

26 August 2016

Peter Jones

fyi-request-4437-dbc87db@requests.fyi.org.nz

Dear Mr Jones

I refer to your Official Information Act request dated 13 August 2016. You requested the following information:

"I would like to know the number of police applicants that are in the recruitment stage with the New Zealand Police, and if possible, the number in each specific stage of the recruitment process (initial vetting, interview, etc...). If nothing else, I would appreciate the number of applicants that are currently in the 'candidate pool'.

I would also appreciate if you could provide stats about how many police applicant's are requesting to be posted to each district – i.e., 100 applicatns are in the candidate pool having indicated their posting preferences to be police district: Auckland City.

I would like to receive a copy of the policy which dictates the process for selection from the candidate pool into police college. Essentially I am after information which states the criteria and/or weighting of these criteria that is considered when a candidate is considered for Police college"

I have considered your requests in accordance with the Official Information Act 1982. Listed below are our responses in relation to each of the requests you have made:

1. As at 11 August 2016, NZ Police had 3,844 recruit applicants in the pipeline. This is made up of 609 applicants at initial vetting; 283 at initial telephone conversation; 1,386 at initial medical; 806 at recruit additional information; 194 at assessment day; 86 at interview; 149 at SCOPE (ride-a-long with officers); 90 at reference check; 12 at final medical; 38 at final sign-off and 209 in the candidate pool.
2. As at 17 August 2016, NZ Police had 219 recruit applicants in the candidate pool. Of this pool, 8 had marked their first posting preference as Northland; 8 as Waitemata; 33 as Auckland City; 23 as Counties Manukau; 15 as Waikato; 23 as Bay of Plenty; 6 as Eastern; 18 as Central; 32 as Wellington; 5 as Tasman; 26 as Canterbury and 22 as Southern.
3. I have **enclosed** a copy of the Constabulary Recruitment policy.

Yours sincerely



Kaye Ryan
Acting Deputy Chief Executive: People



Constabulary recruitment policy

Executive summary

The key things to note in this policy are that:

- New police recruits are appointed after successfully meeting a variety of recruitment assessments designed to identify the best people to work for NZ Police
- The recruitment process concludes when applicants commence training at RNZPC

Policy statement and principles

This policy outlines our approach to appointing new recruits for training at RNZPC, and provides links to procedural guidelines. This policy is in place to provide an overview of what we mean by recruitment, why it is important, and how we approach recruitment as an organisation.

What?

Recruitment is the way we attract and select new recruits.

We appoint the people best suited to perform the role of a Constable.

Why?

We have a robust recruitment process to ensure our new recruits meet the high standards and expectations associated with being a Constable.

Once our new recruits graduate and enter the community, it is important that they display Our Values in order to maximise the trust and confidence that the public places in NZ Police.

The integrity of NZ Police and the interests of the community are at the heart of our recruitment decisions.

How?

Our recruitment process enables us to select people with the necessary skills, behaviours, abilities and competencies to perform well and become successful Constables.

All selections of recruits are based on merit – the person best suited for the position.

We value diversity and recruit in a way that best reflects the changing demographics of New Zealand society.

Selections are timely and respond to operational needs and workforce planning requirements.

We apply principles of fairness and transparency throughout the process.

Further information

For further information see:

- the Constabulary Recruitment Guidelines
- NEWCOPS website