

14 April 2022

Maketu (Che)

Fyi-request-18689-0650e2a1@requests.fyi.org.nz

Dear Maketu (Che)

On the 26 February 2022 you sent an email request under the Official Information Act 1982 (OIA) for the following information:

Below are my responses to each of your points.

1. *Since Commissioner Coster has taken to office, to what degree of instruction do those men and women seeking to join the Police receive on the Code of Conduct?*

As per below this is what Recruit applicants receive prior to joining the Royal New Zealand Police College and whilst they are in attendance on a Police Recruit Wing.

Pre Course Learning (week prior to Recruit Course)

Recruits are provided with the Code of Conduct, Self Check, Our Values during Pre Course Training. Recruits are required to complete an E Learning Package "Our Code" and complete a workbook with components on the Code Of Conduct and Our Police Values alongside the Self Check.

Commissioners Address (Week one)

At the commencement of the Recruit Training course Recruits are exposed to an introductory welcome and session with the Commissioner. This session provides a further introduction to the Police Values.

Initial Training Leadership Address (Week one)

The Commissioner's Address is followed up by a session with the Initial Training leadership team where Recruits explore the Code of Conduct, Our Values and what it means to be a member of the New Zealand Police and the behaviour and conduct expected of employees in a Q&A type session.

Solemn Undertaking (Week one)

This session is prior to Recruits completing the Solemn Undertaking where Recruits participate in, and sign, a solemn undertaking to "perform duties as a New Zealand Police Employee faithfully and honestly, according to law and uphold the Police Code of Conduct".

This session further reinforces the introductory sessions, Pre course learning, Commissioner's session and the NZ Police's E Learning Code of Conduct training.

The Solemn Undertaking formalises the expectations to abide by the Code of Conduct.

Police National Headquarters

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Telephone: 04 474 9499. Fax: 04 498 7400. www.police.govt.nz

Assessment (Week one)

Throughout the Recruit Training course Recruits are assessed across examinations and quizzes on key areas of the Code of Conduct, Our Values and the Self Check.

2. *Once sworn, what is the frequency of education sessions/classes/re-visitations on the Code that a Constable must undergo?*

The Code of Conduct is a living document which is updated and sent out to all staff. It is on line and easily accessible to staff should they wish to view the information. The Code is frequently raised in conversation between supervisors and staff in relation to lessons learnt and complaints raised against staff.

3. *Must a Constable, whether or not in uniform, operate under said Code?*

All Police staff whether Constabulary or Employee must abide by New Zealand Police's Code of Conduct

4. *What are the disciplinary measures taken where, as the case may be, a Constable, whether ignorantly or otherwise, departs from said Code & Values as set-down by the Commissioner?*

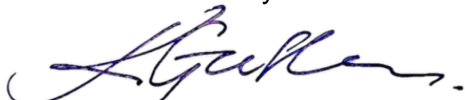
This is dependent on the breach of the Code of Conduct and the severity of the breach. Disciplinary measures range from no action, lessons learnt, training, Restorative action, expectation setting, warnings and dismissal.

Further: It is brought to your attention that the hyperlink 'Self-check' in the column 3 on page 5 under the Self-Check section of said code is not functional and does not lead to the intended 'Checvk'; that said, you are hereby required to disclose a complete copy of the 'Self-Check' within the stipulated time under the applicable Act.

In relation to your request for the Self-Check form I have attached a copy.

The reason you were previously unable to access this form is that it is an internal document which is on Police's own database and has links for Police staff to access.

Yours sincerely



Superintendent Jason Guthrie
Director: Integrity and Conduct

SELF CHECK

Would your decision pass the **SELF CHECK**?

When there isn't an obvious course of action or you're not sure about the best choice, use the **SELF CHECK** to guide your thinking.

Would it withstand
Scrutiny

- Community
- Police service
- Media and online

Is it in line with our
Ethics

- Our Code
- Our Values
- High performing culture

Is the decision
Lawful

- Laws
- Regulations
- Policies and guidelines

Is the decision
Fair to all

- Community
- Colleagues and whānau
- People's individual circumstances