



# NZ Police Canterbury District Revised Change Proposal

July 2017

# Recap of Background

In 2011 the Canterbury District commenced the implementation of the Prevention First and Policing Excellence strategies.

A major component of the Prevention First strategy within the Christchurch Metro Area was the initiative to establish a seven PST response/prevention model. The expanded PST model was made possible by the injection of 50 extra staff into Christchurch to address the immediate post-earthquake environment. The extra staff were for two years only with the expectation that the District would fund the increased PST model from within its own numbers.

The establishment of District Command Centres (DCC), Criminal Justice Support Units (CJSU) and Investigation Support Units (ISU) were also requirements under Policing Excellence. These workgroups were to be funded from within the District's current staff numbers. The actual numbers required for these new workgroups wasn't identified. A resourcing model and organisational structure was designed and partially adopted in 2012. It differed significantly from the national model and relied on extra staffing to establish these new workgroups.

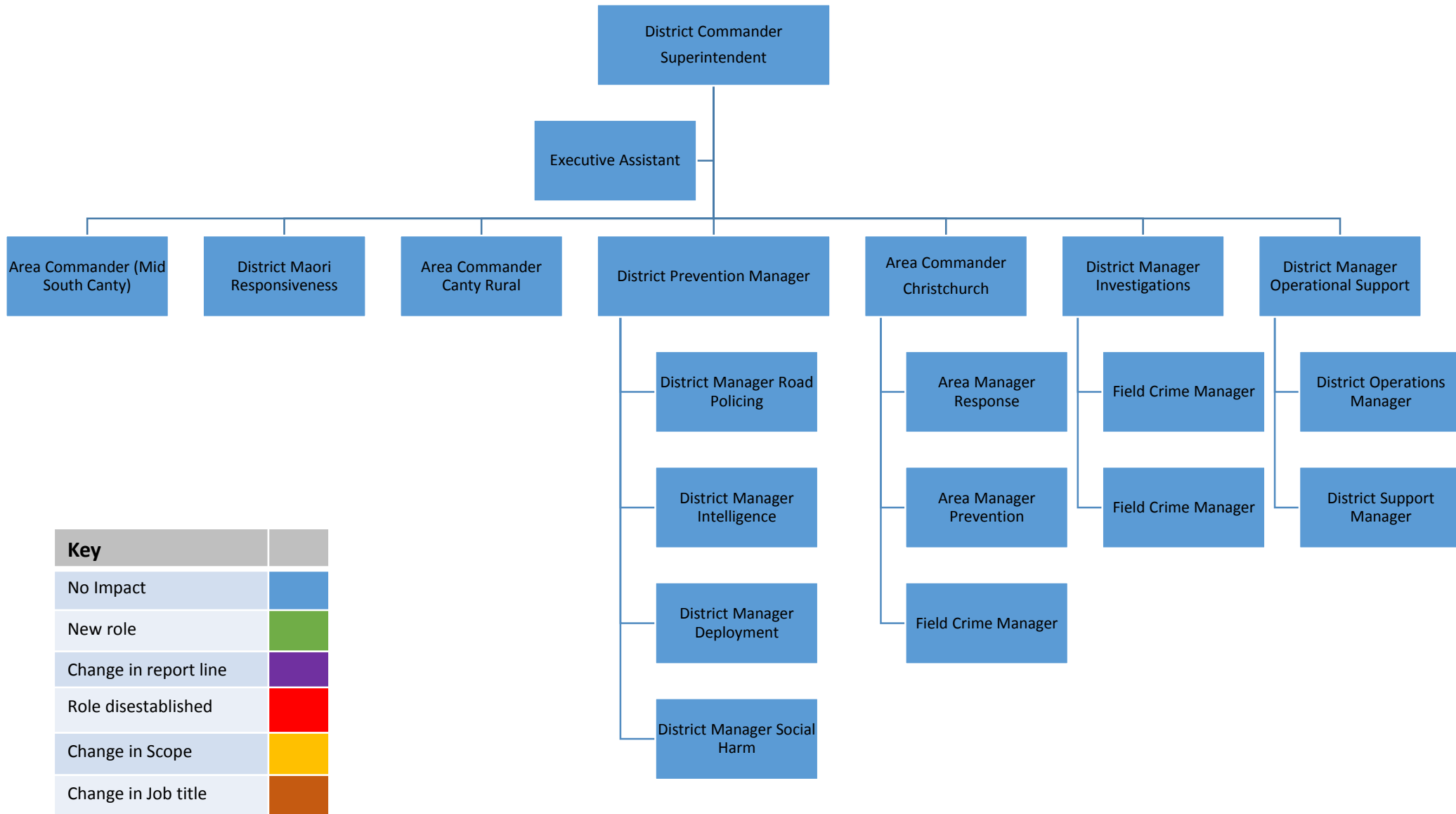
Our current resourcing model does not depict the staffing restraints of 869 sworn and 104 employee positions. We have recently reviewed how the Canterbury District is currently resourced and how we are delivering our business and as a result are proposing changes. We are now seeking your feedback to these changes.

# Recap of Rationale

This change proposal is brought about by Canterbury District's desire to:

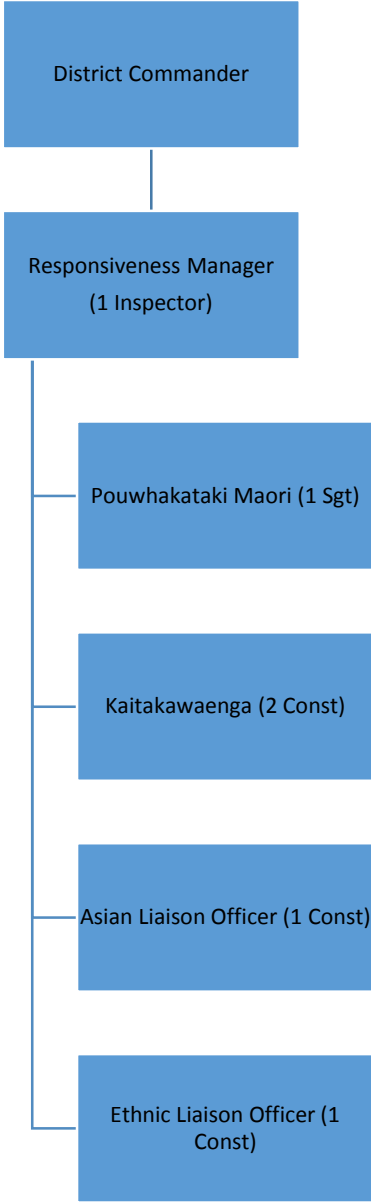
- Align its people resource with funded staffing levels across the various divisions that will enable the Canterbury District to deliver expected services.
- Develop a resourcing model which will support Policing Excellence the Future (PEtF), the Policing High Performance Framework and longer term Prevention First initiatives.
- Create a resourcing model that reflects the changed Canterbury environment post the 2011 earthquakes and the fast growing rural sector.

# Current Structure – Canterbury District Leadership team



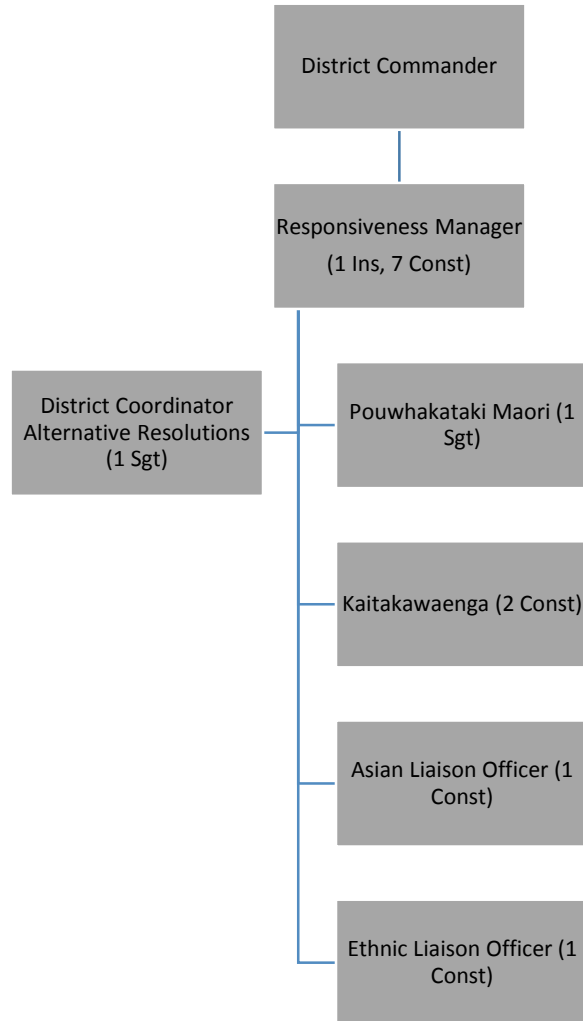
Key	
No Impact	Blue
New role	Green
Change in report line	Purple
Role disestablished	Red
Change in Scope	Yellow
Change in Job title	Brown

# Current Structure – District Responsiveness



Key	
No Impact	Blue
New role	Green
Change in report line	Purple
Role disestablished	Red
Change in Scope	Yellow
Change in Job title	Brown

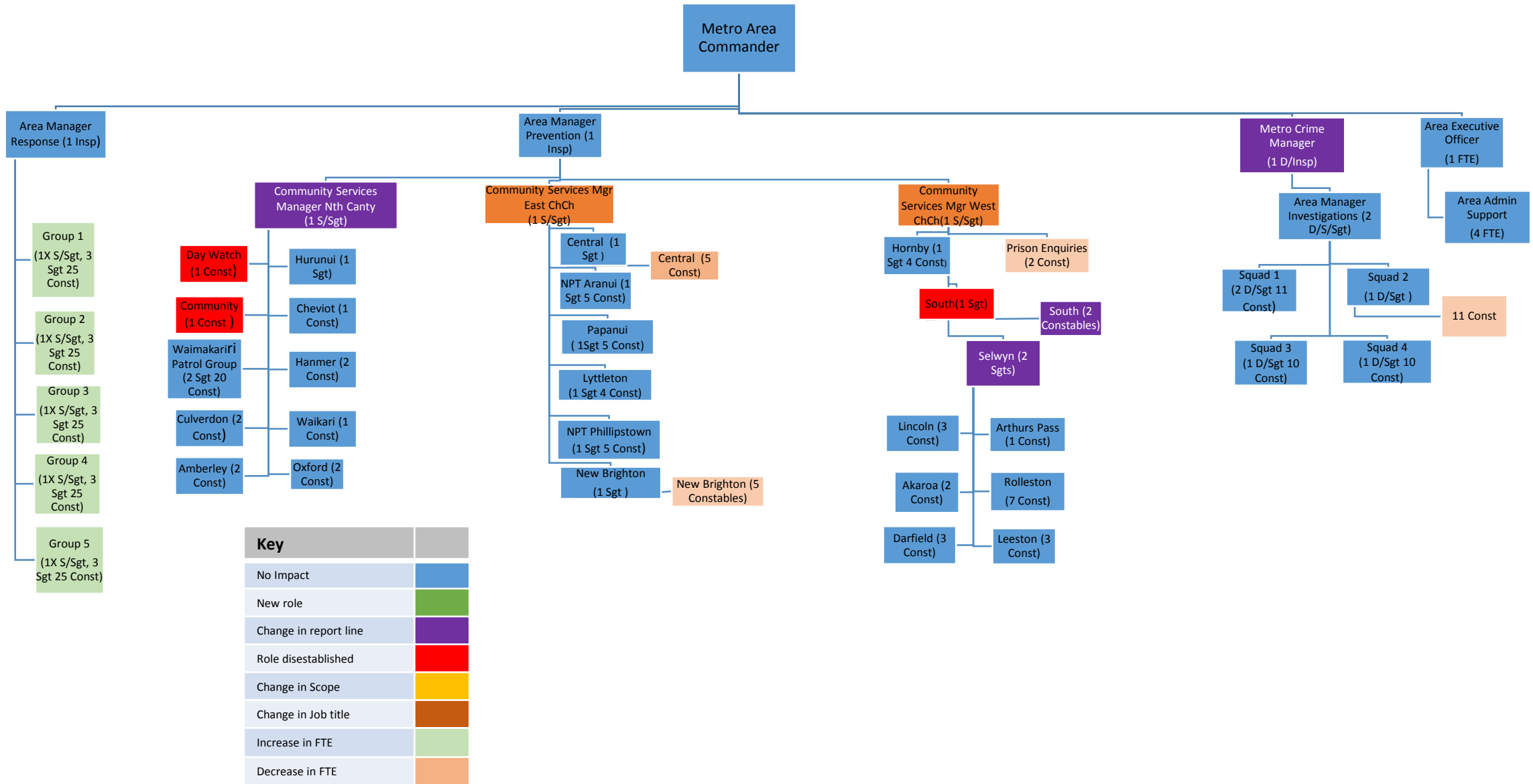
# Proposed Structure – District Responsiveness



## Proposed Impacts – District Responsiveness

Proposed impact	Role	Reason for proposed impact
Change in report line	District Coordinator Alternative Resolutions	This role is proposed to report to the Responsiveness Manager from the District Manager Victims, to provide further support to initiatives within the Maori Pacific Island and Ethnic Communities work group.

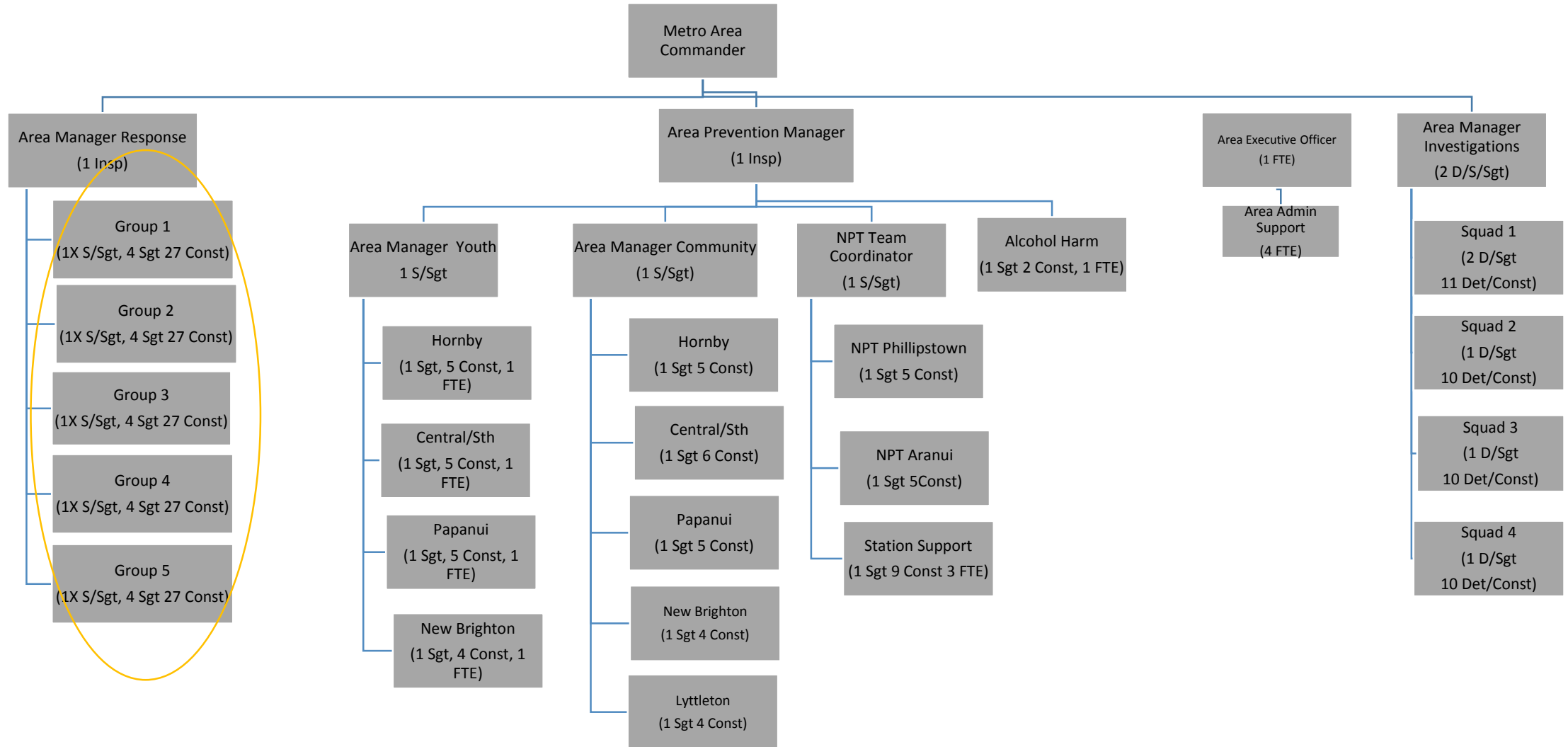
# Current Structure – Christchurch Metro



Key	
No Impact	
New role	
Change in report line	
Role disestablished	
Change in Scope	
Change in Job title	
Increase in FTE	
Decrease in FTE	



# Proposed Structure – Christchurch Metro



\*\* Response team to have 5x Rotational Sergeants and 10x Rotational Constables

## Proposed impacts – Christchurch Metro

Proposed impact	Role	Reason for proposed impact
Role Disestablished	Day Watch house Constable (North Canterbury)	Proposed disestablishment of this role. The tasks of this role are proposed to be absorbed into other roles within the Canterbury Rural district. The FTE saving from this role will be assigned to the SOCO role in the Canterbury Rural work group.
	Community Constable (North Canterbury)	This role is proposed to be disestablished. The tasks of this role will be absorbed into other roles within the Canterbury Rural district. For instance, the new Area Prevention Supervisor and the new Scene of Crime Officer (SOCO) will take on aspects of the Community Constable role. The FTE saving of the Community Constable role will be utilised in the area of Strategic Traffic Unit. The Road Policing in the Nth Canterbury area is a priority focus for the District.
	Community Sergeant (Christchurch South)	This role is proposed to be disestablished. This role has two direct reports and the supervision of these staff can be covered by the Central Community Sergeant.
Decrease in FTE	New Brighton Community Constable	This role is proposed to reduce from 5 to 4 FTE. With the establishment of the neighbourhood policing team in New Brighton and surrounds, the tasks of the CLO are proposed to be absorbed into this team
	Central Community Constable	This role is proposed to reduce from 5 to 4 FTE. The central Christchurch area has good Community Constable coverage and the FTE saving of this role will be utilised towards other roles in the district. The tasks of this role are proposed to be absorbed by other Constables in the Metro area.
	Metro Investigations Squad Constable	Proposed reduction in FTE from 14 to 13 Constable positions within Metro Investigations. The tasks of this role will be absorbed by the remaining positions. These positions are all subject to rotation which is due 07 August 2017.
	Prison Enquiries Constable	It is proposed to reduce the Prison Enquiries Constables from 2 to 1. The remaining Prison Enquiries Constable will report to the Hornby Community Sergeant and will remain based at Hornby. This position is included in the Hornby Community Constables.

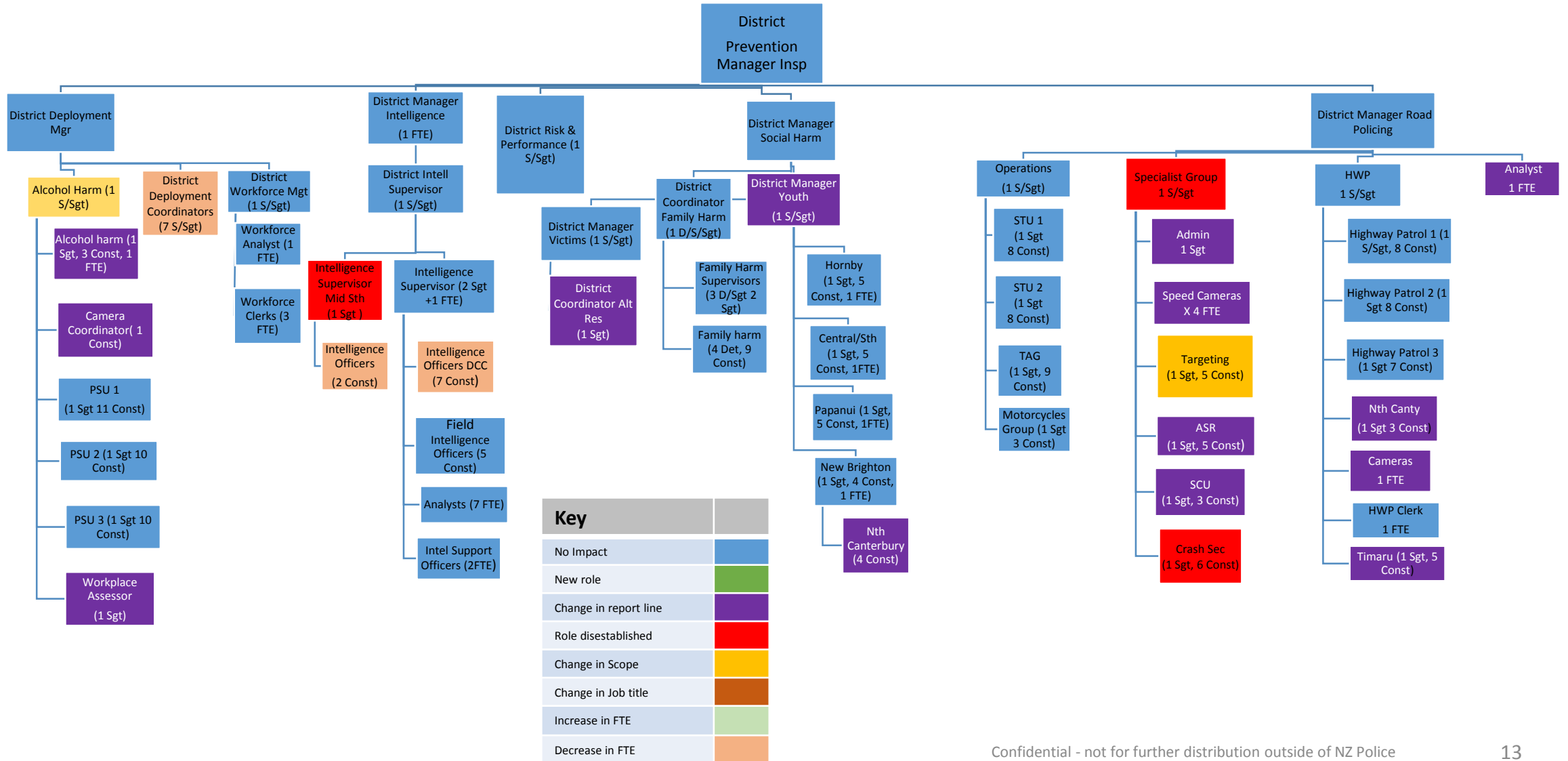
# Proposed impacts – Christchurch Metro

Proposed impact	Role	Reason for proposed impact
Change in Job title	Community Services Manager ChCh East	The Community Services Manager ChCh East is proposed to change to Area Manager Community to align with the National structure, naming conventions and also reflect a city wide focus.
	Community Services Manager ChCh West	The Community Services Manager ChCh West is proposed to change to the NPT Coordinator which will align with National naming conventions.
Increase in FTE	Area Response Groups Sergeants	It is proposed that an increase of five Sergeants be made to Area Response Groups. These Sergeants will include coverage of the custody unit on a rotational basis. The five positions come directly from existing custody unit sergeants. Relieving for the custody unit supervisor can then be made from within group.
	Area Response Groups Constable	It is proposed that an increase of ten Constables be made to Area Response Groups. Five of these ten Constables will be on rotation to Offender prevention team and five will be on rotation to DCC as Shift Coordinators (formerly Intelligence Officers DCC). These rotations will be for six months each.
Change in report line	Community Services Manager North Canterbury	This role is proposed to report to the newly created Canterbury Rural Structure to further support Rural Policing initiative.
	Metro Crime Manager	This role is proposed to report to Crime Services Manager and provide additional leadership support to the Crime Services work group.
	Community Constables - South	Should the proposed structure be confirmed, the Community Constable roles – South are proposed to report to the Central Community Sergeant.
	Selwyn Sergeants	Both of these Sergeants are proposed to report the newly created Area Manager Response – South in the Canterbury Rural workgroup to further support Rural initiatives.
	Alcohol Harm Sergeant	This role is proposed to change from reporting to the Alcohol Harm Senior Sergeant to the Area Prevention Manager ChCh Metro. This is also a change in workgroup.

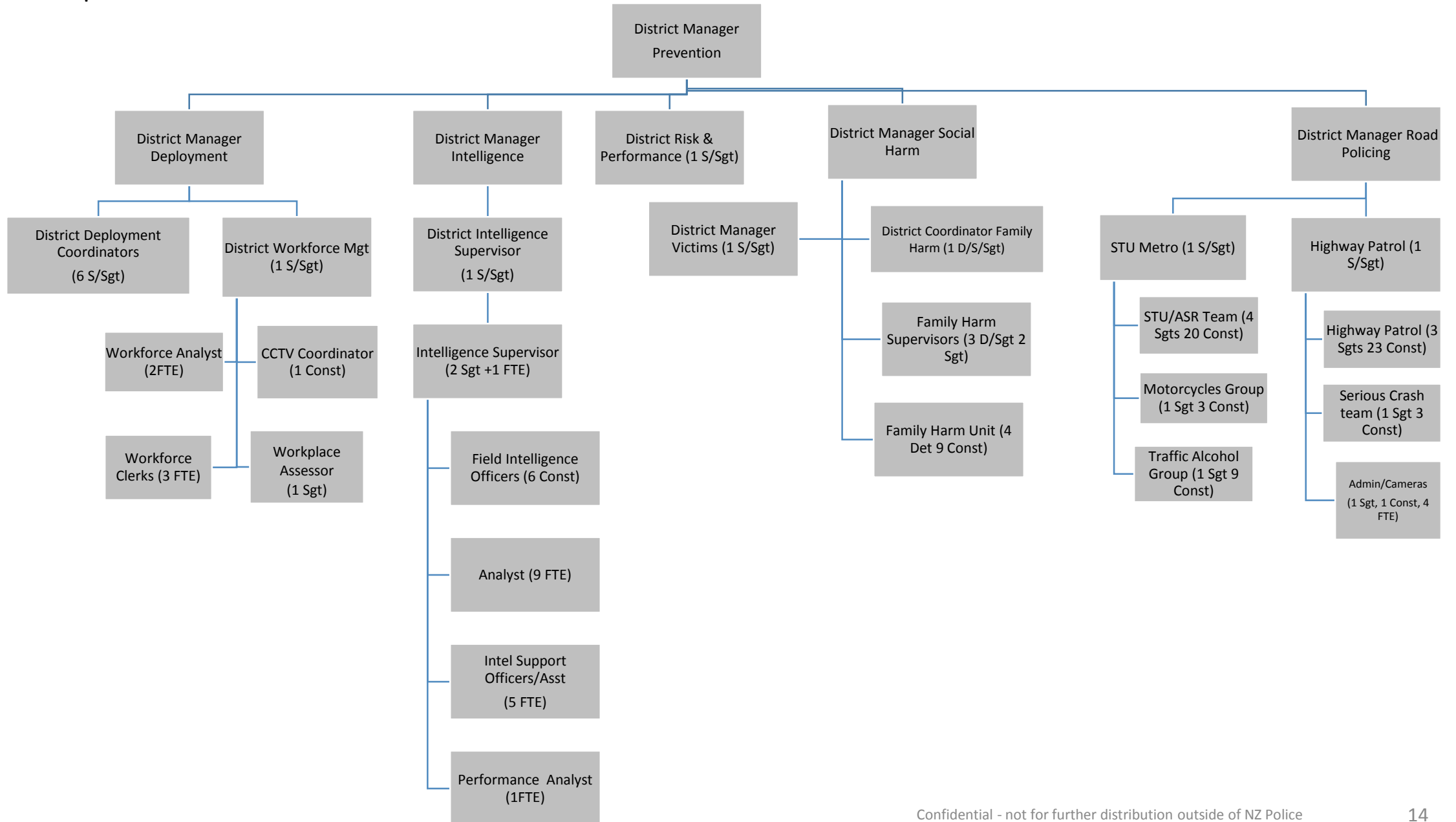
## Proposed impacts – Christchurch Metro

Proposed impact	Role	Reason for proposed impact
Change in report line	Metro Crime Detective Senior Sergeant	Should the proposal be confirmed, the Metro Crime Detective Snr Sergeant is proposed to change reporting line to the Area Commander Metro.
	Youth Manager	Should the proposal be confirmed, the Youth Manager role is proposed to change reporting line to the Area Manager Prevention ChCh Metro.
	NPT Phillipstown Sergeant	This role is proposed to the NPT Coordinator in order to align with National structure.
	NPT Aranui Sergeant	This role is proposed to the NPT Coordinator in order to align with National structure.

# Current Structure – Prevention



# Proposed Structure – Prevention



# Proposed impacts – Prevention

Proposed impact	Role	Reason for proposed impact
Role disestablished	Crash Team Sergeant	This role is proposed to be disestablished and the FTE saving to be utilised in the PST teams. The crash attendance is considered an Area Response responsibility.
	Crash Team Constables	This role is proposed to be disestablished and the FTE saving to be utilised in the PST teams. The crash attendance is considered an Area Response responsibility.
	Intelligence Supervisor – Mid South Canterbury	Proposed disestablishment of this role. Currently Intel supervisor position based in Timaru supervises two staff members and performs a mixture of analyst, field intel and support officer functions. Supervising of the proposed FIO position will be overseen by the District Intelligence Collections Coordinator role as per the remaining district FIOs. Currently the remaining Intelligence Supervisors oversee between 5-8 staff members.
	Road Policing Specialist Group Senior Sergeant	Proposed reduction in FTE from 3 to 2. With the reporting lines for rural STU staff and greater involvement of the area prevention managers in delivering Road Policing there is significant supervision of Road Policing in district. Road Policing has an administrative NCO at Sergeants level to support the two Road Policing seniors.
Decrease in FTE	Intelligence officers DCC	Proposed reduction in FTE from 7 to 5. The hours of cover will be reduced during non-peak periods. These positions are currently rotational and the decrease in FTE will be processed through a rotation movement. It is proposed that this role will be known as Shift Coordinators in line with national naming conventions. A change in report line to the PST workgroup is also proposed and this will be on a six month rotation to the DCC.
	District Deployment Coordinators	Proposed reduction in FTE from 7 to 6. It is proposed that this role will also change job title to District Shift Commanders in line with national naming conventions.
	Intelligence officer – Mid South Canterbury	Proposed reduction in FTE from 2 to 1. Currently Intel positions based in Timaru are doing a mixture of analyst, field intel and support officer functions for the area. The analyst and support officer functions are outside their current position description and these services are intended to be provided by the centralised District Intel team within Christchurch. The remaining field intelligence officer role would be expected to focus on intelligence collection function for the area.
Change in Scope	Targeting Group, Sergeant & Constables	A change in scope is proposed for this team that will enable an agile Offender Protection Team that will support the prevention focus while ensuring deployment efforts are focused towards the 6 drivers of demand: Alcohol, Youth, Families, Roads, Organised Crime and Drugs, Mental Health.

## Proposed impacts – Prevention

Proposed impact	Role	Reason for proposed impact
Change in report line	District Coordinator Alternative Resolutions	This role is proposed to report to the Responsiveness Manager from the District Manager Victims, to provide further support to initiatives within the Maori Pacific Island and Ethnic Communities work group.
	Alcohol Harm Sergeant	If the current proposed structure is confirmed, this role is proposed to report to the Area Prevention Manager ChCh Metro.
	Alcohol Harm Constable	The Alcohol Harm Constable is proposed to change reporting line to the Alcohol Harm Supervisor in the newly created Canterbury Rural work group.
	Road Policing Performance Analyst	If the current proposed structure is confirmed, this role is proposed to change reporting line from the District Manager Road Policing to District Manager Intelligence.
	Youth Manager	If the current proposed structure is confirmed, this role is proposed to change reporting line to the Area Manager Prevention ChCh Metro.



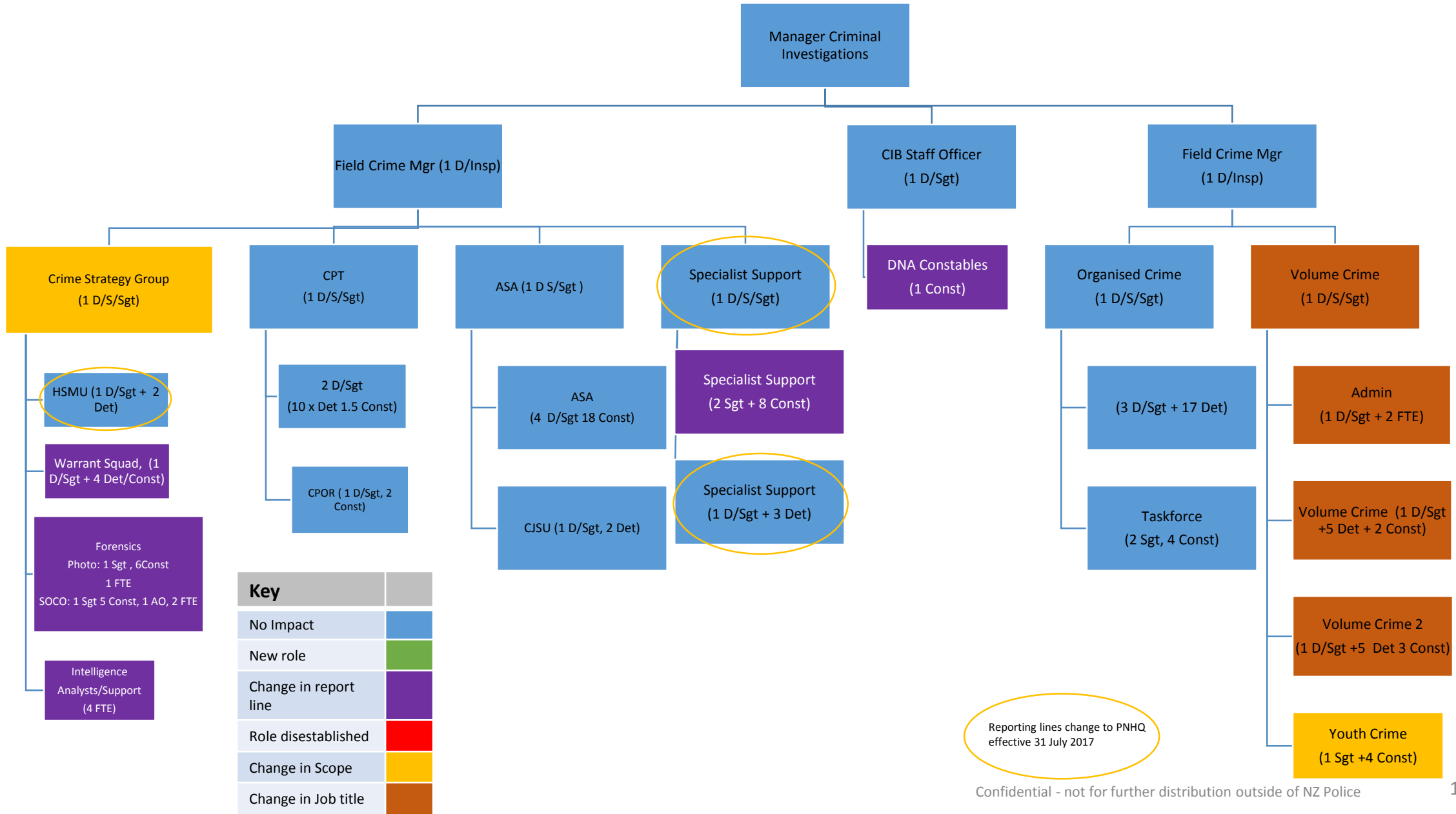
## Proposed impacts – Prevention

Proposed impact	Role	Reason for proposed impact
Change in scope	Alcohol Harm Senior Sergeant	This role is proposed to have a change in scope and will focus on the Police Support Unit and will be renamed as such. The Police Support Unit is also proposed to change workgroups to Operational Support and report to the District Operations Manager. This is in line with national structure.
Change in report line	Camera Coordinator	If the proposed structure is confirmed, the Camera Coordinator will report to the District Workforce Manager.
	Workplace Assessor	If the proposed structure is confirmed, the Workplace Assessor will report to the District Workforce Manager.
	Youth Constables (North Canterbury)	This role is proposed to be report to the newly created Rural structure, Area Prevention Supervisor
	STU Sergeant (North Canterbury)	This role is proposed to be report to the newly created Rural structure, Area Prevention Manager
	District Coordinator Alternative Resolutions	This role is proposed to report to the Responsiveness Manager from the District Manager Victims, to provide further support to initiatives within the Maori Pacific Island and Ethnic Communities work group.
	Alcohol Harm Sergeant	If the current proposed structure is confirmed, this role is proposed to report to the Area Prevention Manager ChCh Metro.
	Alcohol Harm Constable	The Alcohol Harm Constable is proposed to change reporting line to the Alcohol Harm Supervisor in the newly created Canterbury Rural work group.
	Road Policing Performance Analyst	If the current proposed structure is confirmed, this role is proposed to change reporting line from the District Manager Road Policing to District Manager Intelligence.
Youth Manager	If the current proposed structure is confirmed, this role is proposed to change reporting line to the Area Manager Prevention ChCh Metro.	

## Proposed impacts – Prevention

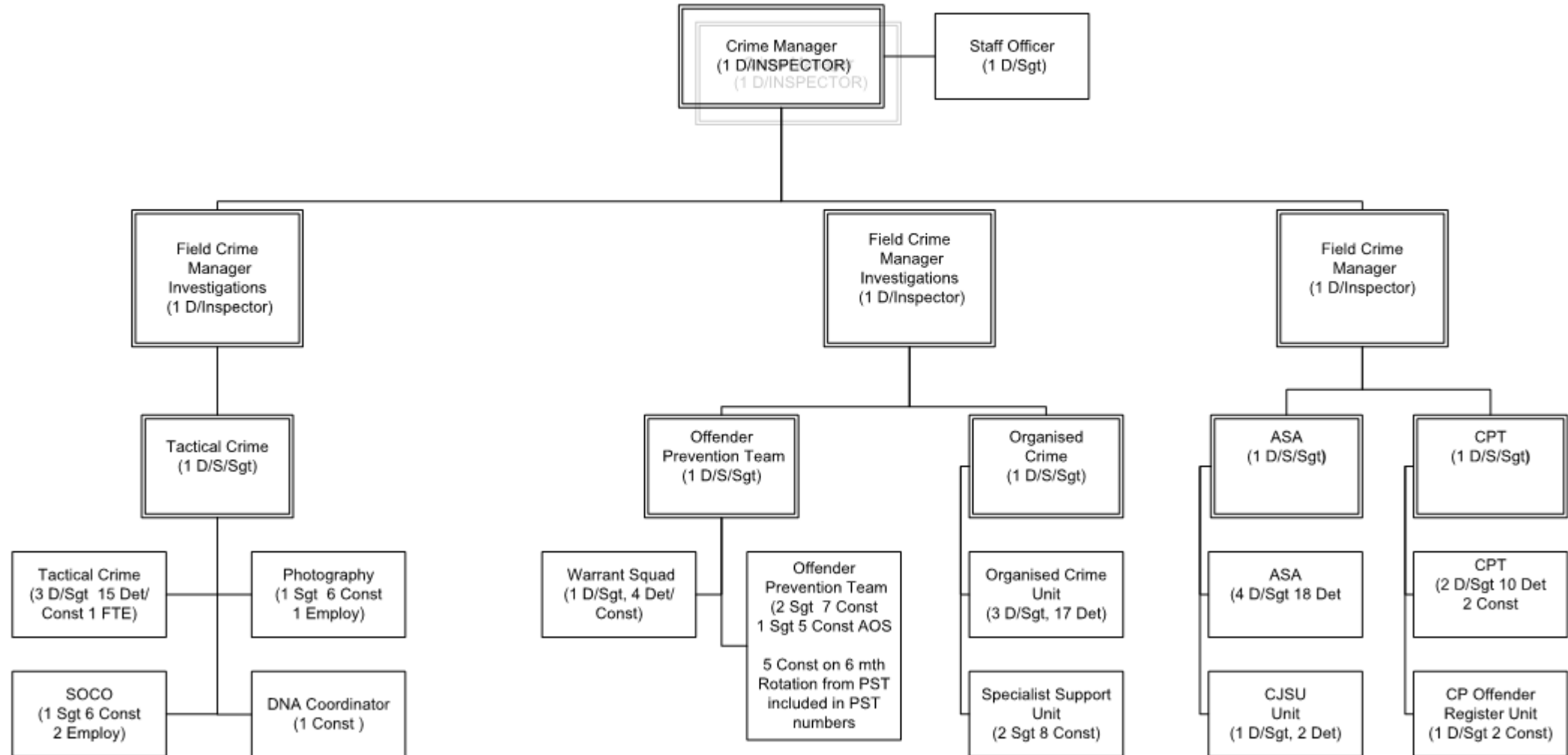
Proposed impact	Role	Reason for proposed impact
Change in report line	Road Policing Admin Sergeant	If the current proposed structure is confirmed, this role is proposed to report to the HWP Senior Sergeant.
	Speed Camera Operators	If the current proposed structure is confirmed, these roles are proposed to report to the HWP Senior Sergeant
	Serious Crash Unit	If the current proposed structure is confirmed, these roles are proposed to report to the HWP Senior Sergeant
	ASR team	If the current proposed structure is confirmed, these roles are proposed to report to the STU Metro Sergeant
	STU Sergeant (Mid south)	A change in report line has been proposed from Christchurch Prevention, Road Policing to Mid South Area Prevention to further support Road Policing initiatives for the Mid- South district.
	STU Constables	A change in report line has been proposed from Christchurch Prevention, Road Policing to Mid South Area Prevention to further support Road Policing initiatives for the Mid- South district.
	Safety Camera Operator	A change in report line has been proposed from Christchurch Prevention, Road Policing to Mid South Area Prevention to further support Road Policing initiatives for the Mid- South district.

# Current Structure – Crime Services



# Proposed Structure – Crime Services

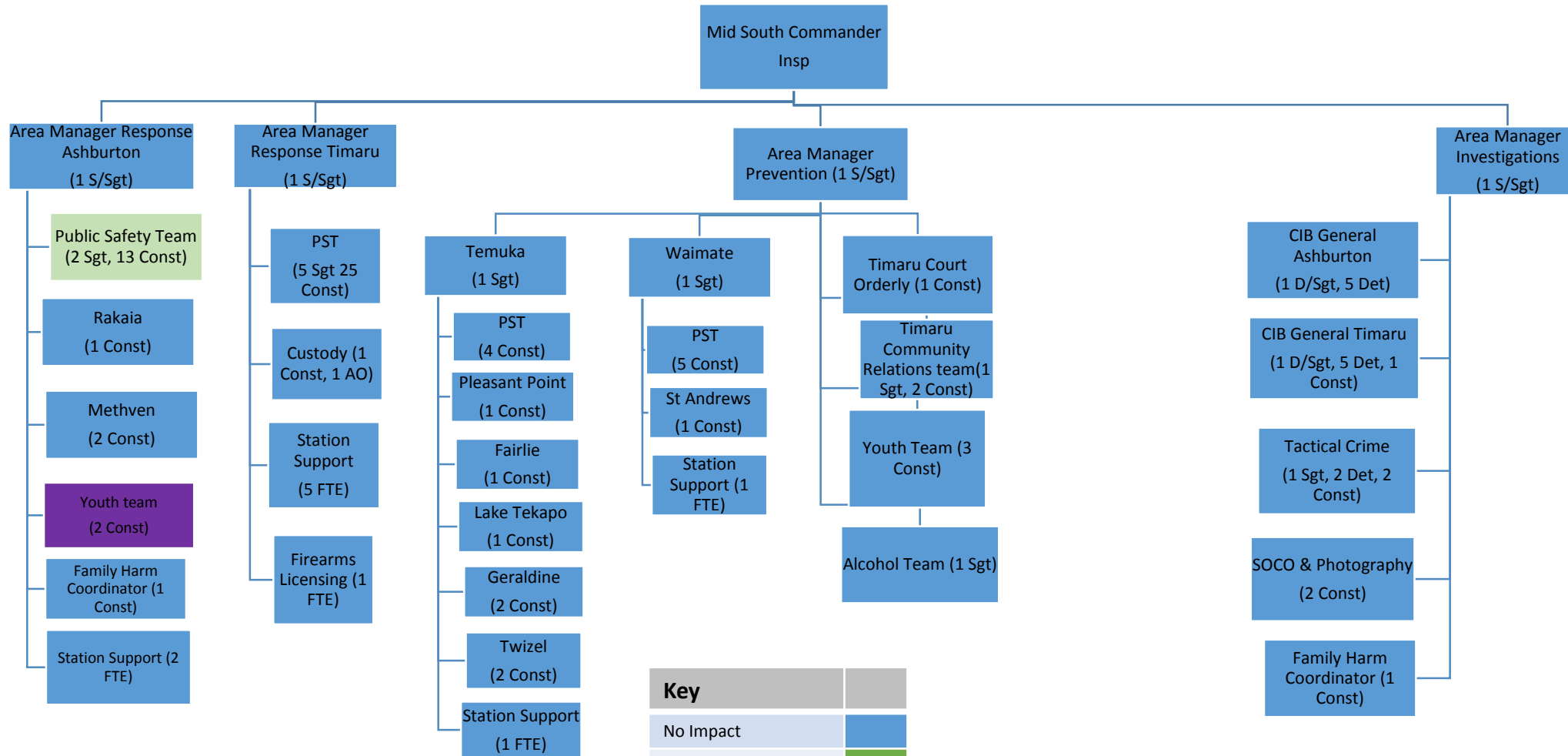
## CRIME SERVICES



# Proposed Impacts – Crime Services

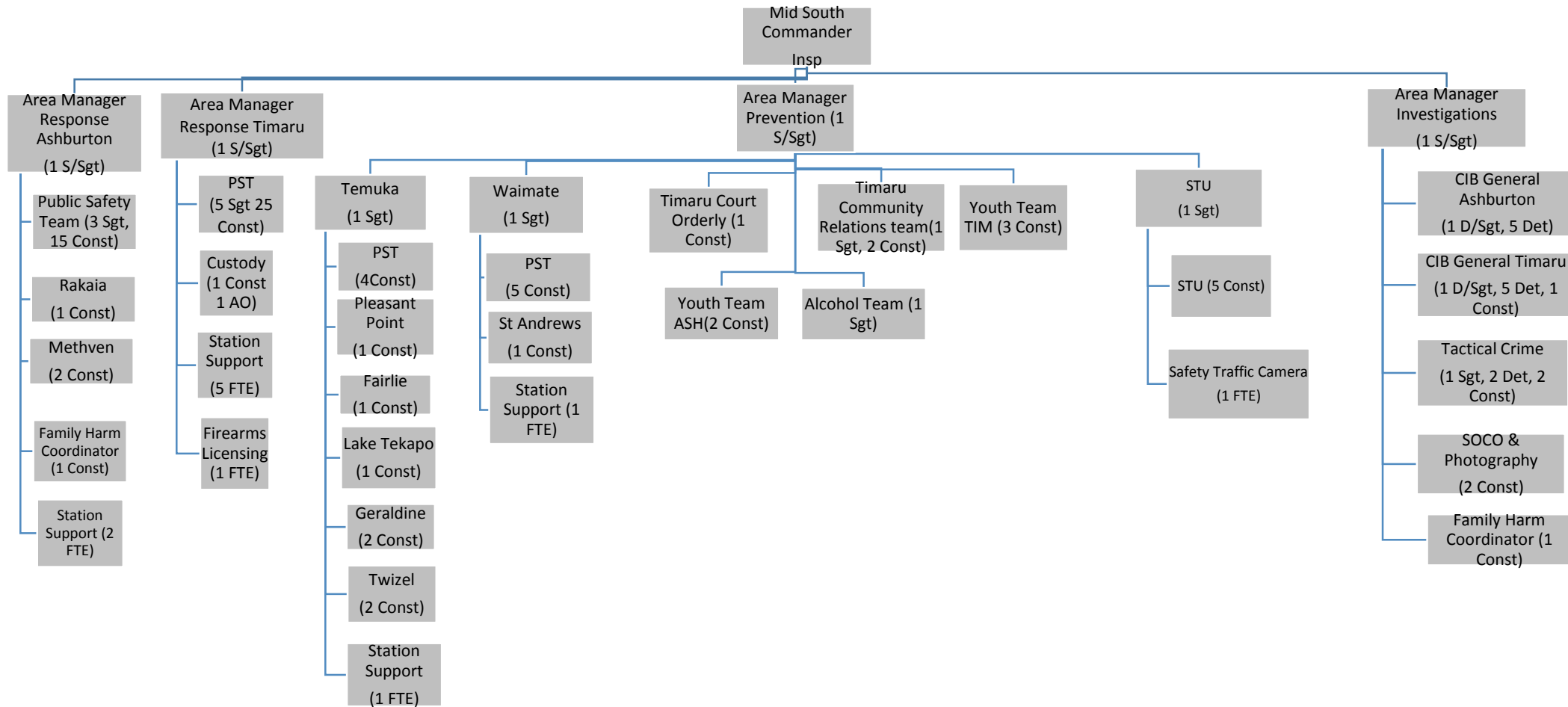
Proposed impact	Role/Team	Reason for proposed impact
Change in report line	DNA Constable	If the proposed structure is confirmed the DNA Coordinator will report to the Tactical Crime Manager.
	Warrant Squad	A change in report line is proposed for the Warrant Squad to ensure spans of control across the Crime Services team
	Metro Crime Manager	This role is proposed to report to Crime Services Manager and provide additional leadership support to the Crime Services division.
	Specialist Support	If the proposed structure is confirmed, this role is proposed to report to the Organised Crime Detective Snr Sergeant
	Photography/SOCO	If the proposed structure is confirmed, these roles are proposed to report to the Tactical Crime Detective Snr Sergeant
	Intelligence Analysts/Support officers	These roles are proposed to report to an Intelligence Supervisor, which is inline with National structures where all Intelligence roles report to District Intelligence.
	Volume Crime Clerk	A change in report line is proposed for the Volume Crime Clerk to report to the ISU Supervisor.
Change in Scope	Youth Crime team	A change in scope is proposed that will enable an agile Offender Protection Team and further support the prevention focus while ensuring deployment efforts are towards the 6 drivers of demand: Alcohol, Youth, Families, Roads, Organised Crime and Drugs, Mental Health.
	Crime Strategy Group	A change in scope for the Crime Strategy Manager is proposed that will enable an agile Offender Protection Team and further support the prevention focus while ensuring deployment efforts are towards the 6 drivers of demand: Alcohol, Youth, Families, Roads, Organised Crime and Drugs, Mental Health.
	Targeting Group, Sergeant & Constables	A change in scope is proposed for this team that will enable an agile Offender Protection Team that will support the prevention focus while ensuring deployment efforts are focused towards the 6 drivers of demand: Alcohol, Youth, Families, Roads, Organised Crime and Drugs, Mental Health.
Change in job title	Volume Crime Team	This team are proposed to be renamed Tactical Crime to align to national naming conventions.

# Current Structure – Mid South Canterbury



Key	
No Impact	Blue
New role	Green
Change in report line	Purple
Role disestablished	Red
Change in Scope	Yellow
Change in Job title	Brown
Increase in FTE	Light Green
Decrease in FTE	Orange

# Proposed Structure – Mid South Canterbury

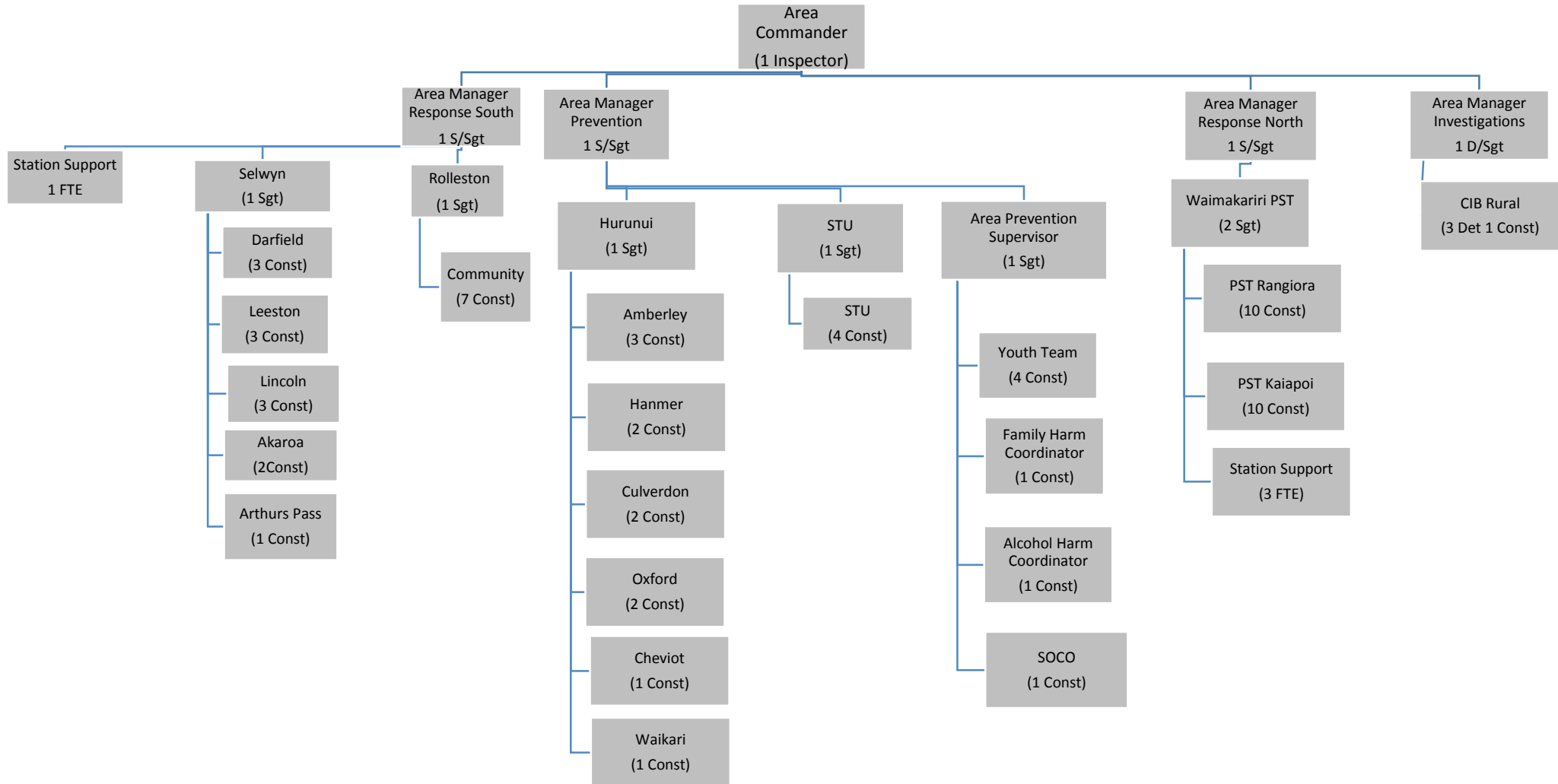


## Proposed Impacts – Mid South Canterbury

Proposed impact	Role/Team	Reason for proposed impact
Increase in FTE	Public Safety Team (PST)	An increase of two Constables and one Sergeant is proposed for the Ashburton PST to enable the capability to cover 24/7.
Change in report line	Youth Team (Ashburton)	The report line for the Youth Team is proposed to change to report to the Area Prevention Manager to align with national reporting line structures.
	STU Sgt	A change in report line has been proposed from Christchurch Prevention, Road Policing to Mid South Area Prevention to further support Road Policing initiatives for the Mid- South district.
	STU Constables	A change in report line has been proposed from Christchurch Prevention, Road Policing to Mid South Area Prevention to further support Road Policing initiatives for the Mid- South district.
	Safety Camera Operator	A change in report line has been proposed from Christchurch Prevention, Road Policing to Mid South Area Prevention to further support Road Policing initiatives for the Mid- South district.



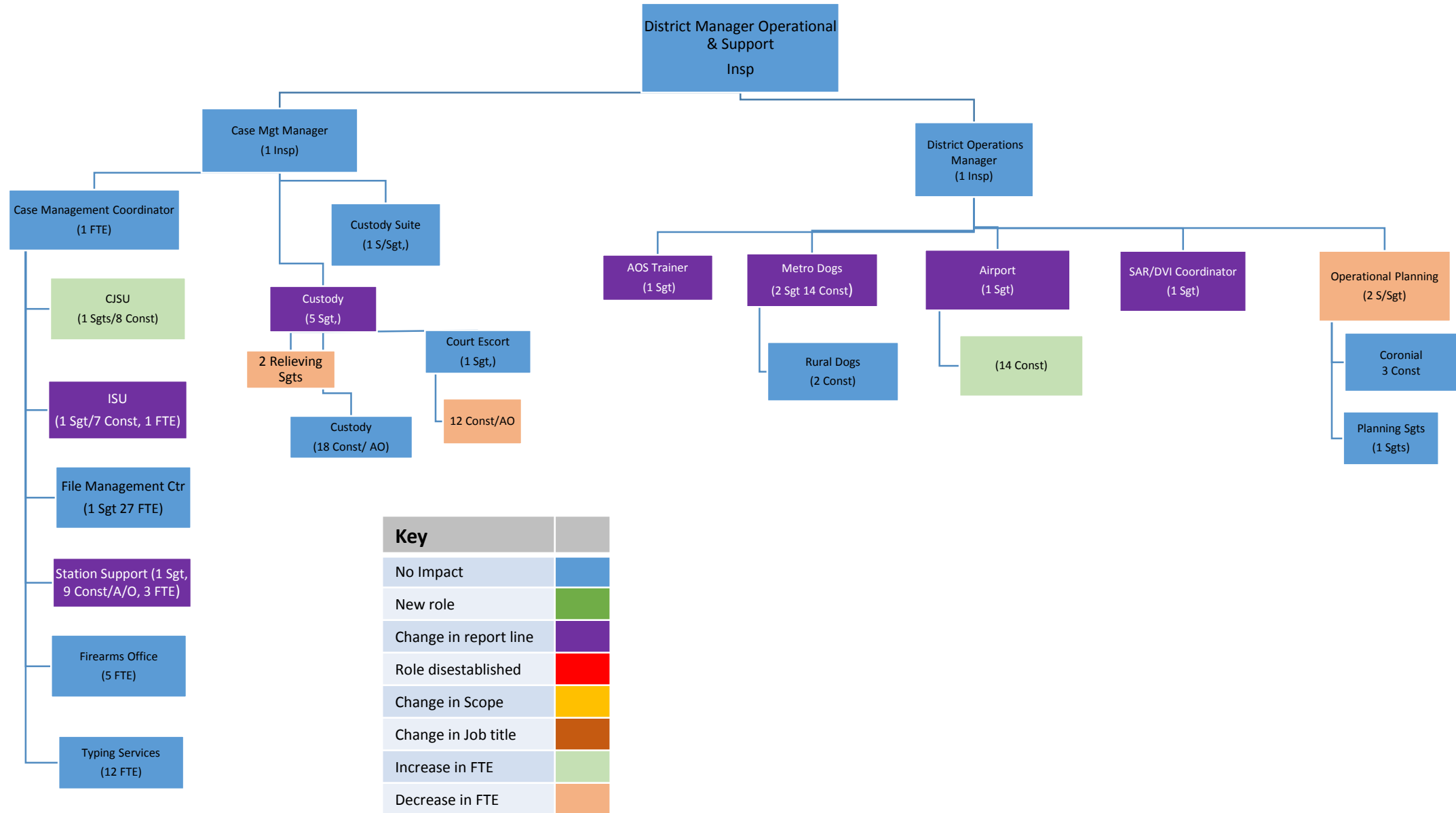
# Proposed Structure – Canterbury Rural



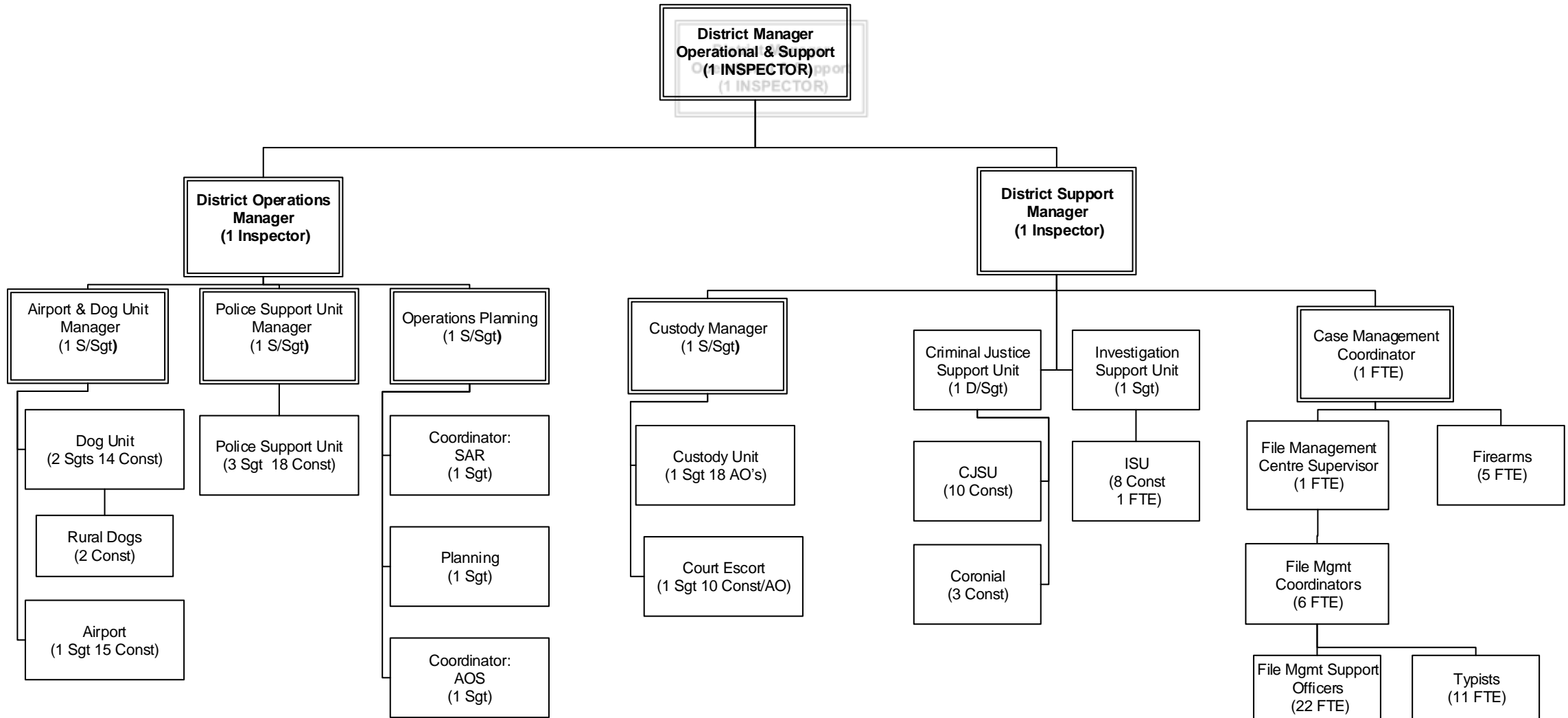
# Proposed Impacts – Canterbury Rural

Proposed impact	Role	Reason for proposed impact
New role	Area Manager Response South	A new role of Area Manager Response South is proposed to be created that will provide high level leadership to be based at the Rolleston Police Station and support the wider Selwyn District.
	Area Prevention Manager	A new role of Area Prevention Manager is proposed to be created that will provide high level leadership across the Rural regions. This role will be responsible for delivering prevention initiatives.
	Area Prevention Supervisor	A new role of Area Prevention Supervisor is proposed to be created that will provide supervisory support across the Rural regions. This role will be responsible for supporting the delivery of prevention initiatives.
	SOCO	A SOCO role is proposed to be created to provide specialised support within the Rural district.
Change in report line	Alcohol Harm Constable	The Alcohol Harm Constable is proposed to change reporting line to the Alcohol Harm Supervisor in the newly created Canterbury Rural work group. Previously this role was aligned to ChCh Prevention.
	Community Services Manager North Canterbury	This role is proposed to shift from the Prevention work group and report to the Area Commander Canterbury Rural (previously to further support Rural Policing initiative. The job title is also proposed to be renamed Area Manager Response North.
	Selwyn Sergeants	Both of these Sergeants are proposed to shift from the ChCh Metro work group and report the newly created Area Manager Response – South in the Canterbury Rural workgroup to further support Rural initiatives.
	Youth Constables (North Canterbury)	This role is proposed to shift from the Prevention work group and report to the newly created Rural structure, Area Prevention Supervisor.
	STU Sergeant (North Canterbury)	This role is proposed to shift from the Prevention work group be report to the newly created Rural structure, Area Prevention Manager.
	STU Constable	The STU constables are proposed to change to the newly created Canterbury Rural workgroup with 4 Constables supporting the Rural community.

# Current Structure – Operational Support



# Proposed Structure – Operational Support



# Proposed Impacts – Operational Support

Proposed impact	Role	Reason for proposed impact
Reduction in FTE	Custody Relieving Sgts	Of the seven Custody Sergeants, two are designated relieving Sergeants. It is proposed that 5 of the 7 Sergeants become part of the PST group. There is a proposed FTE reduction of the remaining Sergeants from 2 to 1 as relieving will be carried out by members of the PST work group.
	Operational Planning Manager	Proposed reduction in FTE from 2 to 1. The current tasks of the Operations Planning roles have been reviewed and it is proposed that efficiencies can be gained minimising duplication of tasks and thereby proposing consolidation to one role.
	Court Escort Constables/AO	Proposed reduction of FTE from 12 to 10. The tasks of these roles are proposed to be absorbed by other Court Escort Staff with support from other dayshift staff when required.
Change in reporting line	Custody Sergeants	It is proposed that five custody sergeants will become part of the PST Sergeants. Sergeants within each PST will rotate through the Custody Unit. This promotes the development of skills and knowledge across PST and allows for self relieving.
	CJSU	The CJSU Sergeant is proposed to report to the District Support Manager to ensure efficient span of controls within this work group.
	ISU	The ISU Sergeant is proposed to report to the District Support Manager to ensure efficient span of controls within this work group.
	Volume Crime Clerk	A change in report line is proposed for the Volume Crime Clerk to report to the ISU Supervisor.
	Coronial Services team	A change in report line is proposed for the Coronial Services team to report to the CJSU Supervisor.
Increase in FTE	Airport Constables	An increase from 14 to 15 Constables is proposed to enable further support to be provided at the Airport location.
	CJSU Constables	An increase from 8 to 10 Constables is proposed to enable further support to the District.

# Proposed Impacts – Operational Support

Proposed impact	Role	Reason for proposed impact
Change in report line	Station Support Sergeant	If the proposed structure is confirmed, this role is proposed to change reporting lines from File Management Coordinator under Operational Support to NPT Coordinator ChCh Metro.
	Metro Dogs	These roles are proposed to report to the newly created Airport & Dog Unit Manager.
	Airport Sergeant	These roles are proposed to report to the newly created Airport & Dog Unit Manager.
	DVI/SAR Coordinator	If the proposed structure is confirmed, these roles are proposed report line change to Operations Planning Senior Sergeant.
	Custody Sergeants	It is proposed that an increase of five Sergeants be made to Area Response Groups. These Sergeants will include coverage of the custody unit on a rotational basis. The five positions come directly from existing custody unit sergeants. Relieving for the custody unit supervisor can then be made from within group.
Change in report line	AOS Trainer	The AOS Trainer is proposed to change to AOS Coordinator and change to report to the Operations Planning Senior Sergeant.
Change in scope	Alcohol Harm Senior Sergeant	This role is proposed to have a change in scope and will focus on the Police Support Unit and will be renamed as such. The Police Support Unit is also proposed to change workgroups to Operational Support and report to the District Operations Manager. This is in line with national structure.
New role	Airport & Dog Unit Manager	This newly created role is proposed to over see the new Police Unit based at ChCh Airport and provide leadership and guidance for the team members based at this location. This includes Airport and Dog unit staff.

## Consultation Process

We invite and encourage your feedback on this proposal. This can be provided via email to: **natasha.rodley@police.govt.nz**.

This proposal document will be uploaded, and available to view on the Bulletin Board in due course.

The consultation period for feedback will close **on 09 August 2017 at 5pm**.

We will review and consider all feedback provided. We value your input and contributions to the proposed changes, and encourage you to put forward your ideas.

If you have any questions regarding this proposal, please direct your questions to your manager or to **natasha.rodley@police.govt.nz**.

## Selection & Recruitment

If the proposed changes and new roles outlined within this presentation are confirmed, the selection and recruitment will be conducted in line with the Policy for people and restructuring.

A copy of this is available on the NZ Police intranet.



# Timelines

Date	Actions
26 July 2017	Re-consultation of proposed changes announced
26-28 July 2017	One on one meetings with those who are additionally impacted
26 July – 09 August 2017	Submissions of Feedback received
09 – 16 August 2017	Consideration of feedback
22 August 2017	Announcement of confirmed changes

Note: these timeframes are ideal and may be adjusted based on feedback received throughout the process.

## Support

We understand that this may be an unsettling time and encourage you to discuss your concerns with your manager, welfare services or your Union representative.