

06 July 2020

Mr Thomas Holmes  
For Your Information  
fyi-request-13046-5d8e326d@requests.fyi.org.nz

Dear Mr Holmes

**RE: OFFICIAL INFORMATION ACT REQUEST**

Thank you for your e-mail of 06 June 2020, in which you have requested the following information under the Official Information Act:

*“Any documentation related to the recruitment fitness testing being placed on hold until further notice, e.g. e-mail chains, correspondence, meeting agendas and minutes.*

*Any documentation related to recruit applications not being accepted for specific districts, e.g. e-mail chains, correspondence, meeting agendas and minutes.*

*Please list the number of recruit wings which are still planned to go ahead during the remainder of 2020.”*

I have considered your request under the Official Information Act.

As you will understand, COVID-19 is a once in a generation event with significant implications for workforces across New Zealand and the world more generally. As you would expect, COVID-19 also had a significant on the New Zealand Police as both a service and as an employer.

As a result of the Alert Level System, particularly levels three and four, changes needed to be made to the way we recruited and trained our staff, including completion of physical fitness tests and the operation of recruit wings, for health and safety reasons and to comply with the Alert Level System.

**Recruitment Physical Testing**

In terms of your request for information relating to recruitment fitness testing, this was paused for a single recruit wing, under Alert Level 4. This was because the testing was not able to be delivered under the Alert Level 4 environment. However, recruits from this Wing were determined to be physically suitable for recruit training on the basis that they had passed their initial Physical Application Test, scored five or six points in their 2.4 kilometre run, completed the requisite number of press ups as well as meeting the standards for the vertical jump and grip strength.

Police recommenced Physical Application Testing under Alert Level 3. A copy of e-mail correspondence on this point, is enclosed for your information.

## Recruitment Applications

In respect of your request for your documentation relating to recruit applications not being accepted for specific districts, I can confirm that on Monday 15 June 2020, Police announced a three month pause on accepting new applications to become a Police Officer.

Police currently has more than 4000 people at some stage in the constabulary application process. Since COVID-19, we have been receiving near record high numbers of applications every month. The existing number of people within our recruitment pipeline is enough to fulfil all of our recruitment needs for the next two years, based on current attrition levels.

Our focus is on ensuring that those people who already in the recruitment pipeline have the best experience and that people who are thinking about becoming a Police officer can plan for this in the near future. It is expected that when we re-open the pipeline, we will do this on a district basis as needed.

A copy of the following correspondence is included for your information: e-mail to key internal stakeholders; e-mail to people currently within the constabulary recruitment process, e-mail to the internal Recruitment and Initial Training staff, and a message to our external stakeholders. A link to our public press release on this topic can be found at:

<https://www.newcops.co.nz/constabulary-recruitment-updates>

## Recruit Wings for 2020

Finally, you have requested a list of the number of recruit wings which are still planned to go ahead during the remainder of 2020. Below is a list of the recruit wings that have run thus far, and those that are planned for the remainder of 2020.

Wing	Start Date
337	February
338	March
339	March
340	April
341	July
342	August
343	October
344	November

I trust this information has been helpful.

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

Regards,

Scott Fraser  
Acting Assistant Commissioner COVID-19

## Proposal for recruit wings during COVID 19 period

### Background

1. In February 2020 the Police Executive approved the following wing plan. This was designed to ensure that Police will be at target strength at June 2021, including funded growth.

**Table 1: Currently approved RNZPC wings until the end of 2020/21**

Wing	Start	Graduate	Location	Number
337	3 Feb 20	21 May 20	RNZPC	60
338	2 Mar 20	18 Jun 20	RNZPC	40
339	30 Mar 20	16 Jul 20	RNZPC	60
340	27 Apr 20	13 Aug 20	RNZPC	60
341/5	25 May 20	1 Oct 20	TM	20
341	25 May 20	10 Sep 20	RNZPC	60
342	22 Jun 20	8 Oct 20	RNZPC	60
343/5	20 Jul 20	26 Nov 20	TM	20
343	20 Jul 20	5 Nov 20	RNZPC	60
344	17 Aug 20	3 Dec 20	RNZPC	60
345/5	14 Sep 20	4 Feb 21	TM	20
345	14 Sep 20	21 Jan 21	RNZPC	60
346	12 Oct 20	18 Feb 21	RNZPC	60
347	9 Nov 20	18 Mar 21	RNZPC	60
348	22 Feb 21	10 Jun 21	RNZPC	60

2. Currently Wings 337 and 338 are under training and this will continue, with challenges caused by lockdown and additional Health and Safety requirements. However, it is expected that their graduations will happen broadly in line with the dates listed above.
3. Wings 339 and 340 have already been recruited and will be proceeding with the first 6 weeks of their training delivered via online channels. Final details of training post this are being confirmed and will dependant on the alert level if they can be brought to RNZPC to complete defence tactics and driver training.
4. The standard wing structure at RNZPC is one wing every four weeks. This was designed as some facilities, such as the firing range, can only safely take a limited number of recruits at any time. This recruitment allows a section of 20 to start each week, with the other sections rotating through these components of the course before the following wing moves into this component of the training. Therefore, should the current reopening of RNZPC happen as planned there will need to be six weeks of defensive training completed to finish these wings. If another wing was to commence on the same bases it would not be possible to complete it within the standard 16 weeks of training.

### Recruitment pipeline

5. There are currently more than 3,500 people in the Constabulary recruitment pipeline, with application numbers remaining high in the last 10 days. This is equivalent to over a years required recruits. P21 required demographics are contained within this pool.

6. Due to COVID-19 Alert level 3/4 measures the Recruitment Team are implementing alternatives ways of assessing and selecting such as online delivery there are key components that require more time to determine work arounds such as SCOPE and Physical testing.
7. In additional there are a number of groups outside core Constabulary Recruitment that provide services to the recruitment processes that having their operational focus shifted though this period. Eg medical clearance, vetting, NIC vetting and drug testing.
8. The Constabulary recruitment team is working with all working to progress applicants to the furthest point in the recruitment process.

#### Options considerations

9. There has been an increase number of former Constabulary employees enquiring about re-joining. Rejoins could be used to supplement workforce in the short term.
10. For a number of economic reasons it is likely that attrition will fall even further. For this reason it is likely that Police can achieve desired growth with lower recruitment numbers than were originally planned.

#### Proposed change in wing structure

11. Given these challenges it is proposed to postpone Wings 341 (including the TM non-residential component) and 342, which currently are planned to commence in May and June 2020.
12. To make up these recruits, should this be required, an additional wing in Jan 2021 could be introduced and some planned wings of 60 could be increased to 80.
13. This change will enable Police to be at desired strength at the end of this financial year.

**Table 2: Proposed approved RNZPC wings until the end of 2020/21**

Wing	Start	Graduate	Location	Number
337	3 Feb 20	21 May 20	RNZPC	60
338	2 Mar 20	18 Jun 20	RNZPC	40
339	30 Mar 20	16 Jul 20	RNZPC	60
340	27 Apr 20	13 Aug 20	RNZPC	60
341/5	20 Jul 20	26 Nov 20	TM	20
341	20 Jul 20	5 Nov 20	RNZPC	60
342	17 Aug 20	3 Dec 20	RNZPC	80
343/5	14 Sep 20	4 Feb 21	TM	20
343	14 Sep 20	21 Jan 21	RNZPC	60
344	12 Oct 20	18 Feb 21	RNZPC	80
345	9 Nov 20	18 Mar 21	RNZPC	80
346	25 Jan 21	13 May 21	RNZPC	80
347	22 Feb 21	10 Jun 21	RNZPC	60

**From:** RYAN, Kaye  
**Sent:** Wednesday, 8 April 2020 11:48 a.m.  
**To:** AITKEN, Melanie <Melanie.Aitken@police.govt.nz>; FRASER, Scott <Scott.Fraser@police.govt.nz>  
**Subject:** RE: PAT proposal document

Approved as an interim for this wing.  
thanks

**Kaye Ryan**  
**Deputy Chief Executive: People and Capability**  
Police National Headquarters  
**P** +64 4 474 9407  
**M** +64 21 192 2059  
**E** [kaye.ryan@police.govt.nz](mailto:kaye.ryan@police.govt.nz)



**From:** AITKEN, Melanie  
**Sent:** Tuesday, 7 April 2020 10:42 AM  
**To:** RYAN, Kaye ; FRASER, Scott  
**Subject:** FW: PAT proposal document

Good morning

Due to AL4, we are unable to physically complete final PAT testing for recruit applicants for Wing 341.

We have provided an interim/short solution for our current recruit applicants to ensure the next wing 341 can be filled. There are sufficient numbers who have completed their initial PAT but not the final, however based on our PEO's advice, would be deemed suitable to be accepted as passed based on the following standard:

1. They have passed their initial PAT
2. Scored 5 or 6 points in the 2.4k run
3. Completed the minimum number of press ups, as well as standards for vertical jump and grip strength.

I support this recommendation, as does Carly. Could you please consider for approval?

Many thanks

Mel

**Mel Aitken**  
**Superintendent**  
National Manager Safer People

*"Promoting and enabling your wellness and safety so you can remain fit for work and fit for life"*

**M** +64 21 190 5754  
**E** [melanie.aitken@police.govt.nz](mailto:melanie.aitken@police.govt.nz)



Your new Wellness Hub – now available across NZP now via this link - <https://nzpolice.synergyhealthltd.com/register>

**From:** AITKEN, Melanie  
**Sent:** Tuesday, 28 April 2020 3:48 PM  
**To:** RYAN, Kaye <[Kaye.Ryan@police.govt.nz](mailto:Kaye.Ryan@police.govt.nz)>  
**Cc:** DRURY, Carly <[Carly.Drury@police.govt.nz](mailto:Carly.Drury@police.govt.nz)>; HILL, Rebecca (Becky) <[Rebecca.Hill@police.govt.nz](mailto:Rebecca.Hill@police.govt.nz)>  
**Subject:** Recommencing PAT under AL3

Hi Kaye

Just to advise you that a full risk mitigation strategy has been completed to enable recommencement of PAT at AL3. The plan has been drafted in conjunction with National Recruitment, PEO and H&S within Safer People.

As AL3 is most likely going to be short lived, it is my intention to hold off further planning on how we could adapt the PCT to re-commence testing in the short term under AL3 conditions. All PEOs are actively engaged in Safer People work-streams/projects which I am confident will keep them actively contributing to the wider Safer People strategy in the coming month.

If you require visibility of the PAT H&S plan, then please let me know, otherwise we will commence with the testing as planned.

Many thanks

Mel

**Mel Aitken**  
**Superintendent**  
National Manager Safer People

*"Promoting and enabling your wellness and safety so you can remain fit for work and fit for life"*

**M** +64 21 190 5754  
**E** [melanie.aitken@police.govt.nz](mailto:melanie.aitken@police.govt.nz)



Your new Wellness Hub – now available across NZP now via this link - <https://nzpolice.synergyhealthltd.com/register>

**From:** RYAN, Kaye  
**Sent:** Monday, 15 June 2020 2:56 PM  
**To:** DL\_District Commanders ; DL\_National Managers ; DL\_Assistant Commissioners/Executive Directors  
**Cc:** ANDERSON, Cassandra ; DRURY, Carly ; SAUNDERS, Iain  
**Subject:** Important Update: temporary pause of constabulary recruit applications

Kia ora

We have placed a temporary pause taking applications for constabulary recruitment for an initial three-month period effective from today (Monday 15 June) due to an increase in applications over the past few months.

We have more than 4000 people at some stage in the constabulary application process and are receiving up to 600 more each month. This is well above our recruitment needs as we already have an average of 2.2 years of recruits across districts. For those in the recruitment pipeline, this will mean inevitable delays, and those thinking about applying today will have to wait.

This decision has not been made lightly but we hope that pausing recruitment will give those already in the recruitment pipeline the best experience and enable people thinking about becoming a Police officer to plan for their near future. It is expected that when we re-open the pipeline we will not do this nationally but rather on a district basis as and when needed.

Please see the frequently asked questions below for more information. This will be shared with staff in a Ten One story this afternoon. Also note that we will be informing those in the recruitment pipeline shortly and will be publishing a media release later today.

**Kaye Ryan**

DCE People & Capability

--

### **Frequently Asked Questions**

*How long will applications be closed for?*

Police has temporarily paused accepting new applications for a tentative three-month period from 12 June 2020. Police will be constantly reviewing the situation and will be processing as many existing applications as possible, but all applications should expect delays.

*What does this mean for current and upcoming wings?*

There are 100 recruits currently in training at the Police College who are due to graduate over the next few months. Recruit training at the Royal New Zealand Police College will continue with Wings planned for the rest of this year irrespective of the application pause.

*Will the recruitment application affect District deployment or RNZPC training?*

No. The application pause will have no impact on district resourcing, numbers, or RAT. We will still be deploying to districts as needed and, should any needs arise, we are in a good position to respond quickly. Additional training through the RNZPC will also continue.

*What can I tell people in the community who ask about becoming a Police officer?*

A lot of people want to become Police officers – and we want you to keep encouraging people to apply who you think would make a great fit. When engaging with those in the community about becoming a cop, use your discretion as to whether or not the current pause on new applications is

relevant. For instance, if someone is looking to apply today, then let them know they can't; whereas if someone is looking at becoming a cop in the future, encourage them to continue with the fitness and learning journeys associated with the recruitment process.

*I have friends or whanau in the recruitment process. What does this mean for them?*

The same goes for them – let them know about the delay but reassure them that it is temporary and that the opportunity to become a Police officer is still very much there. As with members of the public you think would be great, tell them to continue with the fitness and learning journeys associated with the recruitment process to connect with a Recruitment Hub or Selection Specialist.

*Where can members of the public find more information?*

People thinking about becoming a cop can go to [www.newcops.co.nz](http://www.newcops.co.nz) to learn about life as an NZ Police officer, possible police careers, and the police recruitment process.

*Have we reached the 1800 target?*

We are well on the way to meeting the 1800 growth target and are in a strong position after three years of successful recruitment marketing. In March 2020 we achieved 10,000 FTE Constables for the first time ever, this means that total numbers, taking account of attrition, has increased by 1,244 (14 per cent) since June 2017. This places us on track to achieve the target of an overall 1800 lift in constabulary strength, including attrition, well before the planned June 2023.

The application pause and recruitment delays are not expected to impact the 1800 growth target, which will enable us to increase our visibility and presence in communities across the country. It has already significantly built Police's frontline capability to respond to local, national and global events, and will continue to benefit both our urban and regional communities.

*Are we still accepting re-joins?*

NZ Police Executive Leadership Board (ELB) agreed on a pause on hiring for all re-join appointments, except in limited circumstances, effective from 31 March 2020. This pause will remain in place.

*Is non-constabulary recruitment also paused?*

Non-constabulary recruitment is not paused and will continue as normal with the recent directive in place from the State Services Commissions regarding Pay Restraint. More information about the various careers available at New Zealand Police can be found here:

<https://www.police.govt.nz/careers>



## Initial delay email to recruitment pipeline

**Date:** Friday 12 June 2020

**To:** People currently within the Constabulary Recruitment process

**From:** Constabulary Recruitment mailbox

**Subject line:** Your Constabulary Recruitment Application

Kia ora,

Due to an increase in application numbers over the past few months, we have placed a temporary pause on accepting applications for constabulary recruitment. The current application numbers are above what we require to reach our targets and we want to set realistic applications for those in the recruitment process as well as those who want to apply.

This does not mean your existing application is on hold although you may experience some delays.

Rest assured knowing that we are working hard to continue processing the applications we currently have, including yours, and you will be contacted in due course to discuss the next steps in your recruitment process or expected Wings dates if you have completed the process - Recruit training (post COVID-19) at the Royal New Zealand Police College will recommence in July and continue irrespective of the application pause.

If you have any further questions you can find out more [here](#) or can contact your Constabulary Recruitment Team or the Recruitment Hub.

Ngā mihi

NZ Police Constabulary Recruitment