



30 July 2019

J Stewart
Fyi.org.nz

Official Information Act request regarding Constabulary recruitment.

Dear J Stewart

I refer to your Official Information Act request of 30 June 2019 for the following information:

"I request any information held by the Police around decisions on the recruitment age for the Police, and the justification/risk assessment for that age.

The new cops website says "You must be at least 17 years old to apply and 18 when you start at Police College, there's no upper age limit"

Which is interesting given the age in the youth age increase from 16 to 17. Which included discussion around the development of a young person's frontal lobe and decision making.

This part of the brain isn't fully developed until the early 20s at least, but a Constable can graduate at 18 and be allowed to carry a firearm.

Does the Police not consider this a risk?"

I have considered your request pursuant to the Official Information Act 1982 and my response is as follows:

The minimum age requirement for becoming a Constabulary employee has not changed for a number of years, and there hasn't been a formal review of this requirement. This part of your request is therefore refused under section 18 (e) of the Official Information Act 1982.

It should be noted that all applicants to become a Constabulary Employee are checked to ensure that they are suitable, including cognitive and physiometric testing. Police believes that individual testing better determines an applicant's suitability for the role than a given age rule. As the following table shows in the last year only 0.8% of graduates from the Royal New Zealand Police College were under 20 years old.

Financial year	Graduates under 20 years old	Total graduates	% graduates under 20 years old
2003/2004	29	430	6.7%
2004/2005	0	452	0.0%
2005/2006	8	448	1.8%
2006/2007	24	607	4.0%
2007/2008	23	605	3.8%
2008/2009	19	604	3.1%
2009/2010	4	217	1.8%
2010/2011	3	215	1.4%
2011/2012	5	445	1.1%

Police National Headquarters

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2012/2013	5	233	2.1%
2013/2014	4	437	0.9%
2014/2015	3	374	0.8%
2015/2016	3	386	0.8%
2016/2017	0	292	0.0%
2017/2018	6	645	0.9%
2018/2019	7	831	0.8%
Total	143	7221	2.0%

You have the right, under section 28 (3) of the Official Information Act 1982, to ask the Ombudsman to review my decision if you are not satisfied with the way I have responded to your request.

Yours sincerely



Supt Bruce Bird
A/ Assistant Commissioner: Capability