

10 September 2024

Joshua Rogers
fyi-request-28165-d2d2540c@requests.fyi.org.nz

Tēnā koe Joshua,

Request for information

Thank you for your Official Information Act 1982 (OIA) request of 24 August 2024. You requested:

I would like to formally request: All correspondence in relation to the OIA request IR-01-24-28283

Please find attached correspondence as requested. Some information has been redacted pursuant to s.9(2)(a) OIA, to protect the privacy of individuals.

Police considers the interests requiring protection by withholding the information are not outweighed by any public interest in release of the information.

Please note that as part of its commitment to openness and transparency, Police proactively releases some information and documents that may be of interest to the public. An anonymised version of this response may be publicly released on the New Zealand Police website.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Nāku noa, nā



Detective Inspector Kylie Schaare
Acting Director: Integrity and Conduct
New Zealand Police

Type text here

MCGROGAN, James (Jimi)

From: CRANSHAW, Matthew (Matt)
Sent: Friday, 16 August 2024 9:46 AM
To: MCGROGAN, James (Jimi)
Cc: LYNAM, Marcus
Subject: RE: OIA request
Attachments: 220216 Waikato February DTAC Tasks and action items and talking points.docx; 2202 Slide Pack_TC.pptx; 230301 Waikato February DTAC Tasks and action items and talking points.docx; 2303 Slide Pack_TC.pptx; Waikato Deployment Document as at March 2023.pdf; 2303 DLT abridged CCI Performance Report.pdf

Kia ora Jimi,

Please see the attached documents as requested in relation to:

- Waikato DTAC on 16 February 2022 (two docs), and
- Waikato DTAC on 29 March 2023 (four docs)

Nga mihi,

Matt

Matt Cranshaw SEEMAIL
Detective Inspector
Manager: Gang Operations, NGU
Operation Cobalt: National Coordinator

s.9(2)(a) OIA | E: matthew.cranshaw@police.govt.nz

From: MCGROGAN, James (Jimi) <James.McGrogan@police.govt.nz>
Sent: Wednesday, 14 August 2024 11:56 AM
To: CRANSHAW, Matthew (Matt) <Matthew.Cranshaw@police.govt.nz>
Subject: OIA request

Kia ora Matt,

We have received an OIA request. It's a little bit sensitive, so I have come to you and you may be able to help, or point me in the right direction.

The request relates to the attached NZ Herald article about Bruce Bird. The requestor has asked for "meeting minutes, agenda and any documents for the meetings". The meetings referred to are from February 2022 and March 2023. The March 2023 meeting was the DTAC meeting on 29/03/23. I don't have any detail on the February 2022 meeting but may also have been DTAC (do you know further?).

Are you able to advise me who could provide the minutes requested (District EA?). Whilst I suspect we won't release the minutes (or may release a redacted version) we still need to see what we have to know what can be withheld.

Any assistance would be appreciated.

Thanks,

Inspector Jimi McGrogan

Police Professional Conduct

People, Leadership & Culture
Police National Headquarters

To promote and enable a values-based culture for Our People

E james.mcgrogan@police.govt.nz



Home / New Zealand

Waikato Superintendent Bruce Bird found to have ‘bullied’ senior officer in meetings

By [Belinda Feek](#)

Open Justice multimedia journalist, Waikato

11 Aug, 2024 05:00 AM ⌚ 6 mins to read

A police superintendent has been found by the Independent Police Conduct Authority to have bullied a [senior officer by yelling at them](#) in two senior management meetings, leaving the staffer feeling “belittled and disrespected”.

A complaint was made after [Waikato district commander Bruce Bird](#) allegedly berated the officer during a meeting in February 2022 and in another one in March 2023.

The allegations have since been the subject of an internal employment process and a separate investigation by the IPCA.

Now the findings of that investigation, released to the parties on Thursday, reveal the allegations have been upheld, with the IPCA ruling Bird’s behaviour was “unreasonable” and “bullying” and indicates his style of management “is no longer acceptable for NZ Police”.

It comes after NZME recently revealed that bullying allegations were made about another superintendent, [Canterbury’s district commander John Price](#), before he retired last March.

It’s also not the first time Bird has been the subject of an employment and IPCA investigation.

In 2017, NZME reported he [interfered with the arrest of his daughter](#) after she was taken to Hamilton Central Police Station for processing after a domestic incident.

Soon afterwards Bird - who has been Waikato's top cop since 2014 - found out about the arrest and [phoned the senior officer on duty](#), allegedly putting pressure on him to stop the arrest from happening.

Despite his interference, the woman was processed and arrested. NZME understands the prosecution was handled outside the Waikato district and she was given diversion.

The senior officer who was on duty when Bird's daughter was brought in quit abruptly shortly afterwards, but police denied it was linked to the incident.

Bird later messaged his staff saying he was speaking as a father but acknowledged he "did not handle the call well" and in hindsight "placed the (senior officer) in an invidious position".

Police won't comment on whether Bird has faced any disciplinary action in relation to the most recent complaint, saying the employment process is confidential - but the organisation's website still names him as Waikato's district commander.

Bird did not reply to an email with questions about the latest findings.

'Unreasonable, unprofessional, bullying'

Surmising the complaint and the reasoning for the latest findings, the IPCA stated Bird acted "unreasonably and unprofessionally" when he yelled at the senior officer and would not allow them to speak at the meeting, leaving the officer feeling "belittled and disrespected".

"We note that others in the meeting also believed his behaviour to be unreasonable.

"We note that Superintendent Bird was under significant work pressure at the time ... [officer] was right to stand up to Bird's unacceptable behaviour.

"However, [officer] was left feeling isolated and unsupported by the organisation, questioning whether their career would be damaged by reporting the behaviour."

The IPCA considered the second incident reached the threshold of "bullying" given it was "repeated behaviour".

"Superintendent Bird's behaviour towards [officer] indicates a style of management that is no longer acceptable for NZ Police."

However, the IPCA also noted some other senior members at the meeting "did not believe Bird's behaviour to be inappropriate, or accepted it".

"This highlights a need for further work to be done by police to ensure leaders are effectively coaching and managing staff."

The IPCA said it was "heartened" that Bird had "sought assistance regarding understanding organisational behaviours".

It encouraged police to actively support staff who speak up in order to bring about positive change to police leadership and management.

‘They’re just waiting for him to go’

Police sources spoken to by NZME say that although they support the police and its role, they can’t understand how managers with complaints against them are allowed to continue to hold senior positions.

One source said they believed “there have been a number of people impacted by [Bird’s] behaviour” and officers who had had enough of his behaviour were “just waiting for him to go”.

They claimed there were some officers who had had run-ins with him that had left the force completely or moved to a different police district.

A second source questioned why it seemed like police were protecting Bird, who appears to have remained in his role despite two complaints against him.

“We’ve lost so many good ones. Why is the organisation protecting this guy all the time? It blows me away.”

‘If you’re in the inner circle, you are fine’

In Canterbury, Price was the region’s district commander until March 2023, when he retired after 36-years of service.

A statement about his resignation said he was moving to “an executive leadership role” with the National Emergency Management Agency.

In June NZME revealed multiple people had formally reported concerns about Price in 2022, including allegations of bullying and discrimination against staff. Staff reported they believed Price was a “Jekyll and Hyde” character who had “an A Team and a B Team” and oversaw what they described as a “culture of fear”, which included “intimidation, exclusion, passive-aggressive and insidious behaviour”.

Sources claimed Bird also has an “inner circle” in the Waikato.

“If you’re in the inner circle, you are fine. But the majority are on the outer and, yeah, it can make life challenging.

“It’s more around presence, table-thumping and put-downs in front of others,” the source believed.

“It’s just by how he conducts himself as a senior officer”.

The source said they believed Bird “uses his rank and his presence to intimidate and his words, he’s very nasty in his language”.

They claimed Bird was known to swear at other staff in front of the whole senior leadership team.

One source claimed bullying in the police was “endemic” and believed Bird should no longer remain in his role.

‘Police take complaints seriously’

Assistant Commissioner Sandra Venables told NZME police took complaints about staff conduct seriously and the organisation was “committed to ensuring our people feel safe at work”.

“In this instance, police dealt with and resolved the matter through an employment process, which remains confidential.

“The Independent Police Conduct Authority conducted a separate investigation, and we acknowledge the findings released to those involved earlier this week.

“Police, quite rightly, expects high standards of our people, in accordance with our values of professionalism, integrity and respect.”

Belinda Feek is an Open Justice reporter based in Waikato. She has worked at NZME for nine years and has been a journalist for 20.

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MCGROGAN, James (Jimi)

From: KNIGHT, Hollis
Sent: Tuesday, 20 August 2024 11:49 AM
To: Ministerial Services
Subject: FW: Rogers, Joshua, IR-01-24-28283 approved

Categories: 1. Awaiting action

From: ARCHIBALD, Jane <Jane.Archibald@Police.Govt.NZ>
Sent: Tuesday, 20 August 2024 11:37 am
To: KNIGHT, Hollis <Hollis.Knight@police.govt.nz>
Subject: RE: Rogers, Joshua, IR-01-24-28283 for review

approved

From: KNIGHT, Hollis <Hollis.Knight@police.govt.nz>
Sent: Tuesday, 20 August 2024 10:47 AM
To: ARCHIBALD, Jane <Jane.Archibald@Police.Govt.NZ>
Subject: FW: Rogers, Joshua, IR-01-24-28283 for review

From: Ministerial Services <Ministerial.Services@police.govt.nz>
Sent: Monday, 19 August 2024 10:49 am
To: KNIGHT, Hollis <Hollis.Knight@police.govt.nz>
Subject: Rogers, Joshua, IR-01-24-28283 - For approval.

Number of pages: 7
HOI: Yes
For Proactive Release: No
Complexity: Low

Kia ora Hollis

Please find attached the Executive review pack for an OIA request from Joshua Rogers for your review and approval.

It relates to Bruce Bird

It was approved by Director Kylie Schaare and Strat Comms review by Olivia Bellini.

It is due with the requester by 09/09/2024

Thanks!

Jonelle Smith | Advisor: Ministerial Services | ([she/her](#))
Policy & Partnerships | Police National Headquarters |

Īmēra / E jonelle.smith@police.govt.nz

[SEEMAIL]



OIA FOR EXECUTIVE REVIEW

Date: 19 August 2024

ED Media and Communications	<input type="checkbox"/>
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High Organisational Impact	YES / NO
Recommended for proactive release	YES / NO

Requestor: Joshua Rogers
File ref: IR-01-24-28283
Request: Bruce Bird

Reviews *(Please refer to next page)*

- Legal Services
- Strategic Communications
- Director

<p>Comment: Compiled by: Jimi McGrogan Director Approval: Kylie Schaare Strat Comms review: Olivia Bellini Withholding grounds used: 6(c) and 18(g) Due Date: 09/09/2024</p>

APPROVED RESPONSE DUE WITH MIN SERVICES: 2 September 2024

Decision document

OIA request from Joshua Rogers: IR-01-24-28283

This request relates to a NZ Herald article about Supt Bruce Bird and a report from the IPCA re allegations he had bullied an Inspector from his District during two meetings.

The requestor wanted minutes, agendas and documents relating to the two meetings. These were obtained from the District with the assistance of Matt Cranshaw. The meetings in question were two DTAC meetings. Documentation provided by the District included DTAC Tasks and action items, and talking points, T&C slide packs, CCI Performance data, and other Deployment documentation. These documents are internal Police documents about T&C within the District and are not intended for public release. This part of the request was withheld s.6(c) OIA.

The requestor also asked for correspondence, documents and evidence between the Police and IPCA. A review of the IAPro file (230427/2065) showed little correspondence between Police and the IPCA. What was there was an initial email to the IPCA notifying the Authority about the complaint, the IPCA acknowledged this notification, and the IPCA subsequently sent a Cat A letter. This part of the request was refused s.18(g) OIA.

A copy of the DTAC documentation and the IAPro file is contained at O:\PNHQ - 445\Employment Practices and Professional Conduct\OIA's\2024\ROGERS Joshua

Inspector Jimi McGrogan

PPN, PNHQ

16/08/24.

MCGROGAN, James (Jimi)

From: SCHAARE, Kylie
Sent: Friday, 16 August 2024 11:31 AM
To: SMITH, Jason; MCGROGAN, James (Jimi); BELLINI, Olivia
Subject: RE: Draft OIA response: Rogers: IR-24-28283

Hi Jimi

I have reviewed and agree with the proposed response.

Ngā mihi | Kind regards



Detective Inspector Kylie Schaare

Director (Acting): Integrity and Conduct
People, Leadership, and Culture
Police National Headquarters

 [s.9\(2\)\(a\) OIA](tel:09-923-9000) |  kylie.schaare@police.govt.nz

To promote and enable a values based culture for Our People

From: SMITH, Jason <Jason.Smith3@police.govt.nz>
Sent: Friday, 16 August 2024 11:18 AM
To: MCGROGAN, James (Jimi) <James.McGrogan@police.govt.nz>; SCHAARE, Kylie <Kylie.Schaare@police.govt.nz>; BELLINI, Olivia <Olivia.Bellini@police.govt.nz>
Subject: RE: Draft OIA response: Rogers: IR-24-28283

Hi

This looks good to me.

Jaosn

From: MCGROGAN, James (Jimi) <James.McGrogan@police.govt.nz>
Sent: Friday, 16 August 2024 11:07 AM
To: SCHAARE, Kylie <Kylie.Schaare@police.govt.nz>; SMITH, Jason <Jason.Smith3@police.govt.nz>; BELLINI, Olivia <Olivia.Bellini@police.govt.nz>
Subject: Draft OIA response: Rogers: IR-24-28283

Kia ora team,

Please see the draft OIA response attached for your review. I have also attached the NZ Herald article that this request relates to, for your information.

For your consideration please.

Inspector Jimi McGrogan
Police Professional Conduct
People, Leadership & Culture
Police National Headquarters

MCGROGAN, James (Jimi)

From: BELLINI, Olivia
Sent: Friday, 16 August 2024 11:14 AM
To: MCGROGAN, James (Jimi)
Subject: RE: Draft OIA response: Rogers: IR-24-28283

Al good from my perspective

Ngā mihi

Olivia Bellini (She/Her)
Senior Communications Advisor
Strategic Communications
Media & Communications

M **s.9(2)(a) OIA**
E Olivia.Bellini@police.govt.nz



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From: MCGROGAN, James (Jimi) <James.McGrogan@police.govt.nz>
Sent: Friday, 16 August 2024 11:07 am
To: SCHAARE, Kylie <Kylie.Schaare@police.govt.nz>; SMITH, Jason <Jason.Smith3@police.govt.nz>; BELLINI, Olivia <Olivia.Bellini@police.govt.nz>
Subject: Draft OIA response: Rogers: IR-24-28283

Kia ora team,

Please see the draft OIA response attached for your review. I have also attached the NZ Herald article that this request relates to, for your information.

For your consideration please.

Inspector Jimi McGrogan
Police Professional Conduct
People, Leadership & Culture
Police National Headquarters

To promote and enable a values-based culture for Our People

E james.mcgrogan@police.govt.nz



IR-01-24-28283

Click or tap to enter a date.

Joshua Rogers
fyi-request-28018-166d582d@requests.fyi.org.nz

Tēnā koe Joshua,

Request for information

Thank you for your Official Information Act 1982 (OIA) request of 12 August 2024. You asked for information regarding a NZ Herald article published on 11 August 2024 with the headline “Waikato Superintendent Bruce Bird found to have ‘bullied’ senior officer in meetings”.

My response to each part of your request can be found below.

1. *I request meeting minutes, agenda and any documents for the below meetings.*

The meetings referred to were District Tasking and Coordination meetings, and documents forming part of those meetings are internal Police documents relating to tasking and coordination. This part of your request is withheld pursuant to s.6(c) OIA, where making available the information sought would be likely to prejudice the maintenance of the law, including the prevention, investigation, and detection of offences.

2. *I also request correspondence, documents and evidence to and from the IPCA in relation to the two meetings mentioned in the below article involving superintendent Bruce Bird (February 2022 and March 2023).*

Any documentation between Police and the IPCA has not been used or disclosed by Police for its own purposes and is held solely as the agent of the IPCA. As such, it is excluded from the definition of official information by paragraph (f) of section 2(1) of the Official Information Act 1982 (OIA). Police therefore refuses this part of your request pursuant to section 18(g) of the Official Information Act 1982 as the information is not held by Police, and Police cannot transfer your request to the IPCA because the IPCA is not subject to the Official Information Act.

Police considers the interests requiring protection by withholding the information are not outweighed by any public interest in release of the information.

Please note that as part of its commitment to openness and transparency, Police proactively releases some information and documents that may be of interest to the public. An anonymised version of this response may be publicly released on the New Zealand Police website.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Nāku noa, nā



Detective Inspector Kylie Schaare
Acting Director: Integrity and Conduct
New Zealand Police

Request

Name: [John Doe](#)
To: [Freedom of Information Commission](#)
Subject: [Request for Information](#)

CAUTION: This email and any attachments are UNCLASSIFIED//FOR OFFICIAL USE ONLY (U//FOUO). Do not disseminate or use for any other purpose without the express written consent of the originator.

Dear New Zealand Police,

I am writing to you regarding the following information:

Information regarding the activities of the following entities:
1. Information regarding the activities of the following entities:
(From 2012 to March 2021)

Request for information regarding the following information:
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[https://www.nzta.govt.nz/infrastructure/road-works/road-works-programme/road-works-programme-2012-2021/](#)
[https://www.nzta.govt.nz/infrastructure/road-works/road-works-programme/road-works-programme-2012-2021/](#)

Yours faithfully,
John Doe

This is an Official Information request made via the FOI website.

Please use the email address listed in the request form to contact the Commission.

For more information on the FOI process, please visit the following website:
[https://www.foi.govt.nz/](#)

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[https://www.foi.govt.nz/](#)

If you find this service useful as an Official Information request, please contact your web manager to link to our privacy request form on the FOI website page.

MCGROGAN, James (Jimi)

From: Ministerial Services
Sent: Wednesday, 21 August 2024 1:59 PM
To: fyi-request-28018-166d582d@requests.fyi.org.nz
Subject: OIA Response IR-01-24-28283
Attachments: OIA Response IR-01-24-28283.pdf

Tēnā koe Joshua

Please find attached the response to your Official Information Act request, received by New Zealand Police on 12/08/2024.

Kind regards,

Ministerial Services
Police National Headquarters

