

communiqué

Counties Manukau District Newsletter

District Commander

News

District

Events

Operations

Intelligence

Updates

Media

Community

Sport



In this issue



Read about the celebrations for the 75th Anniversary of women in Policing. The District has been highly involved in celebrating this important milestone. See inspiring stories from the women who work in our District and read about their experiences in and out of Police.



Counties Manukau District Awards

The awards ceremony was held on July 22 in Manukau. *page 16*

Social Media Risks

There are up to date guidelines on how to avoid putting yourself at risk on social media *page 17*



Welcome to the second issue of Communiqué for 2016

As always, it has been a busy year for us here in Counties Manukau.

I have spent several months at Police National Headquarters seconded in the role of acting Assistant Commissioner: Investigations, International & National Security. Being at PNHQ for this time has been an interesting and valuable experience. I am pleased that Detective Inspector Dave Lynch has stepped up and done a great job of looking after the District while I have been away.

This year signifies a very important milestone for Police, which is the 75th Anniversary of Women in Policing. This is being celebrated in a number of ways and as a District we have had various successful events and I know there are many wonderful stories coming out of the woodwork. In this issue of Communiqué a number of women have submitted their stories and experiences with NZ Police.

In terms of District performance, I am pleased to report that the District continues to perform very well.

The District continues to show itself to be a high performing District over a number of years which is reflected in our results and positive feedback from the community.

Some of our great successes and results will be celebrated in the District Awards ceremony which was held in late July.

You will recently have seen the District Tactical Plan and Development Plans distributed. These plans can be found on the Intranet; refer to an article in this issue of Communiqué from Inspector Dave Glossop about how they are created.

The plans capitalise on our strengths as a District as we lead the way with innovation and continuous improvement. We value our people and are dedicated to developing by encouraging an environment that promotes safety and high performance at all levels.

Through these plans, we have a clear direction on how to achieve our BPS (Better Public Services) targets and build on our Trust and Confidence levels. It is important to note that recently NZP was among the big winners at the Institute of Public Administration NZ (IPANZ) Excellence awards, taking top honours for building trust and confidence in government. Police were commended for initiatives which are having clear results in improving people's trust and confidence in Police. This is a welcome reminder that the work we are doing is making a difference and is worthwhile.

It is an exciting time in policing, as we launch into the new NZP four year plan which supports Police High Performance Framework and the transformational change programme, Policing Excellence: the Future.

Our focus on tackling the five drivers of crime and their influence of repeat victims, offenders, location and trends will allow us to challenge the causes of criminal behaviour, its consequences and impact on our communities.

The two plans provide a road map for a District-wide approach to service delivery that will enable us

...continued on page 9



District Commander

At the Beginning

In June 1941, the first ten women entered a Police training depot in Newtown launching a new era in Policing. Women had been involved with Police work for many years prior to that in various roles, such as Matrons of stations and female searchers who were often just wives supporting their Policemen husbands in rural communities throughout New Zealand.

For decades, women faced discrimination in the workplace and particularly in roles that were considered physical. A memorandum written to Superintendent John O'Donovan in 1916 stated: "The greatest difficulty we have in training these men (in Police) is to teach them how to control their tongue; how long it would take to train women I do not know. I cannot see how a woman could be usefully employed."

There was considerable opposition to women being formally appointed as Police Officers until Peter Fraser became Minister in Charge of Police. In 1938, after considerable research by the Police and undoubtedly encouraged by his wife Janet who was an active campaigner for police-women to be appointed, the Minister Fraser announced "...that women police will be appointed as soon as possible."

Criteria for women to join the Police were that they had to be unmarried or widowed, between 25 and 40 years of age, and meet education and health standards.

Early roles for Policewomen saw them working in more traditionally 'female-oriented' assignments, working with children, or with women, and working back office roles rather than being on the front line.

To a degree this kind of stereotype was in line with New Zealand society's

positioning of women last century, but was further exacerbated by the perception of Police work being physical and the fact women could be faced with violent offenders.

It took time and perseverance to begin to overcome the obstacles and barriers facing women in terms of being treated as equals by the public, male colleagues and their superiors.

A Personal Account

Pam Sowter joined the New Zealand Police in 1956. She studied at Trentham Military Camp, and in her intake there were eight women of the 100 new recruits. They lived in an Army Barracks, which was quite primitive, and were split into three sections, each with its own tutor.

Pam was the first woman to achieve top of her course – but it was unexpected and so on her certificate it said 'Passed out first of HIS course'. She was assigned to Auckland. When out on the beat they had a set route – and they always patrolled with another policewoman.

Pam eventually married Norm Sowter, who was also policeman. After their marriage Pam stayed with the Police for a short time, but had to retire after becoming pregnant. Her three sons were also sworn members of the police and two of them are still serving, one retired recently after 28 years' service.



Pam Sowter

In her words...

"[By the time I joined] Policewomen had been given a uniform to wear which comprised a below knee length skirt, roomy buttoned up jacket with belt, black stockings which laddered very easily and always in public compelled to wear a hat and navy leather gloves. No batons, handcuffs or pepper spray like today.

As we were not allowed to carry parcels, the roomy jackets came in very handy to stuff inside lunch from Ann's Pantry or the odd sale garment noticed while on the beat.

A regular duty was to search out females who had venereal disease and take them to Nurse Foote at the Health Department. When a man visited a doctor for VD, the doctor was obliged to report this to the Health Department who would then, through the Police, try to locate the person from whom he had contracted it. Most times we would get a description like 'the fat bird with red hair who frequents the Grosvenor Hotel' but we were usually able to work out who that would be. The difficulty however was to persuade her to submit to Nurse Foote for treatment.

Shoplifting was also something we regularly attended, which was mostly



Class photo, first intake of women to the Police college in 1941.

...continued on page 3



Police women on duty in years gone by.



...continued from page 2

done by middle aged women. It was a common thing for women to steal simple items from a shop, things they did not want and usually had enough money in their purse to buy for themselves. On one occasion I had a call to go to a hairdressing salon in Ponsonby as a client had had her handbag stolen while at the hairdresser. They gave me the name of several persons who were in the salon and when I heard one name I knew who would be the culprit. It was my aunt in her 70's. She was a kleptomaniac and whenever she visited our home, my mother would ask us kids to go and hide certain things around the house. Silly things like the extra cakes of soap in the bathroom and in particular her handbag which we had to hide in the wardrobe. Needless to say I opted out of the job at the hairdressers and my aunt was in fact the culprit. Rather embarrassing.

When I think about some of the jobs we did, people today would laugh that we had time to worry about such petty offending. On one occasion I travelled to Otahuhu with Detective Jim Tootill in the 'grey goose', a grey Humber Super Snipe, and I can still remember the ride out there on the motorway. Jim was renowned for his speed and driving skills and I am sure I saw the nose of the car lift in the air on the way. The job was to go in to an Indian fruiterers shop and purchase some goods to a value of less than ten shillings and give the seller a pound note. The owner of the shop suspected him of short changing people and giving them change for the ten shillings and not the pound. I went in a couple of times that afternoon but it did not happen so it was a wasted trip. Can you imagine the Police today being involved with something like that?

All in all I had a fantastic time in the Police even though it was short. It left me in good stead to move on to good jobs once the children had grown up and I am always proud to say that I had been a policewoman."

The Future of Women in Police

At the end of April 2016 women comprised 18.9% (1669) of 8831 constabulary staff and 32.7% of recruits. Five years ago 17.3 percent of constabulary staff were women. Under the current four-year plan, the target is for women to be 21-24 percent of constabulary staff and 50 percent of recruits by 30 June 2019. Women aged 18-29 are a key audience for Police recruitment campaigns. Anyone – male or female – interested in policing as a career can find out more at www.newcops.co.nz



Police Commissioner Mike Bush and Minister of Police Judith Collins with current staff members modelling the Police women uniforms from the 1940's to today.

Relay travels through Counties Manukau

On Friday 3 June the Commissioner attended the launch of the celebrations marking 75 years of women in Police, along with Police Minister Judith Collins and several former and serving female officers.

The 75 year anniversary is an important milestone not just for Police but also for New Zealand.

At dawn on June 24, a torch started simultaneously from Bluff and Cape Reinga. Police staff carry two sections of a torch, one from each end of the country. They will engage with different community groups along the way to celebrate the milestone.

In true Counties Manukau style, the 75th Anniversary of Women in Police has been celebrated throughout the District at numerous events where staff could engage with our multi-cultural community. The relay started in Counties Manukau on Tuesday 5 July with a handover from Auckland City District Area Commander Jill Rogers, at Mangere Bridge. Acting District Commander Detective Inspector Dave Lynch was accompanied by the District's longest serving sworn officer Senior Constable Sarah Su (29 years), longest serving civilian Eleanor Scott (28 years) and newest female Police officer Constable Kasaea Tomupilo (5 days).

A Waka Ama crew took the relay torch up the Manukau Harbour and the torch was handed to the CRL team at Harlech House where it spent the night. Wednesday 6 July saw a formal parade through the Otahuhu town centre with Police dogs and horses, marching band and supported by the local community. Following the parade, Counties Manukau Central held a high tea at the Manurewa



Acting District Commander Counties Manukau, Detective Inspector Dave Lynch with Auckland City Area Commander Inspector Jill Rogers.



Counties Manukau East Area Commander Inspector Wendy Spiller with xxx at the Fo Guang Shan temple.



Acting District Commander Detective Inspector Dave Lynch with Karen Thompson, Mary-Claire Funnell and Lisa Tookey at the WERO White Water Rafting Park.

Police station for staff.

On Thursday 7 July, Constable Tineke Laing took the torch to East Area staff by motorcycle. It was transferred in East Tamaki Road where a parade then travelled to the Otara Town Centre, followed by a temple blessing event at the Fo Guang Shan Temple in Flat Bush.

On Friday 8 July Inspector Spiller handed the torch to District Commander Dave Lynch at the Hub where a morning tea was had for past and present staff. The staff then walked down to the Vodafone Events Centre where Dave, Karen

...continued on page 5

...continued from page 4

Thompson, Ali Ramsay, Ingrid Brandsma, Lisa Tookey, Mary-Claire Funnell and Kate Smith ventured onto the WERO white water rafting park where it was taken on an unusual route – hopefully the torch is waterproof!

On Friday afternoon the torch was handed to South Area staff ready for the weekend's events. A high tea was held at Papakura Station before being received at the Papakura Marae. On Saturday the torch was taken to the Bruce Pulman Park as there was the weekend netball competition being played. On Sunday staff took the torch to the Pokeno markets before being handed over to Waikato District.



Celebrations at the Papakura Marae.



Manurewa staff with the relay torch.



South Area staff with members of the community at the Pokeno markets.

On August 1, the relay will culminate from the north and south in a National Parade through the streets of Wellington from Civic Square to Parliament where the two sections of the torch will be joined together. All Districts will send representatives and Police recruits from the College will attend the march. Retired staff will also be invited to participate. There will be old Police cars featured, the Police Pipe Band, Police horses, Police Dogs and other entertainment.

An exhibition will be launched in September at the Police Museum which will feature stories and videos

...continued on page 6

...continued from page 5

from a range of current women working in Police today and artefacts from the last 75 years.



Counties Manukau West Area Commander handing the torch to Waka Ama crew.



Parade through Otahuhu centre with Police women uniforms from the decades.



East Area staff at the celebration in Otara Town Centre.



Police Mounted Section at Fo Guang Shan Temple



The torch leaving Otahuhu by motorcycle with Constable Tineke Laing.



Acting District Commander Counties Manukau, Detective Inspector Dave Lynch handing the torch to Waikato District Commander Superintendent Bruce Bird.

Lorraine Borrell

In nearing 18 years' service, I've had many amazing days working for Police but probably my favourite day was the 2014 Tuakau Christmas Parade.

For about the last 5 years, a few of us horse-loving cops have been lucky enough to have had some days where we've been able to take our horses to work with us.

This particular day it was mine, Constable Cathy Cullen's and Constable Laura Swann's job to lead the Christmas parade. We arrived keen and early so that we could mix and mingle with the Tuakau community and get the horses used to the strange floats and surroundings. Laura was riding the tried and trusted 'Smoke', Cathy the mighty 'Captain', and me on the smallest but bravest of them all 'Chief'.

We were riding around town generally making friends with all the kids and families when Laura heard a burglars on job come in for the other side of Tuakau. The burglars had been seen leaving an address with bags of stolen gear after breaking in. We trotted through town to where the offenders had been last spotted by the witness who had lost sight of them in a crowd of people who were waiting to watch the parade.

Due to our mounted vantage point we were able to spot them trying to run away. We cantered after them and I managed to leap off Chief and grab one of them. He was a bit stropy about it so I quickly hand cuffed him to the nearby church rail so that he couldn't run away. He had a bag full of electrical items stolen from the house. Cathy and Laura cantered after the second offender who ran through a narrow ally way into Tuakau's main street where the town Sherriff, Sergeant Tod Kirker took over the chase. Both offenders were arrested and the best part was



that it brought closure for the victim with all of their stolen property being returned.

Being part of the mounted horse section has been a heap of fun and a really effective community Policing tool. Having the horses with us helps break down any barriers between Police and the community. Laura and I spent a day with our horses in Pukekohe North last year. If anyone has worked in Pukekohe North area before you'll know it can

be a challenging area to Police, but when you've got two cops on horses outside your house and a bunch of kids surrounding them, getting rides, it's hard for the mums, dads, aunties and uncles to dislike us and not come out and talk too. We even had gang members wanting to hang out and get photos with us.

As a police officer it's definitely an awesome feeling being able to put a smile on someone's face.

...continued from page 1

to work closely with our partners and the community to ensure the people of Counties Manukau are safe and feel safe.

The results of the Workplace Survey 2016 have recently been released and it's great to see such positive results for the Counties Manukau District. The levels of engagement and positive perceptions within the District are tracking well and continuing to

increase positively.

Remember, it's not just once a year that we want to hear about what we can do to make things better. There are a number of opportunities for you to voice any concerns or raise any questions; I encourage you to contact your supervisor or Area Leadership Team if you have any ideas or concerns.

It was also announced recently that Commissioner Mike Bush has been

reappointed as the Commissioner of Police for another three years (term ending April 2020). We look forward to continuing to achieve highly with him at the helm of our organisation.

Finally, I'd like to take this opportunity to thank all of you for your continued outstanding work and commitment to our community. The success of our District is thanks to your dedication.

Stay safe this winter.

Superintendent John Tims

Kate Dobbie

I joined the New Zealand Police at 23 years old and have completed 20 years in Counties Manukau beginning my tenure at the tiny wee Otara Station.

Before the recruiting process I was super scared that they wouldn't even take me on as a recruit as I feared I was the wrong gender, not big enough, was too white and lived in Remuera – so I ate McDonalds like it was going out of fashion and told them I lived in Newmarket (it wasn't considered quite as flash there back then)!

Since about the age of 10 years old I wanted to be a detective – every ounce of play during childhood was detective or spy related – I even wrote stories about a fictional character who went by the name of Detective Dobb. I was passionate about sports, art, drama and singing and was lucky enough to play Soccer for Otago, and sing in a New Zealand representative choir in Europe. I completed a Science degree in Mathematics at Otago University, but to be honest, all I wanted to do was join the police (all I had to do was convince my family!).

I loved Police College and after a few years as a uniform officer I joined the Criminal Investigation Branch and have since found some particular passions within this investigative arm. While in the area of Child Exploitation I was lucky enough to have incredibly supportive supervisors who nominated me for District and International awards in this work-space and I

received both of them, one being an ACWAP Australasian Most Outstanding Investigator Award sponsored by the FBI and presented to me in Canberra.

I am super lucky to be in the most progressive district in the New Zealand Police and in a district full of staff that I have always considered my family. I am lucky enough

to be leading staff within Counties, to be involved in the Police High Performance Program as a Facilitator, to be part of the Police Choir and to give back to my district within different staff support forums. I am a police officer for life and I am proud to serve the New Zealand Community alongside my workmates in Counties – 'the team' is the BEST part of this job.



PHOTO: DOMINION

Women officers scoop prizes at Police College graduation

The odds are stacked in favour of police officers Nicola Hutt, left, Susan Butler, Kate Pirovano, Rachael Corcoran, Kate Dobbie, and Rachel Grant, each an award-winner at their recent graduation

from the Police College in Porirua. Their haul meant women took more than half of the 11 graduation prizes on offer, despite making up only 12 of the 59-strong class. Kate Dobbie, who completed a Bachelor

of Science in Mathematics at the University of Otago before joining the police, says it is a sign of change that women are doing so well in a male-dominated work environment.

Dale Ramshaw

As the District Customer Service Manager for Counties Manukau Police, I love working with the dedicated and professional Public Counter Teams across the District.

As a relatively new role, Counties Manukau has recognised the need to have a consistent approach to Service Excellence and process consistency. I am very proud to be a part of NZ Police, it's been a dream since I was 16 years old.

What ties in nicely with this is what I do for fun outside work. For the past 13 years I have been refereeing rugby for Auckland Rugby Union, refereeing a range of grades such as Premier Womens, Senior 1 Mens, U85kg, U20's & 1st XV.

With Rugby being a male dominated sport there has been the odd

challenge along the way, especially when I front up and they realise "Dale is a girl". I often get asked "how did you get into refereeing rugby"? My answer is usually I'm the surrogate son... As the oldest of 3 girls Dad had to impart his passion onto one of us. The reality is I've always been drawn to rugby. My favourite game as a kid was bullrush. I would

...continued on page 9



Alison and Robyn Brand - Keeping it in the family

Counties Manukau Road Policing Manager Inspector Alison Brand and her mother Robyn featured in a recent issue of Woman's Day magazine discussing their experience as a mother-daughter cop duo and highlighting the 75 Years of Women in Police celebrations.

Robyn joined Police in 1967 in the UK, where she worked for a year before returning to New Zealand to continue her career with the force.

In the 60s, Robyn was supplied with a knee-length pencil skirt, stockings and a handbag. "The uniform was completely impractical, but back then they didn't expect us to be running down streets and jumping fences." Duties instead consisted of walking the beat, answering the phones and driving with the Sergeant.

Once she fell pregnant with her first child, Robyn had to leave Police. Fortunately, things have changed significantly by the time Robyn's daughter Alison joined in 1994. Alison has three young girls and was able to take parental leave and return with flexible hours each time – something that was not available for Robyn.

Alison's father and Robyn's husband Geoff was also a Police officer for 38 years, and Alison's brother (Robyn's

first son) Greg also joined in 1994.

"I am so impressed with the calibre of the policewomen I've met," says Robyn. "They are intelligent, capable, confident and physically strong – and wearing pants."

Alison says her mum was a ground-breaker. "For me, my job is to continue what mum started in the 60s and be a role model to my girls."



Real life
Top of the cops!

WE'RE A FORCE TO BE RECKONED WITH

The mum-and-daughter crime fighters can't be beat

Our police officers are traditionally known as "the boys in blue" but this month, crime-busting Auckland mother-daughter duo Robyn and Alison Brand are celebrating 75 years since women were able to join the New Zealand Police.

Now retired, mum-of-three Robyn is delighted that her daughter is carrying on her legacy and proud of how far the force has come in just two generations. She says, "It was a little different back when I started in 1967 because they hadn't worked out what to do with women. Not in a nasty way, but men took on a more paternalistic role. They were protective and unsure about what we could do."

Dunedin-born, Wellington-raised Robyn, 69, started her career in the UK, where she spent a year on the beat in London and going undercover in its clubs. By the time she returned to New Zealand, attitudes towards the roles of women were finally shifting.

Women were allowed to join NZ Police in 1941, but they originally had to be single or widowed and weren't allowed to drive their vehicles. While female officers wear trousers nowadays, when Robyn started out in the '60s, she was given a knee-length pencil skirt, stockings and a handbag to carry her notebook and handcuffs. She's grateful she left the force before the miniskirt was introduced in the '70s.

Laughs Robyn, "The uniform was completely impractical, but back then, they didn't expect us to be running down streets and jumping fences!" Instead, her duties consisted of walking the beat, answering the phones and driving the sergeant around.

Tough task

While Robyn beams as she recounts bonding with her colleagues and the amazing assignments she was sent on, there is one case that still haunts her – the Wellington maritime tragedy, the Wahine disaster.

The grandmother-of-seven is silent for a moment before talking about working in the morgue on April 10, 1968. She was tasked with cleaning over 50 half-clothed bodies and sorting the victims into age families to arrive to identify their loved ones.

"You put the shield down and you deal with it, but of course there weren't the systems they have on the force now," tells Robyn. "We tried to do our very best to treat the bodies with respect and make it as easy as possible for those poor families."

It wasn't long after that Robyn's policing career was cut short, when she fell pregnant with her first child Greg. "Once you start showing, you're gone," she tells. "I was only three months along when I left."

It's another stark difference between the experiences of mother and daughter – today, the uniform includes maternity wear! A mum of three girls, Alison, 43, worked night up until all her due dates and took nine months of maternity leave for each daughter, before returning to work flexible hours – something that wasn't available in the '60s.

For Alison, it was a natural fit to follow in her parents' footsteps – her father Geoff was also a cop, for 38 years. Too young to apply straight out of high school, she spent the next three years completing a degree, before enrolling at Police College. Her brother Greg, 47, also joined the force that year and is now a detective sergeant in the Criminal Investigation Branch.

That was 22 years ago and now, as an inspector with Police in Counties Manukau, Alison manages 90 staff and oversees the area-based policing teams that include the Serious Crash Unit, Highway Patrol and Road Crime Unit. It's a senior position that was incomprehensible for a woman to hold in Robyn's time.

"I am so impressed with the calibre of the policewomen I've met," smiles Robyn. "They are intelligent, capable, confident, physically strong – and wearing pants. You wouldn't want to scrap with them!"

Alison, who is also the chairperson of the police's Women's Advisory Network, is equally full of praise for Robyn's generation. "Mum was a ground-breaker, coming was a role model to my girls."

And what a role model they have! Proud mum Robyn is confident Alison's three daughters will carry on in the family business. "We should get a least one of the girls," she laughs. "My eye is on the youngest one!"

Robyn (left) and Alison's experiences on the force have been very different, but their passion for the job is the same.

In her "completely impractical" '60s uniform, Robyn gives a girl a play-by-play while at an event in London.

womensday.co.nz Woman's Day 37

...continued from page 8

have played rugby had I known there were women's teams out there. Instead I played senior hockey.

I was encouraged along to Eden Park (hallowed ground) to look at the prospect of being a referee, I had no idea females could ref. The room was full

of 200 men and one other woman, not intimidating at all! Thirteen years on, there are now 4 women. Nationally the numbers are increasing with more focus on developing females within the game and some great female refs out there. Women offer a uniqueness men don't have. I've personally learnt a lot from being a referee which has

benefited me in my personal and working life. There's a buzz when walking away from a game knowing I've given both teams a fair chance at a good contest, best seat in the house!

I still get nervous before games but wouldn't be there if I didn't love it.

Seema Kotecha

“But who is going to marry you if you become a Policewoman?”... was the initial reaction from my parents followed closely by “But it’s too dangerous”.

Coming from a fairly strict Hindu household where the commonly accepted occupations were Doctor, dentist, lawyer, business owner and banker, the announcement that my application to join the Metropolitan Police in London had been accepted came as quite a shock. It was the year 2000, I had graduated from university with a 2:1 BA (Hons) in Sociology (with Japanese studies) and I naively thought I was ready to take on the world.

Needless to say, I received quite the shock when I started training college. There were many things that I discovered that were well outside my cultural norms and experience. Religiously polishing my shoes for an hour each night ensuring they were suitably shiny for parade the next morning, practicing marching at every opportunity and being surrounded by predominately white men of varying ages were all things new in my life and I often wondered where I had landed.

I managed to navigate through the four and a half months of training, which can sometimes only be described as “Hell in Hendon” and then thoroughly enjoyed the final “passing out” parade which, in true Indian style was well attended by a large representation of my extended family. We also all featured heavily in the final video at a time when the Metropolitan Police was re-branding themselves and trying to show the public that they were becoming more progressive and accepting of other cultures.

I began my career in Hammersmith & Fulham Borough and the first few months presented me with what were probably the most difficult times in my career. Having joined the Police at a time where staff felt unsure about the new recruiting strategy, I was told that my posting into the unit made some staff feeling paranoid as they thought I was put there to inform on them to the Complaints Investigation Bureau (our Professional conduct). This led to a very lonely and stressful start to my career. This together with my friends and family saying to me “the Police is no place for one of



our Indian girls to be” merely fuelled my determination to show them otherwise.

However at around the 6 month mark I was considering my resignation. Then by some good fortune, one of our old team Sergeants who turned out to be pretty intuitive moved me to a more forward thinking and younger team as he thought I would “fit in” better there. It turned out to be true. In those early days, I always thought I had to prove to my colleagues that I was the same as them, it was only a few years later that I discovered that is was actually okay to be different and part of the same team.

After a lot of hard work and some well managed relationship building, I was approached by a DS in CID (CIB) asking me to join the CID, I didn’t really know what it would involve but I agreed as I was told it would open a lot of doors (I wasn’t really clear on what that meant at that time either but I thought I’d give it a nudge anyway).

In true CID fashion, I spent the next few years “working hard” and “playing hard” (as it is commonly known). Fortunately, in those days overtime was well paid and freely available, which subsequently helped to get on the property ladder in the UK.

After almost 8 years in the UK, I had passed my promotion exams and was looking to apply to become a DS, when my partner (at the time) and I decided to try a move to NZ for a change of lifestyle after an amazing holiday here. My partner had been offered a job and I took a period of unpaid leave (in case living in NZ didn’t work out).

Following the traditional farewell at



Heathrow airport, again by a large representation of my extended family, I spent the first year in Auckland working as a Liquor Licensing Inspector after responding to an ad which read “do you enjoy visiting bars and restaurants”. Let’s be honest, the answer was always going to be “yes”. It was a great job to have for a newcomer as it helped me get to know my way around Auckland/Waiheke Island/Great Barrier Island.

Once we had decided to stay in NZ, I was fortunate that NZ Police offered me a place on wing UK13. Towards the end of the course, it was announced that I would be going to the Child Abuse Team at Counties Manukau. This initially filled me with fear and dread. I had only ever worked with adults that has suffered sexual abuse, and in drugs/Robbery/Burglary/CIU (type) squads and was worried about what I was being sent into. It soon became one of the best jobs I have ever done and is an area of work that I am extremely passionate about still to this day. NZ Police has provided me with many other opportunities, including travel to work in Samoa (twice!) and NZ itself continues to prove why it’s one of the best countries in the world to live in.

Having had the opportunity to work in both the Met Police and the NZ Police, I recognise that there are of course a lot of differences but there are also many similarities. The main similarity being that both organisations contain a hell of a lot of people with massive hearts and minds that are genuinely trying to make a positive difference, which is a privilege to be a part of.

Plus the weather in NZ is a lot lovelier than London!

Katie Perkins

While sitting in my hotel room in Mumbai, India during the ICC Women's World Cup in February 2013 I decided that it was time to commit to my goal of joining the New Zealand Police.

For the two years leading up to that point I had been working in my first job out of university at New Zealand Rugby League.

I had already started my Police application during mid-2010 and during my NZRL interview I explained to them that joining the Police was where I actually hoped to end up. I also mentioned that I was heavily involved in cricket and had the dream of playing for the Whiteferns (the New Zealand Women's cricket team).

I was inspired to join the Police after the (now former) NZ Police Officer, Glenn Compain, spoke at my church about his life. His incredible mana and ability to connect with people led me to wanting to be just like him.

From India on 8 February 2013 I emailed my selection specialist and exactly two months later I started Police College with Wing 278.

During my time at NZRL I had grown and developed in many ways, but most importantly I had found the balance in my life that I had desperately needed.

The dream of playing for the Whiteferns had been all I had ever

wanted since I was five years old. The dream drove me, but it also suffocated me. I wanted it more than anything and I defined myself by my cricketing success.

During the winter of 2011, after a season from hell with my Auckland side in 2010/11, I went through the painful process of letting go of my Whiteferns dream. I realised I had to be able to love myself for who I was whether or not I ever played cricket with the fern on my chest.

The next season I played cricket with a new-found freedom and love for the game. I had my most successful and consistent season and was picked for the Whiteferns tour to Australia in January 2012.

I have been part of all Whiteferns squads since my debut in January 2012 and have had the opportunity to travel and play in some amazing places around the world.

The New Zealand Police have been outstanding in their support of me, providing the leave I've needed each time the Whiteferns get together. I may never have any annual leave to do 'normal people' things, but that's an easy sacrifice for being able to live

out two dream careers at once!

At the end of last season we went to India for the 2016 ICC Twenty20 World Cup. For us players, the disappointment of the semi-final loss distorted our other fond memories of the tournament a fair bit, but it was extremely humbling to have so many people congratulate us on our efforts and say how impressed they were with our style of play.

No doubt a massive highlight was beating Australia. The fact we had them four wickets down for only four runs was one of the most surreal cricketing experiences I've ever had!

Although balancing full time work with international sport is challenging at times, it just requires good time management and a great boss... and I've got both of those!

I'm currently in the Counties Manukau Central NPT that has recently moved into Randwick Park. This is a new role for me and one I'm extremely motivated about. In particular I hope that while working closely with the community I may be able to inspire others in the same way Constable Glenn Compain inspired me.



Fiao'o Faamausili

I grew up in Samoa and moved to Mangere East when I was 5. I joined the Police in 2010 and began my career in Otahuhu, first on the frontline, then with TCU and CIB.

I split my time between policing and a member and captain of the Black Ferns. I made my test debut in 2002 and have captained the side with 2012. Time management is the key. Both Rugby and Police have been really supportive. I have long days where I train before and after work. It's really handy when the gym is available 24/7. During rugby season I balance my trainings with three teams: club, provisional and

international. I try and study between games and do the bulk of my studies during preseason when we get three months off.

There is a lot of support for female cops nowadays and it is becoming more common for women to be promoted. I don't think being a woman has held me back in this job at all. Even though you're in a male-dominated job, the women can do it just as well.

We can offer that calm nature. The way things are now, how you communicate with people is how we get results. That's where women excel.

I think the future looks bright for policewomen. I have a goal to become a supervisor and strengthen other women coming through the ranks. I want to give them hope that there are opportunities out there for us to be alongside the men.



Samantha Pettigrew

I was actively involved in numerous sports throughout high school including athletics, cross country and football. At 15 I was diagnosed with Scoliosis and required two metal rods to be inserted the length of my spine. This limited my options sport wise and I focused on running.

In 2009, my first year of University, I had my most successful year internationally where I came 30th at the World Mountain Running Championships and 1st at the

World XTERRA Trail Running Championships in my respective age groups. After completing my degree I managed a fitness facility but decided the Police was still what I



wanted to do, a desire I had had from early high school but chose to first study and travel. The job always appealed due to the assistance provided to the communities, the various avenues and opportunities available within the organisation and the dynamic and diverse working environment.

Since joining the Police I have continued to run but on a more social level, however the challenges still tempt me and I am eyeing my first ultramarathon later in 2016. Most recently in April 2016 I completed a two week trek to Everest Base Camp at 5400m.

Louise Mann and Caroline Fisher

12 October 1981 was a day Caroline Fisher and Louise Mann (nee Gray) would never forget.

An early arrival at the Auckland Central Police Station which saw not only these two young ladies but also 19 other fresh faced men and women sworn in as the newest members of the Police Constabulary – Wing 81 – post Springbok Tour. They boarded the Wellington bound train and spent the next ten hours getting to know each other and the other members of their wing – with a stop in Taihape for a pie and luke warm cup of tea.

They arrived at the Porirua train station in the dark and took a bus to the newly opened Police College at Porirua which was to become their home for the next 6 months.

The following morning they met their instructors and the rest of the wing and were given the standard recruit arrival speech “some of you will graduate and some of you won’t” – they both still remember having a sudden panic attack and wondering what was to become of them – would they survive or would they be on the next train back to Auckland?

It wasn’t long before they were sporting their tailored Police issue skirts, blouses, tunics, blue bowling shoes, white marshmallow hat, blue bowler hat, wooden baton and their high fashion blue vinyl handbag together with mirror – an essential tool for all Policewoman.

Fast forward 6 months and yes, they did graduate. Caroline was posted to Hastings and Louise to Gisborne. Neither of them had even heard of their respective destinations, having been recruited from Auckland, and in fact their destinations were not even anywhere near the choices they had put on the application forms.

During Louise’s time in Gisborne she worked frontline and on Team Policing. She was also the first Policewoman to serve in Wairoa – a sub-station of Gisborne.

During Caroline’s tenure in Hastings she worked frontline and in 1983 was involved in the murder investigation of Kirsa Jensen – a 14 year old girl who was murdered while out riding her horse.

In 1985 Louise transferred from Gisborne to Henderson again working frontline and then to Youth Aid and Caroline to Otahuhu in 1987 working



Section 1, 81st Recruit Wing – Caroline second front from left, Louise second front from right.

frontline and CIB.

After 17 years’ service Louise left to pursue motherhood with Caroline following after 21 years’ service.

In 2006 Caroline decided it was time to re-join the working force and returned to Police as a Police employee in CJSU in the Counties District. In 2009 Louise also returned to Police in a Police employee capacity and worked in Newmarket before taking the role as the Executive Assistant to the District Commander here at DHQ in 2013.

Their friendship has spanned 35 years but it only seems like yesterday that they were boarding that train not knowing what lay ahead. When they look back they laugh at some of their memories from ‘back in the day’:

» only being allowed to wear Police

trousers while working night shift;

- » being called WD (Woman’s Division) even though that title had been removed many years before;
- » being assigned to carpark duties during pub visits as the pub was no place for a woman;
- » members of the public demanding to speak to a Policeman not a woman;
- » the common reference from the old school cops “you should be home having children”;
- » being called back to work at all hours of the day/night to search female prisoners and deal with sexual abuse complaints due to lack of female officers.

Section 1, 81st Recruit Wing – Louise and Caroline’s section





Constable Janelle Pownceby

I am coming up to three years with Police after quitting a four-year accountancy scholarship with PricewaterhouseCoopers from the University of Waikato after two years. I realised it just was not fulfilling and wondered what I could do to get more out of my career.

I made a few enquiries about the police force, called the 0800 number and went on the website and just fell in love with it. I went down to police college and was really passionate about what I was doing. I knew I was in the right place.

In my final year at Wesley College I was head girl and I placed first in accounting, classical studies, economics and English. I was awarded trophies for excellence in business studies and academic achievement by a girl, and was judged the most outstanding arts student and netball player.

I took out a leadership award for empowering women to make life-changing decisions, and the \$7500 PricewaterhouseCoopers scholarship.

The scholarship was a huge

opportunity – but I never wanted to get stuck in a job doing the same thing every day. It dictated a path for me during that time I was just really confused, and I didn't know what I wanted to do.



What I really wanted to be doing was using the communication skills I had developed at Wesley College. I'm not a big person, I'm 5'3", and I went to Wesley College where predominantly where the other students towered

over me. So communication was key. I'm quite a big talker and generally in this job that will draw people towards me, and people open up a bit more. I don't stand over anyone, or force anyone to do anything. I consider myself quite approachable and fair, so I don't get a hard time."

These people skills are hugely important in Police – a job where you're often deal with people in that "short moment" when they're upset, or angry.

My end goal is to join the CIB and put to use the academic skills I gained at school. I feel that the results that the CIB get are absolutely amazing, as well as the resources they have available to them. I'm absolutely fascinated by what detectives do, and eventually I do see myself down that path.

The District Tactical Plan Explained

Inspector Dave Glossop

Each year around this time you are introduced to the new Tactical Plan for the District. This year I worked with the District Leadership Team (DLT) on the challenge of creating this important document. You all get to see the end result, but I just want to take a moment to talk you through its creation.

The process is constant and very detailed. We continuously evaluate the tactics from previous plans to determine, under an Evidence Base Policing lens, what we should stop or keep doing. We then determine what we should start doing. This all begins with a strategic assessment of our environment to define what our challenges are and will be. These are then assessed against the Five Drivers of Crime and areas of non-criminal demand such as missing persons. Tactics are then considered against the crime triangle to reduce repeat victims, locations and offenders. Lots of people are consulted of these tactics including our partners and the community. Whilst the new plan is set in place for the 2016-2017 fiscal year, tactics will be reviewed quarterly, as we are aware of the pace of change. Changes are made as required.

Believe it or not it doesn't end here, we need to make sure the District

as a whole, is up to the challenge of executing the Tactical Plan. This is where the Development Plan kicks in. This plan, in consultation with the DLT, is prepared by the Policing Development Group (PDG) who assess our capabilities and ensures each and every person, process, or partnership is aligned with the Commissioner's Intent and provides the best opportunity in driving down crime and victimisation, reducing death and injuries on the roads and reducing social harm in our communities.

All that done, the critical factor to success though, is you. Your efforts and commitment to achieving the desired outcomes will make or break any plan. Currently your contribution is identified through the 3-Month Strategic Template, which should see posted around the place. This document along with Our Business, should be discussed with you at

your monthly one-on-one meetings with your supervisor. With all of our staff, working and focussing on the right priorities (Pulling in the same direction) to achieve the goals and objectives within the Tactical Plan, Development Plan and the 3-month Strategic Template, it creates an incredible force that will have positive impacts on our criminal environment.

The 3-Month Strategic Template will eventually be replaced by the new Police High Performance Framework Template, which will take our performance to the next level. Exciting times.

See the Plans on the intranet:

<http://nzpintranet/groups/COUNTIESMANUKAU/Documents/CMD-Tactical-Plan2016-2017.pdf>

<http://nzpintranet/groups/COUNTIESMANUKAU/Documents/CMD-Development-Plan2016-2017.pdf>

Sarah Su

I have been in the NZ Police for 29 years and hold the rank of Senior Constable. I am a single mother and have four sons aged 11 to 26 years. I have been active in sport since my recruitment representing NZ Police in the NZ and Australia Police Games in touch rugby, athletics and basketball.

When I was 42 Years old I commenced bodybuilding and have won three titles in New Zealand National Body Building Competitions. I set a goal to compete as a 50 year old at the World Police and Fire Games June 2015. The diet and training was intense and one of my biggest challenges.

To compete and represent NZ Police meant everything to me. With the professional help from New Zealand's Mr Olympia competitor and director of NZIFBB Body Building Director Moe El Moussawi I achieved the Gold medal for my class (under 163 cm) and overall Womens' body builder.

My family, friends, workmates and Bosses were a great support. I have

a goal to compete in Canada at the World Police and Fire Games 2017.

"The World Police and Fire Games Bodybuilding and Figure Championships held in Fairfax, Va. on June 27, 2015 featured 64 high caliber athletes from New Zealand, Malaysia, United States, Canada, Hungary, Germany, Czech Republic, and India. Senior Constable Sarah Su from Counties Manukau Police HQ in New Zealand won the gold medal in women's bodybuilding in the Under 163cm category for women. She also won the gold medal for the overall womens' bodybuilding class."

Detective Clinton Beach of Fairfax County Police Dept



Everyday Heroes 2016: Win A Ride To School Winner

Alex Filyaev (10yrs) from Our Lady Star of the Sea was the winner of this year's Everyday Heroes "Win a Ride to School" competition. Alex was chosen from over 200 entries for this competition where entrants had to find items within a car that could be stolen and how could they make the car safer and not be a target.

Alex was allowed to nominate three friends to join him on his prize and get driven to school in a Police car. Alex chose three of his closest friends; Benedict Loulie-Witenburg, Samuel Wall and Jaiden Beltran.

On Friday 3 June 2016 Constable Pat Hellier from Otara NPT visited Alex and his three friends at his house and showed them all the items in the operational Police vehicle. The boys loaded up their school bags and basketballs into the car and then were taken for a ride through Howick to school. Alex was very vigilant watching the radar and kept Constable Hellier posted on the speeds of oncoming vehicles.

Upon arrival at the school Alex let them know we were coming by activating the lights and sirens. We were met in the bus bay by senior staff and fellow pupils of the four boys. Alex and his friends were asked to tell their friends why they were being driven to school in a Police vehicle and what they had learnt on the way to school about Policing.



L-R: Samuel Wall, Jaiden Beltran, Constable Hellier, Alex Filyaev, Benedict Loulie-Witenburg

Counties Manukau Police District Awards Ceremony

On 22 July we celebrated the success of our District with the twice-yearly Counties Manukau Police District Awards Ceremony.

We welcomed acting Commissioner Mike Clement, Mayor of Auckland Len Brown, other distinguished guests, members of the public, staff and their families to celebrate the achievements of our District.

The award ceremony was a reminder to uphold our values in our work every day - those who have been honoured with an award have demonstrated the values and tradition of the District that we should be all practicing and acknowledging in our day to day activities and lives.

Around 60 people were recognised in today's ceremony with long service and good conduct medals, clasps and pins, promotions and recognition of bravery and excellent work in the field by both staff and members of the public. It's very special to have that number of people to recognise for the

work they do for the community.

Many thanks to everyone involved in putting this event together: the Counties Manukau Awards and Recognition Committee for collating the awards, Inspector Simon Walker for writing the many citations and District Commander's EA Louise Mann for organizing today's ceremony. I would also like to thank Constable Garry Boles and Claire Thornton for their assistance. The day ran flawlessly and was a great representation of Counties Manukau.

Awards of note included the District Commander's Challenge Coin, which was awarded to Detective Inspector Ann Wilkie, Senior Sergeant Sharon



Inspector Richard Wilkie, Acting District Commander
Detective Inspector Dave Lynch, Inspector Jared Pirret

Price, Constable Erina Mako and Martin Bailey for their work on the Whanga Nga Pa Harakeke family violence initiative. The challenge coin reflects Counties Manukau Police and the Community working together to keep the community safe and also communicates our history and the values we demonstrate daily within our interaction. These coins are given to those that have contributed and added value to Policing and the community.

Congratulations to all award recipients:

14 Year Long Service and Good Conduct Medal

Sergeant John Nicol
Sergeant Nikorima Te Miha
Detective Mark Downie
Senior Constable Seluone Seluone
Senior Constable Pauline Orpet
Senior Constable Robert Smith
Senior Constable Brandon McCarthy

14 year Pin

Wayne Mead

21 Year Clasp

Senior Sergeant Spencer Matthews
Sergeant Jonathan Milne
Sergeant Robert Savage

28 Year Clasp

Senior Sergeant Peter Kaveney

28 Year Pin

Judy Cope

Certificates of Promotion

Inspector Mark Rowbottom
Senior Sergeant Mark Chivers

Certificate of Service

Althea Beevor

Commissioner's Awards

Gillian Bellamy
Kiran Bala
Jonathan Clarke
Detective Sergeant Joseph Hunter –
Commissioner's Commendation

NSW Police Award

Detective Inspector Stuart Allsopp-Smith

Detective Sergeant Hamish MacDonald
Detective Ewan Gitsham

District Commander Commendation

Constable Amit Kale
Senior Sergeant Mark Chivers
Constable Hollie Given
Authorised Officer Mark Jeffries
Constable Aidan Cole

Constable Leah Duval
George Te Kotahi
Constable Stephen Brown
Constable Rachel Morgan
Constable Quentin Wheeler
Constable Xin Zhou
Constable Kyle Smith
Constable Joshua Beets
Sergeant Noel Foster
Senior Constable Owen Davies
Sergeant Nicholas Ewen
Constable Raymond Saunders
Constable Shane Grant

District Commander's Certificate of Appreciation

Julie Carroll
Jamase Heta
Brandon Kahui



Superintendent John Tims with award recipients Jamase Heta and Brandon Kahui. Jamase and Brandon, Tuakau College students, were awarded the District Commander's Certificate of Appreciation in recognition of their actions in April 2016 when they chased an offender for 300m to retrieve a handbag that had been snatched from an elderly woman in Pukekohe.

...continued on page 17

Social Media: The Risks

Over recent times, it has come to the attention of Police Professional Conduct (PPC) investigators the risk police officers are placing on themselves, the organisation and its reputation using social media.

It is accepted that social media and the other media sites are a part of everyday activity but there are specific risks if you are a Police officer or Police employee.

Examples of in-appropriate information placed on Facebook include uniformed officers or associates from partner agencies photographed holding firearms; officers making personal comments on current Police investigations; comments that relate to their supervisors; comments on the organisation's strategic focus.

Counties Manukau PPC lead investigator Inspector Mick Woods encourages all Counties Manukau staff to read the organisations guidelines on the New Zealand Police Intranet – 'Using Social Media Sites' which covers a wide range of issues associated to social media.

The rule of thumb to use when making a comment or posting



photographs is "would I be happy to explain this comment/photograph to the Commissioner of Police".

Remember an inappropriate comment or photograph may make you the subject of a breach of our Code of Conduct.

Inspector Woods also said that staff should protect themselves by using the highest level of privacy or 'lock down' for any site. We know criminals use social websites to access information on Police officers who they are profiling.

Remember:

OK

- » Internet access for work and personal use is based on trust.
- » Personal use 'on duty' is okay as long as it is kept to a minimum, official duties are not compromised, and does not incur costs for Police (other than trivial).
- » Examples of 'on duty' use include sending an email to a friend, or using the internet to briefly check news stories.
- » On duty use should be on your own time such as meal breaks.
- » Use Police technology systems and equipment responsibly.
- » Use the highest level of privacy / 'lock down' for any site.

Not OK

- » Don't do or say anything that harms Police reputation.
- » Don't disclose information that would impact on the safety of you or your family.
- » Don't display Police uniform, signage, or insignia, without prior approval.
- » You are encouraged not to put any information on social media sites that identify yourself as a member of Police.
- » Personal use does not include use of Police information for personal purposes.

...continued from page 16

CMD Awards (cont'd)

Criminal Investigations Manager Commendations

Detective Sergeant Tom Gollan
Constable Bin Chen
Detective Sergeant Adam Styles
Detective Jasper Tanner

Area Commander Certificate of Appreciation

Richette Roger
Constable Seepa Ah-Lam
Constable Sione (John) Taufa
Constable Louis (Patrick) Roberts
Constable Tineke Laing
Sergeant Teuruti (Uru) Tupaea
Sergeant John Roberts
Constable Shaun McGillivray

District Prevention Manager's Commendation

Constable Stephen Carey

District Commander Challenge Coin

Detective Inspector Ann Wilkie
Senior Sergeant Sharon Price
Constable Erina Mako
Martin Bailey

The Buddy Programme – Central Area PRIMED

The Counties Manukau Central PRIMED group was set up in October 2015. The purpose of the group is to allow for representatives from all workgroups to meet and discuss any issues as they arise, provide positive or constructive feedback from staff as well as present ideas on how we can do things better in our Area.

The Buddy Programme is a new initiative that is starting in July 2016. The buddy programme helps new staff understand our organisational culture and politics. It also gives them assurance and provides support in their first few months.

The buddy programme does not replace the role of the Sergeant or Field Training Officer but complements those relationships. Potential buddies are identified from other workgroups in the area, questionnaires are sent to the new staff and they are then matched with a suitable buddy. These are informal relationships for a short time frame to help the new member navigate their way through Police organisational culture. There are currently 14 new staff that have been paired up with buddies.



Constable Delsa Muaimalae (TCU) and Constable Lisa Mauala (PST)

Extreme Challenge

Detective Sergeant Michele Gillespie completes the 500kms Godzone race.

I decided to challenge myself and compete in the Godzone expedition race held in April 2016. I had previously competed in a couple of 6 hour events and so I figured how hard could it be...?

The event is over 500km and is unique in that you only find out what you are going to be doing 24 hours before the race starts and likewise you only find out the course a few hours prior. There are checkpoints to collect along the way and there are time cut offs that you must meet otherwise you will be short coursed. The race involves a lot of navigation and off trail terrain.

The race was based in the Tasman region and included some big mountains, beautiful coastline and Richie McCaw. It started and finished in Kaiteriteri and traversed through three National Parks.

This year's race consisted of approximately 65km of kayaking, 50km of white water canoeing, 300km of mountain biking and 75km of



trekking. It took the winning team just over 3 days and we completed it in 5 days and 9 hours.

We lost a member after the first trek when he realised he had under prepared for the event but we continued without him. To be honest, the finish was a bit of a blur. I remember people cheering and being handed a pie and a beer and given a seat. The sense of achievement didn't really come for me until I had spoken to family and friends. It was only then that what we had accomplished actually sunk in.

The race has made me mentally

stronger and has left me wanting to push myself even harder. During the race I realised that as long as your mind says you can do it, the body will respond. I was physically exhausted, we had been going for 5 days with less than 15 hours sleep, I was struggling to eat and I was in pain, but I didn't for one second ever think that I couldn't do it.

I already have a team for next year and I can't wait. And for those of you out there who think that they would like to challenge themselves then I say to them, don't wonder if you can, just say you will!

Paint the Cells – new life in the District Custody Unit

A project to brighten some of our darker corners has transformed cells at Manukau Hub. Nine for the 41 cells have been upgraded in a 'Paint the Cells' project as part of a wider 'humanity project' which has included creation of a library for the custody suite. Books have been donated by staff which helps prisoners pass the time in a constructive way.

Designs were entered from amateurs, professionals, students and teachers from Papatoetoe High School, as well as Police Professional Conduct Investigator Senior Sergeant Dave Laumatia.

A range of uplifting, soothing or hopeful designs – from linked hands to nature scenes, and birds to Buzzy Bee – was selected by judges including Police Minister Judith Collins and local kaumatua.

By the end of the project in mid-May, the nine cells had been painted and coated in protective resin, their first repaint in nine years.

"The idea was to brighten up a bit of a dark space for our staff and the detainees," says Inspector Tracy Phillips, who came up with the idea. "Not everyone who stays there is bad; some are deportees and some have just made bad choices or mistakes."

The project was supported by Assistant Commissioner Grant Nicholls, District Commander Superintendent John Tims, the Operations and Property groups and the Counties Manukau custody team.

The artists involved are: Josh McMillan; Amanda Cook;



Senior Sergeant Dave Laumatia with his artwork

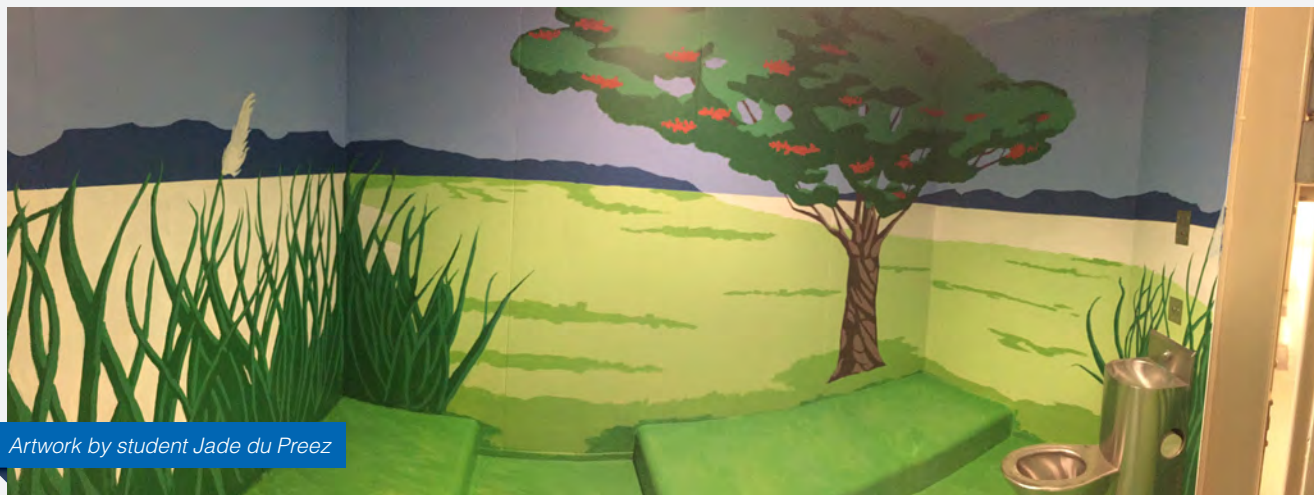


Students involved in the project

Ben Timu and Francis Pesamino; Jeeah Kim; Carla Wong (Papatoetoe High School); David Laumatia; Jade du Preez; Lucy Bowen; and Jacqueline Ritete.



A finished artwork in cell B1



Artwork by student Jade du Preez

Everest Expedition

Constables Mark Pettigrew (Papakura), Samantha Blanch (Manurewa) and Sergeant Steve Hodgson completed a trek in the Himalayas to Everest Base Camp (EBC) at 5380 metres in April 2016. Several from the party of seven then climbed to Kalla Patthar, near to EBC at 5545 metres, before trekking back to Lukla airport for a flight back to Kathmandu.

"Due to the lack of oxygen at high altitude and sickness amongst our party of seven it was quite a challenge. The trek took 11 days in total leaving us very little time to acclimatise to the altitude," says Sergeant Hodgson.



Managing staff illness & injury

Latonia Crockett

Who's responsible?

Ultimately it is the staff member's responsibility to advise their supervisor if they are currently experiencing any physical or psychological problems that may impact on their ability to meet their operational requirements.

The supervisor needs to manage them under the Police Rehabilitation process and advise the Wellness and Safety Advisor (Latonia Crockett).

If a staff member does not raise any issues but the supervisor can see there are areas of concern, it is then the supervisor's responsibility to raise these concerns with the staff member and manage as they see fit.

What are the physical/psychological operational requirements?

It is not just the PCT! PCT certification is for 2 years but in the interim, in order to be fit for full operational duties, staff must meet the physical and psychological requirements.

Medical Health and Physical fitness standards can be found under Police Instructions under 'health standards for constables' policy.

Clearance for full duties

When getting clearance for full duties, the medical practitioner must be

providing clearance as fit to perform duties of an operational constable, not just the current work role you are/were in. If you are due to sit the PCT and are not yet capable of doing this or are not meeting the other medical and fitness standards then you can not get a full medical clearance.

The medical practitioner should provide a medical certificate outlining any of the medical/physical restrictions that apply. If you can return to work in a light duty /non-operational capacity, then a role will be found to accommodate any restrictions placed until further review. Alternatively, you may be able to return to your current role in a light duty capacity.

Why does this have to be managed?

It is the organisations responsibility to keep all employees as safe as practicably possible. Work safe investigate serious harms and ultimately supervisors will be held responsible for deploying unfit staff. New changes to the Health and Safety bill that are currently being undertaken, will be placing more emphasis on this.

Non-operational guidelines

If a staff member is on light duties and is therefore non-operational, the following district rules must be abided by:

- Where constabulary employees

are not able to be operationally deployed, the limitations outlined below apply, and staff are directed to adhere to these restrictions at all times:

- Work from Police Station only and do not leave the Police Station; if a uniform staff member can continue to wear uniform within the station only. However if assigned to a Public Counter role, then plain clothes are required to be worn.
- Not able to participate in Search Warrants and/or offender interviews.
- Can be involved in working with Victims and Witnesses in Police Stations only.
- Not to drive marked Police Vehicles

Any deviation from the above requirements must be raised with the District Commander

Support for the process

If you require support and guidance around managing staff under the Police rehabilitation process, please make contact with your Wellness Team: Latonia Crockett (Wellness and Safety Advisor), Julie Matthews (Staff Welfare Officer), Adrian Lee (Staff Welfare Officer), Rhonda Lee (Physical Education Officer) and Sean Tagg (Physical Education Officer)

Content

Kimberley Sullivan | Communications and Media Manager | Counties Manukau District
Counties Manukau Police Station | 42 Manukau Station Road, Manukau
P 263 2702 | extn 92902 | M 021 192 0717 | E kimberley.mathews@police.govt.nz



Design

Alan Harvey | Auckland Reprographics Section | 482 Great South Road, Otahuhu
P 259 0659 or extn 90659 | E alan.harvey@police.govt.nz