

13 February 2017

Grant Carroll
fyi-request-5224-60475038@requests.fyi.org.nz

Dear Mr Carroll

I refer to your Official Information Act request of 17 January 2017, for information on the Southern District's road policing restructure.

You requested:

1. *Please provide me with a copy of the restructure decision document relating to the reorganisation of road policing in the Southern Police District.*

Please find attached the *Organisational Design Road Policing Group Southern District – Decision Document*. Please note that parts of this document have been redacted, pursuant to section 18(a) of the Official Information Act 1982, in order to protect the privacy of natural persons.

You have the right to complain to the Ombudsman and seek an investigation and review of my decision if you are not satisfied with the way I have responded to your request.

Yours sincerely



Steve Greally
Superintendent
National Manager: Road Policing



ORGANISATIONAL DESIGN
ROAD POLICING GROUP
SOUTHERN DISTRICT

-Decision Document-

RELEASED UNDER THE
OFFICIAL INFORMATION ACT

From the Road Policing Manager, Southern District

This document provides detail on the Southern District Road Policing Group future structure, rosters, staff dispositions and an overview of submissions with commentary from Police.

On the 20th of September 2015, the Southern District Road Policing proposal to restructure document was released, proposing a series of changes to the structure of the Southern District Road Policing Group. It was proposed that a new structure is needed to ensure Southern District can effectively meet the identified risks and reduce death and injuries caused by crash and reduce the mean-speed thereby ensuring that the organisation is well positioned for the future.

The consultation document was sent to the Police Association and staff, with submissions due by 5pm on Tuesday the 6th of October 2015. A total of 20 submissions were received. There were key themes that emerged from the submissions and there was a high degree of concurrence within the themes. The key themes to emerge from submissions are: that the structure was not right; that the disestablishment of the two dedicated traffic alcohol groups was not desirable; community engagement would be impacted on; that there would be equipment/facilities shortages in some of the stations proposed as bases; roster suitability; out of area deployments; results to date and whether there is a need for a restructure; mobility and impact on supervision; small station PSTs support; RP position based in Palmerston; RP position based in Gore/Winton/Lumsden; RP NCO position based in Oamaru; personal impact on staff; and staff rotation.

Having considered all submissions alternative structures and rosters were presented to the Southern District Governance Group (GG) together with the structure and roster that was outlined in the proposal to restructure document. The GG have considered all material and a decision has been made about the future of road policing in Southern District. The acting district commander, Inspector Jason Guthrie, has approved the content of this decision document and restructure of the Southern District Road Policing Group.

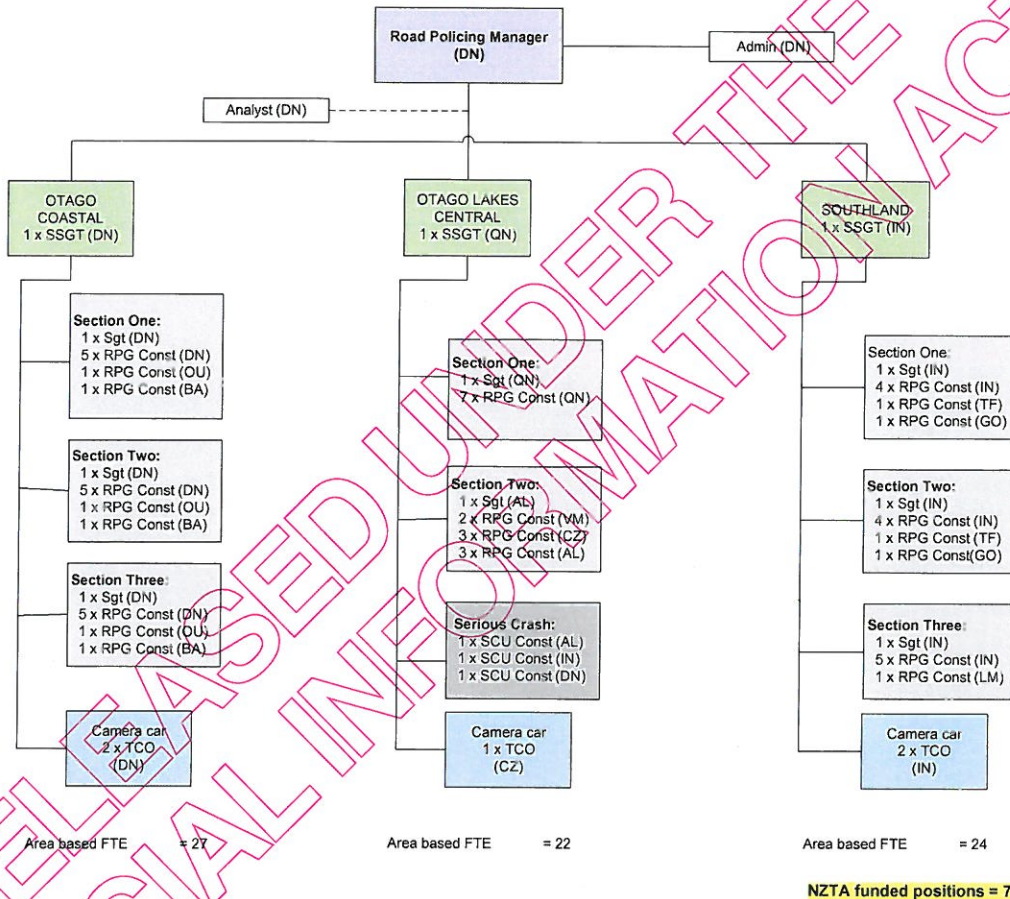
I would like to thank all those who made submissions on the proposal document. I greatly appreciate your feedback and your views as they contributed to the discussion and subsequent decision making. I look forward to working with you to as we move forward with this new structure.

Inspector Tania BARON
Road Policing Manager
Southern District

Southern District Road Police Group Structure

Police will adopt the following road policing group structure in Southern District from Monday 30 November 2015.

Southern District Road Policing Group : Structure



Before selecting this structure Police considered all submissions, including two other structures that were supported by four alternative rostering options. In selecting this structure Police believe it will provide the district with the ability to achieve the desired outcomes of less death and serious injuries on our roads and a reduction in the mean speed.

Southern District Road Policing Group Trial Roster

Police will adopt the following road policing group rosters which will take effect from Monday 30 November 2015. It is intended that these rosters will be trialled for six months and then evaluated.

RPG Roster - Southern District (ex Te Anau/Lumsden)

	Mon	Tue	Wed	Thurs	Fri	Sat	Sun
Wk 1	L	L	L	x	x	E	e
Wk 2	e	e	x	L1	S	S	L2
Wk 3	x	x	e	e1	E	x	x

Shift hours

e = 8 hours 0700 to 1500	L = 7.5 hours 1430 to 2200
e1 = 9 hours 0700 to 1600	L1 = 10 hours 1600 to 0200
	L2 = 6.5 hours 1430 to 2100
E = 10 hours 0700 to 1700	S = 10 hours 1700 to 0300

RPG Roster - Southern District (Te Anau/Lumsden only)

	Mon	Tue	Wed	Thurs	Fri	Sat	Sun
Wk 1	L	L	L	x	x	E	e
Wk 2	e	e	x	L1	S	S	L
Wk 3	x	x	e	e	E	x	x

Shift hours

e = 8 hours 0700 to 1500	L = 7.5 hours 1330 to 2100
	L1 = 10 hours 1200 to 2200
E = 10 hours 0700 to 1700	S = 10 hours 1530 to 0130

In deciding on these rosters, Police considered all submissions including a number of suggested rostering options. The Police Wellness and Safety Group at PNHQ have evaluated these rosters and advise that there are no fatigue concerns. Police believe that the two rosters shown above will provide the best deployment options within the existing staff allocation to address intelligence identified risks.

Through the new structure and these rosters, 30 dedicated road policing staff will patrol district roads over early, late and swing shifts seven days a week (refer table below). It was also determined that these rosters would allow for optimal alcohol enforcement deployment at high alcohol risk times more frequently than originally outlined in the proposal to restructure document.

EVERY WEEK		Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	Otago Coastal	6 (e)	6 (e)	6 (e)	6 (e1)	6 (e)	6 (e)	6 (e)
		6 (L)	6 (L)	6 (L)	6 (L1)	6 (s)	6 (s)	6 (L2)
	Otago Lakes	4 (e)	4 (e)	4 (e)	4 (e1)	4 (e)	4 (e)	4 (e)
		4 (L)	4 (L)	4 (L)	4 (L1)	4 (s)	4 (s)	4 (L2)
	Southland	5 (e)	5 (e)	5 (e)	5 (e1)	5 (e)	5 (e)	5 (e)
5 (L)		5 (L)	5 (L)	5 (L1)	5 (s)	5 (s)	5 (L2)	
Total	30	30	30	30	30	30	30	

Coordination and resources overview

1. The district road policing manager will now have line control over all road policing group positions in the district and will work closely with area commanders to achieve desired results.
2. Area road policing managers (senior sergeants) are critical roles that will lead day-to-day operations, ensure coordination of enforcement across areas, manage key internal and external relationships and drive performance and accountability across all workgroups.
3. The district command centre will have a greater level of oversight, monitoring and reporting on day-to-day operational delivery for road policing.
4. Scheduled tasks will now be used for all deployment of road policing staff to intelligence identified risks.
5. One booze bus will be located at Invercargill and one at Queenstown. Both booze buses are district assets and will be used across the three areas.
6. As there is a need to maximise existing resources no Police vehicles will be individually assigned and none will be housed at private addresses.
7. Greater access to tactical equipment will be achieved through hubbing of staff and pooled resources.

Implementation important dates

1. Monday 30 November 2015 – new structure implemented.
2. Monday 30 November 2015 – new rosters implemented.

Submission themes and commentary

1 Structure

Submissions in general favoured line control of all road policing staff through to the district road policing manager (RPM). It was suggested that the reporting lines from the area based senior sergeants to the RPM were clarified to avoid any conflicting task assignment.

Police see the area road policing managers (senior sergeants) as critical members of area leadership teams, while reporting directly to the district RPM; taskings to the senior sergeants are directed from the district RPM. It is vital to the success of this restructure that the area road policing managers are embedded into their area leadership teams to integrate deployment to meet road policing risks, and as required other area risks.

While some submissions acknowledged that there was room for improvement to the current structure, there was a generally held view that improvements to how road policing was done in the district could be achieved without the need for a restructure; better management and the introduction of business rules would get the same results with less impact on staff.

Police accept that improved management and business rules will contribute to road policing improvements, but these alone will be insufficient. Through a structure change, supported by new rosters, staff disposition, pooling of resources, managed deployment that is supported by intelligence, integration of rosters and a wider commitment to road policing by other groups, better road policing results will be realised.

The distribution of RP staff, as outlined in the proposal to restructure document, was questioned through submissions and it was suggested that each area should have an equivalent number of dedicated RP staff. It was also suggested that all new staff to the district should spend six months on a road policing group (RPG) as part of their initial training.

Police believe that the new structure and associated staff allocations provide the district and the community we serve with the best deployment options available within existing resources. Allocation of staff in another manner, such as an even distribution across the three areas, is not going to contribute as well to the achieving the desired outcomes. Staff training in road policing skills and tactics, whether new graduates or more experienced staff, will continue and will be managed by the area road policing managers.

2 Disestablishment of dedicated drink drive teams

All submissions received in relation to the disestablishment of the dedicated drink drive teams were opposed to the proposal stating that this would have a negative impact on intended outcomes. Submissions provided data on how the teams contributed to all

aspects of road policing rather than solely drink driving; additional support has been provide for PST, CIB and small stations. These assertions were supported by those groups who believe that, without the highly mobile and dedicated teams, Police will not see the same general deterrence and high visibility in their communities. Submissions pointed out that the dedicated drink drive teams (11 staff) make up 20% of current total dedicated RP staff and they are responsible for over 53% of total drink driving apprehensions and 16% of total infringements across the district for the period 2012 – 2014. Commentary was provided of other districts disbanding their drink drive teams in the past, only to re-establish them as the required alcohol enforcement simply didn't work without dedicated units. Concerns were raised regarding the proposed hours of work for all staff, in that they did not cover the high risk time for alcohol related crashes as indicated in the NZ Police National Prevention Guide – Road Policing. The high risk hours, where 76% of alcohol related crashes occur, requires coverage through to 0200hrs on a Friday morning and 0400hrs on Saturday and Sunday mornings.

Police believe that the new structure, use of intelligence, rosters, tactics and integrated deployment and a greater contribution to road policing by all staff will provide a greater degree of road policing enforcement across the district. Dedicated road policing staff deployment by area will be:

1. Otago Lakes Central: every weekend there will be four staff (two in Queenstown and two from the Wanaka/Cromwell/Alexandra section – or combinations thereof) to focus on road policing risk, with a primary focus on alcohol.
2. Southland: every weekend there will be five staff (four in Invercargill/Gore and one in Te Anau/Lumsden - or combinations thereof) to focus on road policing risk, with a primary focus on alcohol.
3. Otago Coastal: every weekend there will be six staff (four in Dunedin, one in Balclutha and one in Oamaru - or combinations thereof) to focus on road policing risk, with a primary focus on alcohol.

When considering key alcohol hours, the numbers of available staff on any shift will enable small group deployment to focus on the alcohol risk managed through the use of scheduled tasks. At times, CBT checkpoints will be established for the general deterrence affect, and at other times staff will target licensed premises and other drinking locations using a variety of tactics to achieve specific deterrence affect. Rural and urban locations will be subjected to both forms of alcohol enforcement and the area road policing manager will be accountable for this delivery.

Police accept that the roster as shown in the proposal to restructure document did not cover sufficient alcohol hours and have made improvements by having the Thursday late shift finish at 0200hrs (previously finished at 2200hrs) and the Friday swing shift finish at 0300hrs (previously finished at 0200hrs); weekday early shifts have also been moved from an 0600hrs start and are now an 0700hrs start.

A number of submissions indicated a level of comfort with retaining one of the two drink drive teams with the preference that it was located in Otago Lakes-Central due to being a centralised location, having a large number of alcohol related events each year and the greatest number of tourist driving complaints. Additionally, if one team was retained they would report directly to the district RPM to ensure they were deployed to greatest risk. It was felt that if Southern District moved away from dedicated drink drive teams opting for a return to the RBT days, Police would never achieve the same results as a dedicated team as the staff on these teams are passionate about what they do, are flexible enough to work away from their base at short notice and are prepared to work the later hours in order to achieve a reduction in alcohol related harm.

To retain one or two dedicated alcohol groups (TAG/RDD) would see a lesser ability to focus on other road policing risks. Therefore Police have decided on the new structure supported by the new roster as better coverage across all road policing risks can be achieved; alcohol only making up part of the risk picture. Police accept that the disbandment of TAG groups in other districts has not worked for a variety of reasons. Leadership, tactics, assigned tasks and accountability, the structure, intelligence and greater commitment to all aspects of road policing by all district staff will provide greater numbers of staff to focus on alcohol more often in more places than can now be achieved, and for that reason Police believe that Southern District will be successful in ensuring there is an appropriate focus on alcohol, despite the lack of the TAG and RDD teams.

3 Access to equipment including requirements to operate booze buses

There was a general view that centralisation/hubbing of road policing staff would be problematic due to the availability of equipment such as lockers, computers and car parking, when compared to the status quo. Further concern was expressed around the loss of productivity as a result of pooling vehicles; one submission estimated that around seven hours of productivity per highway patrol officer per week would be lost if there was a move to pooled vehicles and that time normally be spent on the road will now be spent shifting equipment from office to vehicle, preoperational checks and synchronising SMART devices to the vehicle.

The Police's view is that pooling of vehicles and the loss of productivity is no different to that of a PST member or others who share vehicles. This loss of time can be minimised by having a 'vehicle' set of equipment which includes police forms, tape measure, spray etc as the current practice of the Dunedin road policing staff. If additional lockers are required at stations then Police will purchase more.

There was also a general view in submissions that RP equipment and vehicles would be misused and damaged if pooled and made available to other workgroups. Other than a small number of highway patrol (HWP) cars the rest of the RP fleet is currently pooled

and available to other workgroups with little negative impact. With the new structure and the area road policing managers' oversight of equipment, Police are confident that the concerns raised in submissions are much less likely to eventuate.

Submissions suggested that the Alexandra Station was a more appropriate hub than Cromwell; Alexandra has more office space and parking. Police would prefer a centrally located road policing group in an area such as Frankton. As this is not currently possible both stations will be utilised with Alexandra Station being the rural central hub.

Submissions were made relating to the use of booze buses by untrained staff. Police have decided that booze buses will now be located in Invercargill and Queenstown and that they will be considered a district resource for sharing across the three areas. As required, staff will be trained to drive and operate booze buses and run checkpoints. Consideration will also be given to utilising the caravan currently housed in Dunedin for RP CBT operations throughout Otago Coastal at any time when a booze bus is not available.

4 Roster as shown in the Proposal to Restructure Road Policing

Submissions focusing on rosters felt that due to the large geographical size of the district, and the different risks in each area, the one size fits all approach to rostering across the District would not work. In addition, there were concerns that the proposed roster did not address RP risk, i.e. finishing too early on Thursday when the high alcohol risk remained until 0200hrs; finishing too late on a Sunday when there is much less risk; starting too early on week days.

Police acknowledge these concerns and the Thursday late shift finish time has now been moved to 0200hrs (excluding Te Anau and Lumsden – 2200hrs finish), the Sunday finish time is now 2100hrs, and all early shifts now start at 0700hrs. Police see the area road policing managers as having the autonomy to adjust shifts as required to maximise impact on risk (all conditions of the Collective Agreement will be adhered to for any changes).

Many submissions focused on alcohol related risk when discussing rosters. Police need to ensure that any roster provides coverage across a number of road policing risks, including, but not limited to, alcohol. Police believe that the intended roster will provide the best deployment options; roster to be trialled for six months and then evaluated.

Submissions were made by a number of individuals and groups expressing a desire to retain their current roster, the rationale being that it addressed risk and for personal family reasons. It was also generally felt the seven day roster sequence shown in the proposal to restructure document would negatively impact on both staff and their families. Alternative rosters were submitted for consideration. Four other rostering options were considered by Police before settling on the intended trial roster. The trial

roster was selected as Police believe that it provides the closest fit to meet most road policing risks.

Some submissions were concerned that the 20% abstraction rate (leave taking) applied to illustrate actual deployment was considered too little and should not include those on training. Police's view is that the 20% abstraction rate is sufficient for leave requirements and was never intended to include training, nor was it intended to include staff on secondment to other duties.

5 Out of area deployment of staff for general deterrence alcohol enforcement

No submissions received supported out of area deployment of staff to operations focusing on general deterrence alcohol enforcement. Many believed that this would negatively impact on the staff remaining in their areas to successfully focus on alcohol enforcement and negatively impact on families of the staff that were working away from home. A number of staff had previously worked the old style random breath test (RBT) operations and concluded that a return to the old RBT style alcohol enforcement, although better than no enforcement, would not achieve the outcomes that dedicated teams are able to deliver.

Police no longer intend to have out of area deployments every weekend as initially indicated. Police will however re-roster staff to other areas on an as required basis to meet operational requirements.

6 Results to date from dedicated road policing staff and community partnerships

Submissions received presented data that showed the mean speed is already tracking down and fatal and serious crashes over the past six years are declining. There was some criticism of the data provided in the proposal to restructure document suggesting it was too narrow and therefore less desirable than data collected over a longer period.

Police accept that the mean speed data received in submissions shows speed tracking down. Through this restructure Police see an increased opportunity to continue driving that trend downwards due to enhanced deployment opportunities that the new structure provides.

It was submitted that if the dedicated drink drive teams are disbanded, the number of compulsory breath tests (CBT) will decrease. Southern District has fallen below the national average of fatal and serious crashes since the introduction of TAG and RDD. This has occurred in other districts that have disbanded their teams and were part of the rationale for re-establishing them. There was also a view presented through submissions that the disestablishment of TAG and RDD will lead to a decrease in community awareness of alcohol harm issues and reduce the public overall perceived detection risk

and community and partner agency engagement, and examples were presented about the work currently underway.

Police do not accept that the new structure will cause a lesser focus on CBTs, rather it will cause a greater level of enforcement on a more consistent basis over across all three areas ever week. Police are focused on ensuring the alcohol/drugged driving risk is appropriately addressed and that the new structure, tactics, rosters and integrated deployment approach will give the communities we serve the best possible result with the available resources. Police's view is that alcohol/drugged driving, and all other road policing risks, will continue to be highlighted through partner and community contact and educational opportunities through effective deployment practices, oversight and accountability at the area level through the leadership management of the area road policing managers.

Included in the Rural Drink Drive team submission were a number of academic papers. One paper, "Rural drink-drive enforcement in the Southern Police District – July 2009", provided a comprehensive evidence base on which to improve rural road user safety, through more effective rural drink drive enforcement. The district level statistics obtained in this case study indicated that there is a rural drink drive problem in the Southern District. The study also found that issues of limited dedicated resourcing together with the large geographical areas of coverage were believed to reduce the extent and effectiveness of both local and external drink drive enforcement. Other papers highlighted the importance of focusing on alcohol/drugged driving and many encouraged the use of dedicated road policing groups to do so. It was argued that the RDD team should be retained.

Police believe that the new structure, supported by a new deployment philosophy and tactics, will see all dedicated road policing staff working together, or with other staff, to have a highly visible general deterrence and more targeted approach to alcohol/drugged driving. All road policing staff will be experts in all aspects of road policing enforcement, including alcohol/drug affected driving. The current structure and rosters see TAG/RDD only being able to deploy on some days of the week and not every weekend in every area. Under the new structure and rosters, dedicated alcohol/drugged driving enforcement will happen every day and every weekend in every area.

7 Mobility and impact on supervision

Submissions suggested that the introduction and ongoing improvements in mobility provide supervisors with far greater opportunities to supervise remotely and therefore supervisors can be stationed some distance from their staff.

Police acknowledge the improvements in mobility that enhance supervisory options. Police's view is that supervisors should either be located where the majority of their staff

are, i.e. Dunedin for the Otago Coastal Area, or geographically centrally located when staff are dispersed over several stations, i.e. supervisor at Cromwell, when staff are dispersed between the Alexandra, Cromwell and Wanaka Stations.

8 Support for small station PST / Balclutha

Submissions on RP staff providing coverage for PST in Balclutha were received, i.e. that RP staff are critical to PST roster requirements and in Balclutha can't be separated out to do RP work. Police recognises deployment challenges for smaller stations such as Balclutha. Although rostering RP staff to the identified road policing risk must be first and foremost, it will not be done in isolation to local demands, including contingency deployment to cover PST; this includes some support to the PST on call requirements.

9 Road policing position in Palmerston

Submissions supported the retention of the RP position at Palmerston. Police note that this RP position has always been based at Oamaru. While it is accepted that Palmerston is centrally located on a high risk journey, Police have decided that this position will continue to be based in Oamaru and contribute to providing coverage SH1, SH83, SH85 and other networks.

10 Road policing position in Gore/Winton/Lumsden

Submissions suggested that the additional position proposed in Gore would be more effective if located in Lumsden. As a result of submissions Police will not put an extra position at Gore. Instead Police will establish a position in Lumsden to provide greater RP coverage to the Western Southland Area. This position will become the third position in the Western Southland Area, the other two being in Te Anau, meaning that full coverage can be sustained in this high risk area.

11 Personal impact on staff if proposal is established

A number of submissions were received indicating that if the changes indicated in the proposal to restructure document did take place, individual members and their families would be affected: travel distance new station to start shift; child care impacts; partner work impacts; requirement to buy an additional vehicle to get to work; and personal sporting impacts were all raised.

Police understand the described personal impacts that changes may have on members and their families. Police are committed to improving road safety for our communities and visitors and will work with individual members to manage the impacts of change.

12 Ring-fencing of RP staff and staff rotation

There were mixed views on ring-fencing RP staff. Police do not propose to ring-fence RP staff and see the role of the area road policing managers as critical to ensuring RP work is achieved, and in a balanced and equitable way other workgroups, PSTs are supported.

Numerous submissions were unfavourable towards staff rotation. Police intend to maintain a nationally consistent approach to current and future rotation practices. This means that at this time there are no rotations intended for existing road policing staff; any future rotations, secondments or movement of staff will be addressed on a case by case basis.

IMPACT OF CHANGE ON CURRENT ROLES

This section identifies the impact of the decisions on current roles. The tables and chart that follow identify:

- Those roles / teams where there is nil or minimal change which covers the following:
 - The job profile of the role(s) in the new structure is the same or nearly the same
 - Salary for the roles(s) in the new structure are the same
 - Roles have terms and conditions of employment which are no less favourable
 - Location is the same (Note: this need not be the same building)

This includes those roles where there is only a change in reporting line. In these situations all other terms and conditions for the role remain the same

- Those roles and teams which are affected.
- Roles that are disestablished

For those roles and teams where there is nil or minimal change, these roles are no longer affected by the restructure and those people in these roles will be reconfirmed into their roles.

For those in roles that are affected either by significant change or disestablishment, options will be worked through with the individuals in accordance with the relevant change management provisions.

On the following pages are diagrams indicating the impact of the decisions on all roles and teams. Tables are also included which provide additional comment on the implications.

Table 1 : Impact of Changes on Current Positions

Position(s)/Teams	FTE	Impact	Comment
Road Policing Manager, Southern DHQ	1	No change	
Highway Patrol Team Leader, Dunedin	1	Disestablish	Establish RPT SS based at Queenstown
Road Policing Team Leader, Dunedin, Invercargill	2	Minimal change	Change of reporting line
HWP Sergeant , Oamaru	1	Disestablish	Establish RPT Sgt based at Dunedin
HWP Sergeant , Winton	1	Minimal change	Change of title. Change of location from Winton to Invercargill
HWP Sergeant , Cromwell	1	Minimal change (currently vacant)	Change of title. Change of location to Queenstown
TAG Sergeant, Invercargill	1	Minimal change	Change of title. Change of reporting line.
TAG Sergeant , Alexandra	1	Minimal change	Change of title. Change of reporting line.
RPT Sergeant , Dunedin	2	no change	
RPT Sergeant, Invercargill	1	no change	
HWP Officer, Dunedin	2	Minimal change	Change of title. Change of reporting line.
HWP Officer, Oamaru	1	Minimal change	Change of title. Change of reporting line.
HWP Officer, Winton	3	Minimal change	Change of title. Change of reporting line. Change of location from Winton to Invercargill
HWP Officer, Te Anau	1	Minimal change	Change of title. Change of reporting line.
HWP Officer, Gore	1	Minimal change	Change of title. Change of reporting line.
HWP Officer, Cromwell	1	Minimal change	Change of title. Change of reporting line.
HWP Officer, Alexandra	1	Minimal change	Change of title. Change of reporting line. Change of location to Cromwell
HWP Officer, Queenstown	2	Minimal change	Change of title. Change of reporting line.
HWP Officer, Wanaka	1	Minimal change	Change of title. Change of reporting line.
TAG Officer, Invercargill	5	Disestablish	4 positions to RPT Invercargill 1 position to RPT Dunedin
RPT Officer, Dunedin	12	Disestablish	3 RPT groups to be created

RPT Officer, Invercargill	5	Disestablish	3 RPT groups to be created
RPT Officer, Oamaru	2	Minimal change	Change of reporting line
RPT Officer, Winton	2	Disestablish	1 position to RPT Invercargill 1 position to RPT based at Lumsden
RPT Officer, Te Anau	1	Minimal change	Change of reporting line
RPT Officer, Gore	1	Minimal change	Change of reporting line
RPT Officer, Alexandra	1	Minimal change	Change of reporting line
RPT Officer, Cromwell	1	Minimal change	Change of reporting line
RPG Officer, Wanaka	1	Minimal change	Change of reporting line
RPG Officer, Queenstown	3	Minimal change	Change of reporting line
Analyst SCU Dunedin	1	Minimal change	Change of reporting line
Analyst SCU Invercargill	1	Minimal change	Change of reporting line
Analyst SCU Alexandra	1	Minimal change	Change of reporting line
HWP Clerk, DHQ	1	Minimal change	Change of title
Camera Car Operator Dunedin	3	Minimal change	1 Vacant position to be moved to Cromwell Change of reporting line
Camera Car Operator Invercargill	2	Minimal change	Change of reporting line
TAG Officer, Alexandra	4	Disestablished	2 positions to RPT Alexandra 2 positions to RPT Queenstown
RPT Officer, Balclutha	3	Minimal change	Change of reporting line

IMPLEMENTATION TIMELINE

DATE	STAGE
27 October 2015	Final decision made
03 November 2015	Confirmation to affected staff
03 November 2015	Release decision document to all staff
10 November 2015	Reassignment and redeployment process commences
27 November 2015	Completion of reassignment and redeployment process
30 November 2015	Rosters to commence change to be fully implemented by
30 November 2015	Completion of any recruitment to new positions
30 November 2015	New organisational structure takes effect
30 January 2016	New appointments in place

SUPPORT FOR STAFF

Change is a difficult time and can be unsettling. Your wellbeing is of primary importance and we want to ensure all staff has the support they need throughout the entire change process. Ongoing support is available for those who remain affected as we work through the options with you. Whether you have a question about the change or require support in dealing with the impact the change may have on your position, one of the following people or groups will be able to support you or ensure you get the appropriate support:

- Manager
- EAP – 0800327669 (EAP NOW)
- HR representative or Welfare Officer
- Police association delegate