

20 June 2022

James Regan  
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Tēnā koe James

***Request for information***

Thank you for your Official Information Act 1982 (OIA) request of 16 May 2022 regarding Canterbury recruits for the New Zealand Police. My response to each part of your request can be found below.

*1. How many current people are in the process for Canterbury by recruitment step.*

As of 23 May 2022, there are 116 applicants in the constabulary recruitment process with a first preference of Canterbury District. The stage within the recruitment pipeline for each of these applicants is as follows:

Step	Applicants
Pending National Intelligence Application check	0
To risk assess	1
To have phone conversation	0
Phone pass	1
To online testing	0
Online testing pass	0
HQ pending	0
Other medical forms pending	1
Medical forms received	7
Pending RAI <sup>1</sup> form	1
RAI form received	0
Booked assessment day	0
POST <sup>2</sup>	3
Initial Physical Appraisal Test	6

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<sup>1</sup> RAI stands for "Recruit Additional Information". This is a form Police send to applicants for further information where needed to carry out secondary vetting.

<sup>2</sup> POST is the name of the literacy assessment Police use for applicants that require additional literacy testing to advance in the process. POST technically stands for 'Police Officer Selection Test', however this is not an all-encompassing test.

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SCOPE <sup>3</sup>	1
TMU <sup>4</sup>	1
National Intelligence Centre vetting	64
To interview	0
Reference check	8
Final sign off & National Selection Panel	17
Pending other	0
In candidate pool	5
<b>Total</b>	<b>116</b>

2. *What is being done to ensure all the current people in the recruitment process will be selected for a wing.*

Until recently, Police accepted applications for constabulary recruitment for any part of the country at any time. This led to significantly more applicants in the recruitment process than were required to fill upcoming places at Royal New Zealand Police College (RNZPC). In 2021 Police changed its approach and now opens and closes applications for parts of the country based on geographical requirement. As a result of high applicant numbers in Canterbury, Police is currently not accepting any additional applications for that district. This approach is designed to ensure that qualifying applicants are able to progress through the recruitment process in a more reasonable timeframe. However, applicants under the old approach may experience some delays. The constabulary recruitment team works with applicants discussing options that will enable them to make it to RNZPC sooner, particularly if applicants are prepared to be posted to other parts of the country that do not have the same delays.

3. *What the estimated timeframe is to ensure that all applicants get into a wing.*

Based on current modelling, it is anticipated that up to 80 of the applicants that are currently in the pipeline for Canterbury will meet all requirements and make it to RNZPC. Depending on when they applied and how quickly they progress through the process, it may take more than a year for some applicants to be offered a placement at RNZPC.

4. *The number of recruits being taken to Police College for Canterbury over the next 2 years, if possible, broken down in to each wing. Eg 5 out of 80 for Canterbury in Wing 358 etc*

Current projections for the 2022/23 financial year are that 50-60 recruits for the Canterbury district will commence training at the RNZPC. Over this year, 12 wings are expected to commence at RNZPC. The exact allocations for each wing are confirmed closer to the start of the wing, to ensure that recruit numbers meet the needs of each district. Whilst the exact numbers allocated to Canterbury for each wing cannot be confirmed at this time, it is expected that on most wings Canterbury will receive between four and six recruits. Government has recently announced additional funding to enable growth in Police numbers in the 2023/24 year. However, district allocations for this

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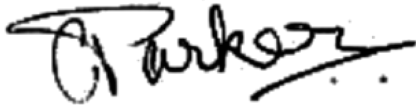
<sup>3</sup> SCOPE stand for Working with Police to experience Surroundings, conditions / descriptions, Organisation, People / prospects, and Effects / education / training.

<sup>4</sup> TMU stands for “Temporarily Medically Unwell”. That is an applicant who is injured/ill and needs to recover before continuing in the application process.

funding have not yet been confirmed. For these reasons it is not possible to give accurate details of recruitment numbers for the Canterbury district over the next two years, and this part of your request is therefore refused under section 18(e) of the OIA, as the information you have requested does not exist.

I trust this provides you with the information you were seeking. You have the right, under section 28(3) of the OIA, to ask the Ombudsman to review my decision if you are not satisfied with the way I have responded to your request.

Yours sincerely

A handwritten signature in black ink, appearing to read 'C Parker', with a horizontal line underneath.

**Christine Parker**  
Executive Director: People Operations  
New Zealand Police