

28 January 2019

Thomas Holmes  
[fyi-request-7965-960ffde4@requests.fyi.org.nz](mailto:fyi-request-7965-960ffde4@requests.fyi.org.nz)

Ref: IR-01-18-13982

Dear Thomas,

**Request for information**

Thank you for your email dated 17 October 2018 requesting:

1. For each stage of the selection process please outline how many recruits successfully made it past this stage vs how many applicants made it to this stage of the process.
2. Please format the data in a table with columns for the 'Step', 'Reach Step', and 'Pass Step'. Where 'Reach Step' is the number of applicants that reach that step, and 'Pass Step' is the number of applicants who pass that step.
3. Please make the data available in five different tables for:
  - a) Applications from 1 March 2014 to 28 February 2015
  - b) Applications from 1 March 2015 to 29 February 2016
  - c) Applications from 1 March 2016 to 28 February 2017
  - d) Applications from 1 March 2017 to 28 February 2018
  - e) Applications from 1 March 2018 to 30 September 2018

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

Table 1a Applications from 1 March 2014 to 28 February 2015

Step	Reach Step	Pass Step
Vetting	4,275	3,316
Phone Screen	3,316	2,824
Initial Medical	2,824	2,110
Additional Info	2,110	1,193
Assessment Day	1,193	779
Interview	779	706
SCOPE	706	653
Reference Check	653	595
Final Medical	595	568
Candidate Pool/Recruitment	568	

**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)

Table 1b Applications from 1 March 2015 to 29 February 2016

Step	Reach Step	Pass Step
Vetting	4,611	3,491
Phone Screen	3,491	2,616
Initial Medical	2,616	1,854
Additional Info	1,854	950
Assessment Day	950	623
Interview	623	574
SCOPE	574	507
Reference Check	507	473
Final Medical	473	431
Candidate Pool/Recruitment	431	

Table 1c Applications from 1 March 2016 to 28 February 2017

Step	Reach Step	Pass Step
Vetting	5,175	3,768
Phone Screen	3,768	3,079
Initial Medical	3,079	2,050
Additional Info	2,050	1,208
Assessment Day	1,208	710
Interview	710	632
SCOPE	632	462
Reference Check	462	385
Final Medical	385	292
Candidate Pool/Recruitment	292	

Table 1d Applications from 1 March 2017 to 28 February 2018

Step	Reach Step	Pass Step
Vetting	6,338	4,083
Phone Screen	4,083	3,292
Initial Medical	3,292	1,646
Additional Info	1,646	832
Assessment Day	832	407
Interview	407	353
SCOPE	353	160
Reference Check	160	118
Final Medical	118	73
Candidate Pool/Recruitment	73	

Table 1e Applications from 1 March 2018 to 30 September 2018

Step	Reach Step	Pass Step
Vetting	4,415	3,001
Phone Screen	3,001	2,644
Initial Medical	2,644	1,537
Additional Info	1,537	1,534
Assessment Day	1,534	519
Interview	519	187
SCOPE	187	146
Reference Check	146	47
Final Medical	47	4
Candidate Pool/Recruitment	4	

Please note:

1. The data captured above is as at 14 December 2018 and subject to change as applications move through the pipeline beyond this date.
2. The method in collating the data has changed and the applications above do not include applications submitted by the same email address.

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



Andrea Swan  
National Manager: Constabulary Recruitment  
People & Capability Group

