

14 August 2020

Thomas Holmes

[fyi-request-9468-1161d8fe@requests.fyi.org.nz](mailto:fyi-request-9468-1161d8fe@requests.fyi.org.nz)

Kia ora Thomas,

**Request for Information – Ref: IR-01-20-20474**

Thank you for your email dated 20 July 2020 requesting information about Constabulary Recruitment by New Zealand Police.

You requested:

1. A breakdown of the current numbers of applicants in each stage of the process.
2. The current numbers of applicants in the candidate pool grouped into their district posting preferences.
3. The shortest time from candidate pool to Police College in the last 12 months.
4. The longest time from candidate pool to Police College in the last 12 months.
5. The average time from candidate pool to Police College in the last 12 months

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

- Appendix A shows the number of applicants in each stage of the process and the current numbers of applicants in the candidate pool grouped into their district posting preferences as at Monday 27 July 2020.
- The shortest time from candidate pool to Police College in the last 12 months is 4 days.
- The longest time from candidate pool to Police College in the last 12 months is 294 days
- The average time from candidate pool to Police College in the last 12 months is 57 days.

If you have any questions, you may contact the Talent Resourcing and Delivery Team via email [newcops@police.govt.nz](mailto:newcops@police.govt.nz).

Ngā mihi,



Carly Drury

National Manager: Strategic Sourcing, Recruitment

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**Police National Headquarters**

180 Molesworth Street. PO Box 3017, Wellington 6140, New Zealand.

Telephone: 04 474 9499. Fax: 04 498 7400. [www.police.govt.nz](http://www.police.govt.nz)

Appendices:

A. Constabulary Recruitment Pipeline by First District Preference as at 27/07/2020.

## Constabulary Recruitment Pipeline by First District Preference

**Description:** Reflects total number of applications based on the district the applicant wants to be posted to.

**Purpose:** To track progress against Wing targets and provide an overview of rejoins.

As at 9:25 a.m. 27/07/2020

Recruitment Type	First District Preference	New Applications (20/07/20 to 26/07/20)	Total Active Applications	Pre-Initial Medical						Initial Medical			Assessment												
				Pending NIA	To Risk Assess	To Phone Convo	Phone Pass	To Online Testing	Online Testing Pass	HQ Pending	Other Med Forms Pending	Med Forms Received	Pending RAI Form	RAI Form Received	Booked Assess Day	POST Resit	Initial PAT & Scope	Resit PAT	TMU	NIC Vetting	To Interview	Reference Check	Final Sign Off & NSP	Pending Other	In Candidate Pool
RECRUIT	Northland	0	88	0	5	0	4	0	0	0	10	5	3	6	6	0	15	3	2	4	2	0	14	0	9
	Waitemata	1	198	0	1	1	10	1	0	2	24	9	1	1	28	8	43	14	5	13	3	2	8	1	23
	Auckland City	0	504	0	4	2	57	8	4	1	67	15	14	7	58	17	126	11	14	33	5	3	15	2	41
	Counties Manukau	0	319	0	4	1	34	1	0	2	47	9	6	4	44	8	58	13	8	19	3	5	10	1	42
	Waikato	0	240	0	0	2	38	20	0	0	18	26	1	6	3	9	58	4	1	34	0	2	10	3	5
	Bay of Plenty	0	306	0	1	0	33	35	0	1	23	26	6	6	7	12	75	1	1	28	5	10	19	1	16
	Eastern	1	150	0	1	0	2	0	0	4	17	3	3	7	5	1	35	18	2	10	8	2	21	0	11
	Central	0	147	0	0	0	16	17	0	4	5	8	5	2	2	6	44	6	0	17	2	0	10	0	3
	Wellington	0	466	0	0	2	123	26	6	4	35	23	2	13	5	11	101	6	4	56	5	4	11	13	16
	Tasman	0	122	0	1	3	43	10	1	3	9	13	3	3	0	3	10	2	1	4	0	0	7	3	3
	Canterbury	0	296	2	0	0	1	0	1	0	10	1	1	9	1	11	150	10	4	50	3	17	14	7	4
	Southern	0	282	0	0	8	75	14	3	0	21	23	2	10	0	6	64	7	0	23	9	0	5	5	7
		<b>Total</b>	<b>2</b>	<b>3118</b>	<b>2</b>	<b>17</b>	<b>19</b>	<b>436</b>	<b>132</b>	<b>15</b>	<b>21</b>	<b>286</b>	<b>161</b>	<b>47</b>	<b>74</b>	<b>159</b>	<b>92</b>	<b>779</b>	<b>95</b>	<b>42</b>	<b>291</b>	<b>45</b>	<b>45</b>	<b>144</b>	<b>36</b>
				<b>621</b>						<b>468</b>			<b>2029</b>												

Recruitment Type	First District Preference	EOIs Under Review	Total Active Applications	Pending NIA	To Risk Assess	To Phone Convo	Phone Pass	To Online Testing	Online Testing Pass	HQ Pending	Other Med Forms Pending	Med Forms Received	Pending RAI Form	RAI Form Received	Booked Assess Day	POST Resit	Initial PCT	Resit PCT	TMU	NIC Vetting	To Interview	Reference Check	Final Sign Off & NSP	Pending Other	In Candidate Pool
Waitemata	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Auckland City	0	3	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	
Counties Manukau	0	3	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	2	
Waikato	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
Bay of Plenty	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	
Eastern	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Central	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	
Wellington	0	5	1	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	1	
Tasman	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
Canterbury	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Southern	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
	<b>Total</b>	<b>0</b>	<b>18</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>9</b>	
				<b>1</b>						<b>3</b>			<b>14</b>												



25 August 2017

Thomas HOLMES

[fyi-request-6304-c48b638d@requests.fyi.org.nz](mailto:fyi-request-6304-c48b638d@requests.fyi.org.nz)

Dear Thomas

I refer to your Official Information Act (OIA) request of 29 July 2017 for information about Constabulary recruitment by New Zealand Police:

1. Please provide a break-down of the current numbers of applicants in each stage of the process.

The table below shows the number of applicants in each stage of the process as at 7th August 2017.

District	Applications			Initial Medical		Assessment									
	Pending NIA	To Risk Assess	To Phone Convo	Med Forms Pending	Med Forms Received	Pending RAI Form	RAI Form Received	Booked Assess Day	POST Resit	To Scope	To Interview	To Reference Check	Pending Other	Final Sign Off	In Candidate Pool
Bay of Plenty	5	5	17	41	16	10	83	12	2	14	16	11	6	0	9
Canterbury	17	7	22	75	26	15	261	14	2	34	5	9	2	4	24
Central	50	6	15	38	10	7	97	14	6	44	12	14	6	2	25
Eastern	12	7	20	19	5	3	20	2	6	23	0	5	6	0	1
Southern	37	4	11	27	7	4	64	0	0	29	0	9	0	6	12
Tasman	4	0	2	9	7	3	19	0	0	9	0	4	0	2	1
Wellington	66	10	27	66	35	8	139	21	3	27	9	13	9	1	27
Auckland City	52	5	34	42	26	13	10	43	4	27	4	30	5	2	8
Counties Manukau	25	10	18	51	22	6	8	62	4	48	9	30	6	2	20
Northland	13	0	17	22	4	2	20	32	0	1	7	8	0	3	6
Waikato	72	13	23	37	17	11	4	35	2	29	4	17	12	0	5
Waitemata	88	17	31	62	36	24	60	37	6	17	5	21	5	4	21
<b>Total</b>	<b>441</b>	<b>84</b>	<b>237</b>	<b>489</b>	<b>211</b>	<b>106</b>	<b>785</b>	<b>272</b>	<b>35</b>	<b>302</b>	<b>71</b>	<b>171</b>	<b>57</b>	<b>26</b>	<b>159</b>
	<b>Total Intake</b>		<b>762</b>	<b>Total Med</b>		<b>700</b>	<b>Total Assess</b>								<b>1984</b>

2. *Current numbers of applicants in the candidate pool grouped into their district posting preferences. See table above (last column titled "In Candidate Pool").*

3. *The shortest time from candidate pool to police college in the last 12months.*

The shortest length of time from a person entering the candidate pool until police college is 8 days\*.

4. *The longest time from candidate pool to police college in the last 12months.*

The longest length of time from a person entering the candidate pool until police college is 627 days\*.

5. *The average time from candidate pool to police college in the last 12months.*

The average length of time from a person entering the candidate pool until police college is 139 days. The days are consecutive (not working days).

A better reflection of the majority of candidates is to look at the median which is 83 days\*.

Yours sincerely



Kaye Ryan  
Deputy Chief Executive People