Capability

**Police National Headquarters**

PO Box 3017  
Telephone: (04) 474 9499. . [www.police.govt.nz](http://www.police.govt.nz)



## 6.1 Armed Offenders Squad and Police Negotiating Team Provisions

These provisions replace all previous AOS/PNT allowances and represent full compensation for all issues associated with AOS/PNT and also apply to AOS rated dog handlers. The provisions address AOS/PNT squad conditions including:

- The additional demands and responsibilities including availability outside normal working hours on duty days, impact on personal and family life, and physical risk;
- The voluntary nature of membership and the need for employees to have adequate time for uninterrupted rest and recreation;
- Skills and training requirements normally recognised by way of job evaluation or a specific career structure but are not due to the part-time nature of AOS membership.

*Note:* Employees receive this benefit once and cannot receive for service in PNT and AOS.

### **AVAILABILITY**

Employees to be available during rostered duty days as directed by AOS Commander, and to ensure personal commitments enable them to report immediately, if a callout occurs. A duty day is the 24 hours midnight to midnight except where this prevents a normally recognised day off e.g. in the event of night or swing shifts covering two days as defined, the “duty day” will be deemed to be the day on which the greater part of the shift is worked.

On non-duty days employees are unavailable and exempt from callout unless notified in advance they are required for the squads operational efficiency as approved by the District Commander. If so notified, they are required to respond to callouts, and to maintain a state of immediate readiness and fitness to return to duty. A standby allowance is payable for each day or part day during which the employee is “required to be available” on a non-duty day. An employee on standby on a statutory holiday day will be entitled to a day off in lieu.

*Note:* Supervisors should give planning priority to assure operational and public safety and staff have adequate time off. The parties agreed these provisions should be used only in situations of real need.

### **COMPENSATION**

Compensation arrangements provide an increase in remuneration of 6% over four years for employees who remain squad members for that period delivered in three steps:

- Step 1 Newly appointed AOS/PNT employees are entitled to a non-superable allowance equating to 4% of TR, payable while remaining available for the squad.
- Step 2 On completion of 24 months satisfactory performance with AOS/PNT requirements the 4% allowance is permanently incorporated into TR. A non-superable allowance equating to a further 2% of TR is payable subject to availability for the squad.
- Step 3 On completing a further 24 months satisfactory performance with AOS/PNT requirements, the 2% allowance will be incorporated into TR.

Remuneration increases in these provisions extend band maxima

up to 6% for employee, but if leaving the squad, they will not normally qualify for an adjustment if rejoining.

## 6.2 Special Tactical Group (STG)

Applicants for the STG must be AOS squad members at Band H level or as appointed if NCO's. A probation period of 6 months applies to newly appointed members. Employment on STG is subject to satisfying the provisions of the STG Required Fitness Policy.

### **SPECIAL LEAVE PROVISIONS**

The "special leave" to be taken within a fortnight of being earned after HRCOs/Special Ops is calculated on a sliding scale, at a rate of four hours for every twenty-four period deployed. Special leave only accrues after twenty-four hours of an Operation. For example:

After 24 hours ½ day "special leave"

After 48 hours 1 days "special leave"

After 72 hours 1 ½ days "special leave"

After 4 days 2 days "special leave"

After 5 days 2 ½ days "special leave"


Full 24 hour periods are worked to qualify for the ½ day, but discretion may apply if it is evident extended hours, short of 24, are worked in a lead up to a special operation.

STG members are eligible for a range of standard and special conditions including:

- A annual allowance (taxable non superable paid fortnightly) in lieu of TOIL while in a STG position until a 2015 review when it may increase or decrease depending on average TOIL being accrued. The calculation involves dividing the FTE accumulated TOIL for STG members by FTE STG numbers and multiplying the average by the salary equivalent of Band H midpoint.
- The "Duty in the Field" allowance in Part 2 clause 2.4.
- They are deemed "shift workers," and receive 5 days shift workers leave per year.
- Half plain-clothes allowance will be paid fortnightly.
- Staff appointed full time will be rotated to normal policing duties for a minimum of 3 weeks per year to maintain currency of experience.
- If appointed full time they will be issued with a Police mobile phone and expected to carry this at all times. Where an officer
- agrees to duty, standby allowance is payable.
- Availability on duty days as per AOS provision. Where specifically directed by the National Manager Ops Support to be available on a day that would have been off duty, and, not already directed to be on standby for AOS, a standby allowance of (\$90.61) (\$93.33) (\$96.12) per day or part thereof is payable subject to same conditions applicable to AOS.

### **SELECTION TRAINING COURSES**

Overtime is a necessary component of the training course. There is an expectation of working extended hours at times breaching the 9 hour break rule. To ensure that there are not significant accumulations of TOIL on return to district, the STG allowance is paid for the duration of the course (equating to approximately \$410 (taxable) depending on the duration of the course.) TOIL will



not be accrued, however, DDOs will be generated for RDOs that are worked during the Selection Course. Time sheets must still be completed to reflect the hours worked so that other benefits such as Shift Incentive can still be credited.