

30 August 2023

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Tēnā koe Anna,

***Request for information***

Thank you for your Official Information Act 1982 (OIA) request of 6 August 2023, in which you asked for information regarding Constabulary Recruitment timeframes.

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

1. *Average time from initial application date to date started police college for each of the last 3 years, ideally divided into each region of NZ as well as overall average for the country, if it would be possible to compare the overall national average time for male vs female recruits that would be very helpful (for each for the last 3 years)*

Table 1: Average time in days from initial application to the commencement of Wing training of successful Constabulary Recruitment applicants who started at the Royal New Zealand Police College between 6 August 2020 to 6 August 2023 broken down by Police district.

District	2020	2021	2022	2023	Average (days)
01. Northland	487	500	492	306	<b>446</b>
02. Tāmaki Makaurau	463	581	490	356	<b>472</b>
03. Waikato	589	694	613	342	<b>559</b>
04. Bay of Plenty	572	734	582	420	<b>577</b>
05. Eastern	633	686	633	405	<b>589</b>
06. Central	559	666	626	459	<b>578</b>
07. Wellington	633	817	714	470	<b>658</b>
08. Tasman	639	591	566	487	<b>571</b>
09. Canterbury	959	952	905	866	<b>920</b>
10. Southern	644	737	696	542	<b>655</b>
<b>Average (days)</b>	<b>618</b>	<b>696</b>	<b>632</b>	<b>465</b>	<b>603</b>

Table 2: Average time in days from initial application to the commencement of Wing training of successful Constabulary Recruitment applicants who started at the Royal New Zealand Police College between 6 August 2020 to 6 August 2023 broken down by the gender the applicant has identified with.

Gender	2020	2021	2022	2023
Another Gender	N/A	550	907	N/A
Female	528	620	543	466
Male	538	724	627	437
<b>Average (days)</b>	<b>535</b>	<b>679</b>	<b>600</b>	<b>447</b>

2. Average time spent by recruits at each recruitment stage (e.g. vetting, initial phone call, medical etc) for each of the last 3 years

Table 3: Average time in days spent at each recruitment stage by Constabulary Recruitment Applicants who started at the Royal New Zealand Police College between 6 August 2020 to 6 August 2023.

Stage	2020	2021	2022	2023
1. Apply Online	N/A	N/A	N/A	N/A
2. Initial Background Checks	12	13	19	17
3. Initial Phone Conversation	10	37	26	22
4. Online Testing	No Data	23	24	19
5. Initial Medical Check	48	46	52	49
6. Recruit Additional Information Form & CV	21	48	36	28
7. Physical Appraisal Test (PAT)	89	64	59	60
8. Background & Final Checks	64	88	80	53
9. Formal Interview	36	59	73	53
10. Background & Final Checks	202	289	236	141
11. Enter Candidate Pool	63	54	44	43
12. Selected for Wing	N/A	N/A	N/A	N/A

Recruitment stages taken from <https://www.newcops.govt.nz/can-i-be-a-cop/recruitment-process>. Constabulary Recruitment's academic testing process changed in 2021 to deliver testing online and create a distinct recruitment process step. As such this information only begins from 2021 and information for 2020 is refused under section 18(e) of the OIA, as the information requested does not exist.

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](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Nāku noa, nā



Paula (Te Ata) Hill  
Director - Recruitment  
New Zealand Police