

30 January 2025

James
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Tēnā koe James

Request for information

Thank you for your Official Information Act 1982 (OIA) request of 11 December 2024. You requested:

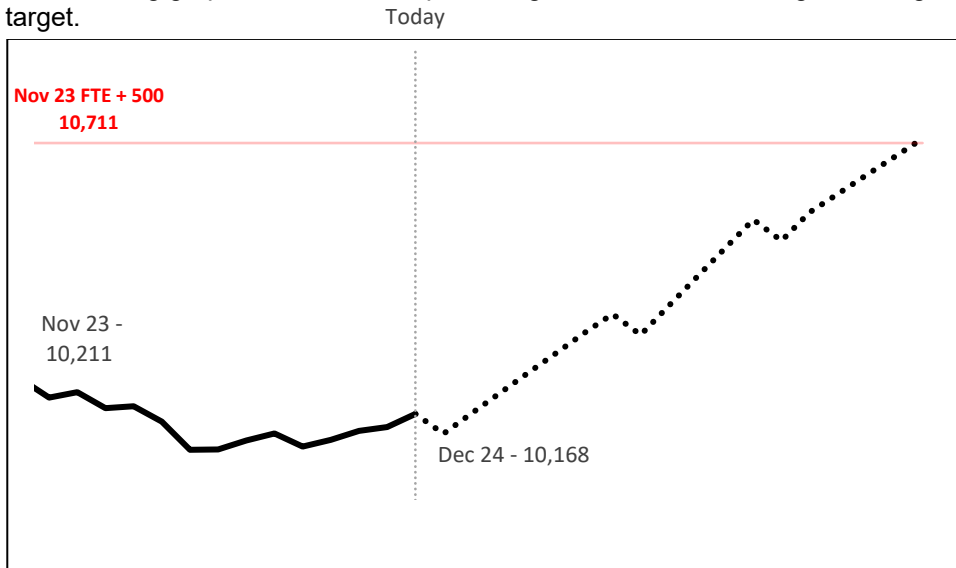
As of December 11th 2024, please provide the progress on the government's stated target to increase officer numbers by 500 before November next year. What have officer numbers increased by since announcing the target?

Between December 11th 2024 and November 27th 2025, how many wings are scheduled to graduate? Please provide the maximum number recruits or capacity in each wing.

Please provide the monthly attrition rate of officers leaving the Police from January 2024 to November 30th 2024.

Please find attached as Appendix one a document titled 'Progress towards 500 growth as at 30 November 2024'.

The following graph shows Police's planned growth towards meeting the 500 growth target.



Please note: The physical capacity at the Royal New Zealand Police College (RNZPC) allows for 10 wings per year, hence there will be two months each year where there will not be a graduation. This is why some months see expected reductions even as there is a trend of growth.

Between 11 December 2024 and 27 November 2025, 10 recruit wings are scheduled to graduate. They are as follows:

Table 1: Graduating wings between December 11 2024 and November 27 2025

Start Date	Graduation Date	Wing	Recruits
5/08/2024	19/12/2024	380	68
9/09/2024	6/02/2025	381	74
14/10/2024	13/03/2025	382	79
18/11/2024	17/04/2025	383	79
6/01/2025	22/05/2025	384	76
10/02/2025	26/06/2025	385	
17/03/2025	31/07/2025	386	
21/04/2025	4/09/2025	387	
26/05/2025	9/10/2025	388	
30/06/2025	13/11/2025	389	

Wing 380 graduated on 19 December 2024 with 68 recruits. The number of recruits given for Wings 381 to 384 reflect the number of recruits in the wing when they started training at the RNZPC. Please note that a small number of recruits may not meet all the requirements in order to graduate, therefore graduation numbers for each wing may differ from those given here.

For wings yet to commence training Police does not have a specific maximum size for each wing. Police have usually recruited wings of up to 80 recruits and are looking to increase this number. Police are currently working through a range of factors that need to be considered with increasing the size of wings beyond 80 recruits.

Table 2: Monthly rolling 12-month attrition rate for Constables from January 2024 to November 30 2024

As at date	Constable attrition rate
31/01/2024	4.7%
29/02/2024	4.8%
31/03/2024	4.8%
30/04/2024	4.7%
31/05/2024	5.0%
30/06/2024	5.1%
31/07/2024	5.1%
31/08/2024	5.0%
30/09/2024	5.2%
31/10/2024	5.4%
30/11/2024	5.7%

Constabulary attrition has for a number of years typically been within a 4.5-5.5% range. This is amongst the lowest constant rate for any employer in the country. Police anticipates attrition rates to trend up due to a significant growth in the number of older officers many of whom are expected to transition into retirement in upcoming years. This was a leading reason for the trend observed in 2024.

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



Paula Te Ata Hill
Director – Recruitment
New Zealand Police

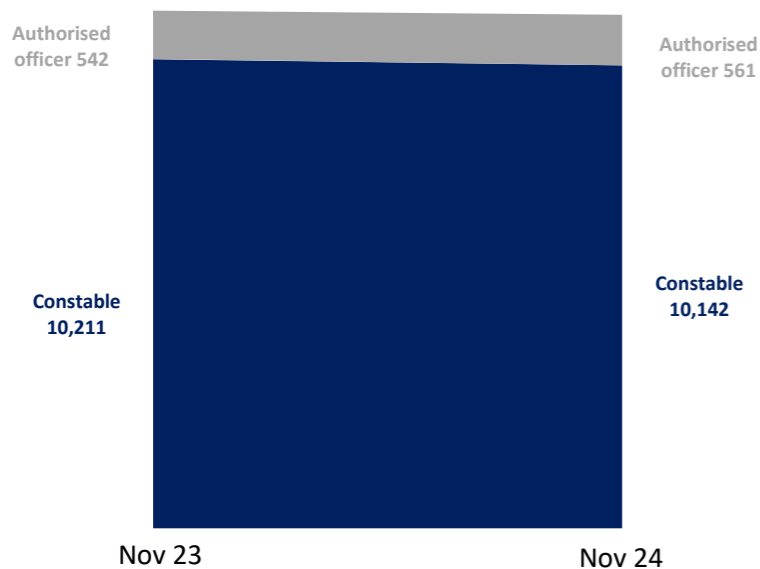
PROGRESS TOWARDS 500 GROWTH AS AT 30 NOVEMBER 2024



FTE GROWTH

Growth in Constabulary workforce

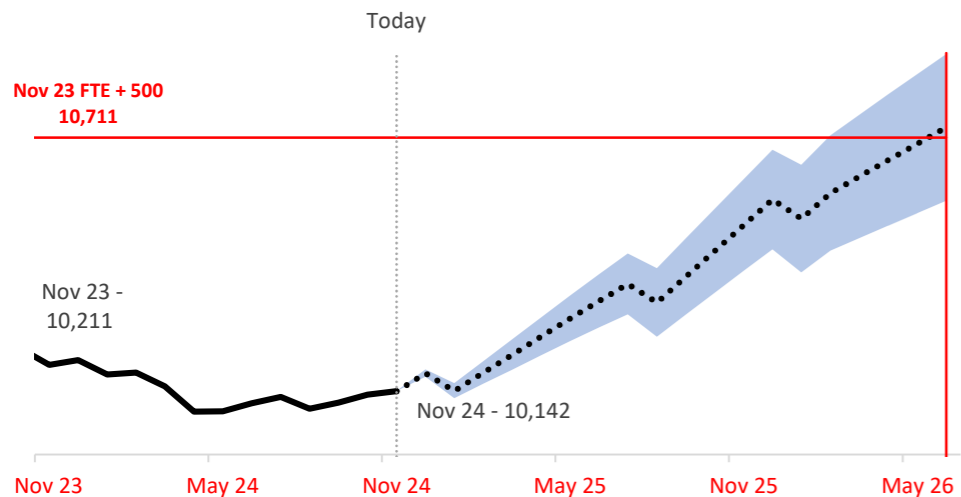
Showing change in workforce size since the change of Government in November 2023



Since 30 November 2023 the Constable workforce has reduced by 69 FTEs. To achieve the growth target Police now needs to grow by a further 569 FTEs.

Progress to 500

Showing Constable FTE only, i.e. excluding AOs. Future movements are based on the current planned recruitment profile, expected attrition and other movements.



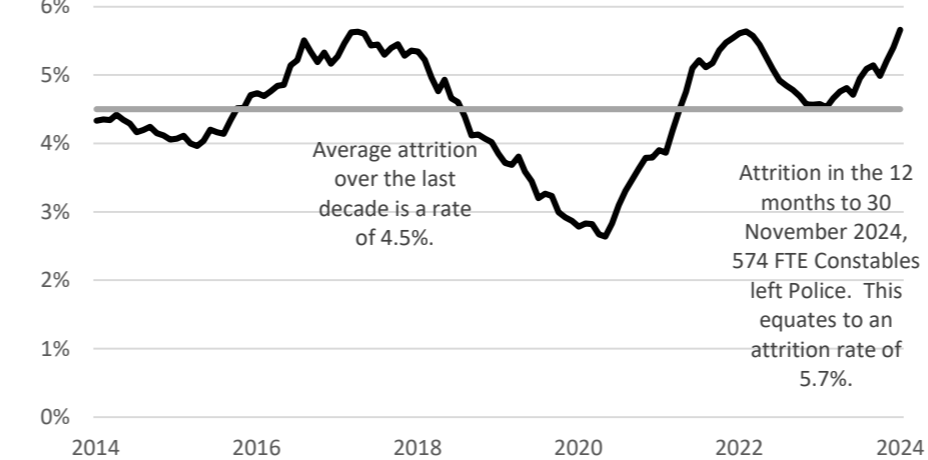
The shaded range is plus or minus 1% difference in attrition rate from projected levels with the same recruitment and other movements. RNZPCs physical capacity allows for 10 wings per year, hence there will be two months each year where there will not be a graduation. This is why some months see expected reductions even as there is a trend of growth.

MOVEMENTS

Attrition

Constabulary attrition

Showing the proportion of Constable employees who left Police each year for the last decade

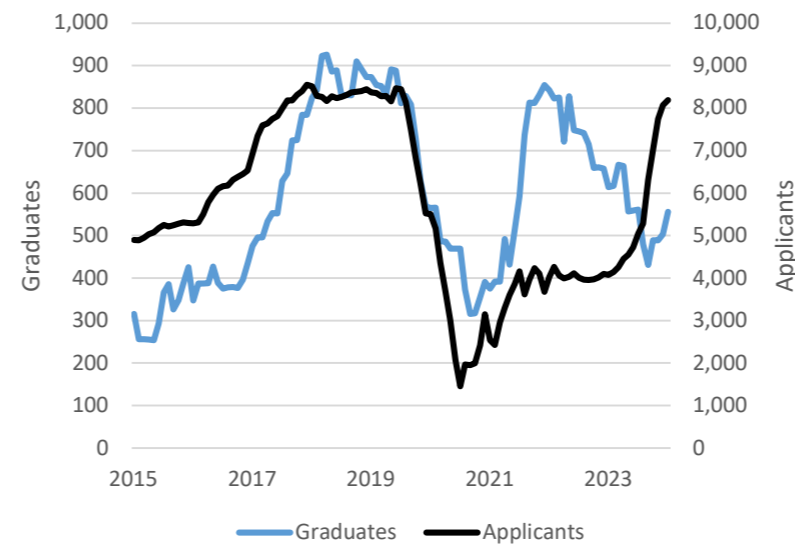


After Covid effected trends over recent years in 2023 Constabulary attrition returned to normal attrition levels, and to date in 2024 remains at the lower end of the typical range.

Recruitment

Applicants and graduates

Showing the number of people who have applied to become Constables each year and the number who graduated from RNZPC.



Over this period there has been an average of 593 people have graduated from RNZPC per year. In the same period an average of 5,708 applications were made a year. This means that for each graduate from RNZPC there has been 9.6 applications.

At this rate the 8,189 applications in the last 12 months will produce around 850 graduates. Police is working on increasing this number.

In the three months to 30 Sept 24 Police received 3,507 applications. This is more than 1,000 above that received in any three month period over the last decade.

Recruitment

Recruits at RNZPC

Wing	Start	Graduate
380	5/08/2024	19/12/2024
381	9/09/2024	6/02/2025
382	14/10/2024	13/03/2025
383	18/11/2024	17/04/2025

Upcoming wings

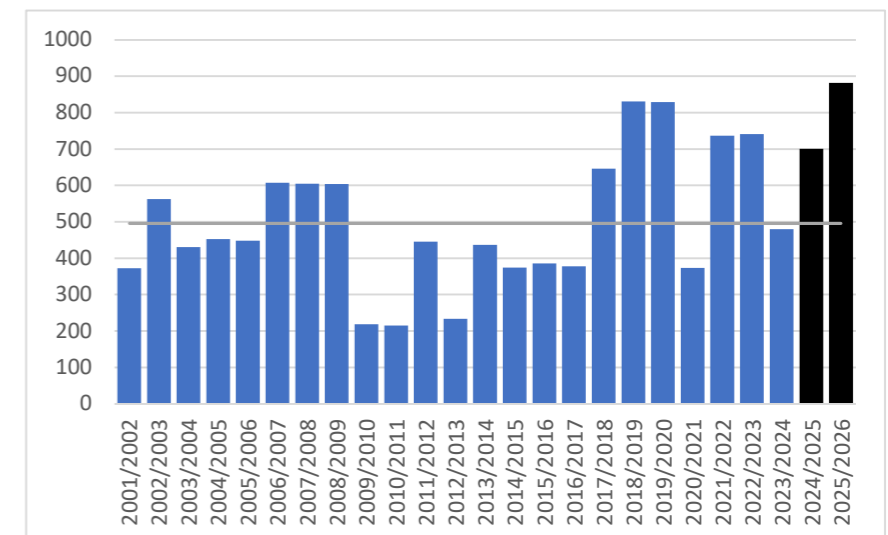
Wing	Start	Graduate
384	6/01/2025	22/05/2025
385	10/02/2025	26/06/2025
386	17/03/2025	31/07/2025
387	21/04/2025	4/09/2025

There are currently 307 recruits under training at RNZPC. This includes recruits on the above wings, as well as small numbers whose graduation has been delayed for one reason or another.

In the last 12 months 10 recruits have left Police before graduation. This represents a 98.2% pass rate over this time.

Planned recruitment levels

Showing actual and expect numbers of graduates from RNZPC each financial year this century.



The Police Executive have approved additional resources to the Constabulary Recruitment team and the RNZPC to enable wings of 100 from April 2025. This will enable the 25/26 year to train the highest ever number of recruits.

It is possible that the recent application spike will have a different time to RNZPC and success rate then standard application periods. For instance a number of these applicants currently hold restricted drivers licences and cannot start at RNZPC until they obtain their full licence. Police is working to assist making this as quick as possible and ensure success rates remain at standard levels. However, until these applicants complete the process it is not possible to be 100% sure what the rates for this group will be.