

3 March 2021

Rory McCarthy
fyi-request-14433-d8c63b10@requests.fyi.org.nz

Dear Rory,

Request for information

IR-01-1-633

Thank you for your email dated 11 January 2021 requesting information regarding ensuring people with extremist views. Your request has been considered in accordance with the Official Information Act 1982.

All recruits into the Police workforce are comprehensively vetted. This includes criminal history checks, interviewing contacts, reviewing social media histories and reviewing Police's intelligence databases. In addition, there are psychometric tests that are designed to determine personality types that have a higher chance of behaving inappropriately. Police also spend time with all potential recruits, one of the reasons for doing this is to pick up anything that would mean the applicant is not suitable. Taken together these approaches are very likely to pick up, and exclude, those with extremist views.

Should an employee come to Police's attention for extremist views or behaviour, then our internal systems would identify this and action can be taken. All Police employees have performance reviews against Police's values, including Commitment to Maori and the Treaty and Valuing Diversity. This includes regular employment conversations, managing any complaints as well as Police's early intervention approach, which identifies early behaviours that have the potential to grow into more serious issues.

If you are not satisfied with my response to your request, you have the right to ask the Office of the Ombudsman to seek an investigation and review of my decision.

Yours sincerely,



Kaye Ryan
Executive Director People Operations

Police National Headquarters

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