

2 October 2018

Graham Carter  
fyi-request-8549-1d778745@requests.fyi.org.nz

Dear Graham

### **Request for information**

Thank you for your email dated 22 August 2018 requesting information on Code of Conduct. You requested:

1. What teaching do Police Constables receive on their Code of Conduct?
2. Is this teaching ongoing?
3. Once they have completed their 2 year probationary period do they still get Code of Conduct teaching and how often?

Your request has been considered in accordance with the Official Information Act 1982 and I enclose the following information:

1. *What teaching do Police Constables receive on their Code of Conduct?*
  - a) Those persons seeking to join Police undertake a Foundation Skills Course at Unitec which covers Police Code of Conduct and Our Values.
  - b) During induction in the first week at the Royal New Zealand Police College, the Recruits are exposed to Code of Conduct and Our Values through:
    - i. The Commissioner's address;
    - ii. Code of Conduct and Our Values address from Head of School of Initial Training: Iain Saunders;
    - iii. The Solemn Undertaking: Head of School of Initial Training: Iain Saunders.
  - c) Code of Conduct and Our Values are woven throughout all aspects of the Recruit Programme. There are 9 Practical Assessments which test a variety of components including Code of Conduct and Our Values.

- d) On two occasions per intake, the Wing Team (Head of School, Instructors and Practice Leaders) meet to discuss the overall performance of each Recruit. These discussions are scheduled around the mid-point of the programme and a week before Graduation. Final decisions on suitability to graduate rests with the General Manager Training: Superintendent Scott Fraser.

2. *Is this teaching ongoing?*

After graduation there is a two year Probationary Constable Workplace Assessment Programme. This programme assesses seven standards which are strongly reliant on Our Values and Code of Conduct. The Constable is directly questioned by the Workplace Assessor on the application of Our Values and Code of Conduct through their submitted work and street craft.

3. *Once they have completed their 2 year probationary period do they still get Code of Conduct teaching and how often?*

- a) All NZ Police staff received a mandatory course "Our Code" released in 2015 to cover off an updated Code of Conduct.
- b) Conflict of Interest 1, a recommended course dated 22/04/17.
- c) Conflict of Interest 2, a recommended course dated 31/07/17.
- d) Conflict of Interest 3, a mandatory course dated 28/11/17.
- e) All continuing education programmes in the School of Leadership, Management and Command include Our Values and Code of Conduct components. These aspects are threaded through the two week leadership programmes with some courses including a session from Professional Conduct.
- f) Staff seeking promotion under the Career Progression Framework are examined on Our Values, Code of Conduct, SELF Test and Performance Management as they apply to be promoted through the ranks.
- g) New Zealand Police operates a high performance culture and constantly evaluates performance against Our Values and Code of Conduct including recommendations from the IPCA, Lessons Learned Database and feedback from our Communities and partners. We act on these opportunities as we strive to have the Trust and Confidence of all.

If you have any questions, you may contact me on DDI 04 2383400.

Yours sincerely



Inspector Gwynne Pennell  
**Deputy Head of School: Initial Training**