

27 September 2021

C139625

S 9(2)(a)

Tēnā koe S 9(2)(a)

Thank you for your email of 4 August 2021, requesting information about investigations into Corrections staff. Your request has been considered under the Official Information Act 1982 (OIA).

Corrections expects the utmost professionalism from our employees, and allegations of staff behaving inappropriately are taken seriously. All employees are held to a high standard of integrity and professionalism and must act as role models for the people and the communities we work with. All staff are expected to meet the expectations set out in Corrections' Code of Conduct.

At any one time, Corrections employees approximately 10,000 staff. Around 90 percent of Corrections' staff work in frontline positions, currently managing around 8,100 people in prison at any one time and nearly 30,000 people in the community. When staff do not meet the standards required of them, we take appropriate action. This may involve further development or support to bring the staff member's performance up to the standard required. More serious behaviour may result in disciplinary action, including the termination of employment.

A range of initiatives and practices have been implemented to strengthen and support the high standards of conduct and integrity expected of staff and ensure it is embedded in the culture of the workplace. For example, these include:

- Corrections having a stringent pre-employment screening procedures and providing extensive training and development for staff. This includes a Managing Manipulation and Deception learning module available to all Corrections staff;
- The 'Speak Up' initiative encourages all staff to raise concerns, including about integrity-related matters. A variety of information is available to staff, including information on why it is important for staff to raise concerns about misconduct, the process available for making a complaint and support for staff;
- The Integrity Assurance Team who provide education on integrity to staff, guidance to employees on integrity-related matters and completing employment investigations on fraud, corruption, dishonesty, and other matters.

You requested:

- *How many Corrections staff were investigated in 2021, 2020, 2019, 2018, and 2017 broken down by regional facility.*

The table below provides the number of Corrections staff who were subject to an employment investigation, broken down by financial year and region. Information about all prisons, Community Corrections offices and Regional offices, filtered by region, is available at:

[www.corrections.govt.nz/about-us/getting-in-touch/our-locations](http://www.corrections.govt.nz/about-us/getting-in-touch/our-locations)

The figures include all prison and Community Corrections staff, as well as some staff working in non-frontline roles at Corrections' National or Regional Offices. The data does not include staff at Auckland South Corrections Facility, which is managed by Serco, not Corrections.

The information has been provided by financial year, consistent with Corrections' standard reporting conventions. The figures include both completed investigations and investigations that are ongoing. Investigations where no evidence was found to support a breach are included.

Following recent restructuring within Corrections, certain staff that were previously classified within Corrections' regions for recording purposes are encapsulated within the National Office category for the 2020/21 financial year.

Region	2016/17	2017/18	2018/19	2019/20	2020/21
Central	162	100	113	156	95
Lower North	91	83	61	71	72
National Office	3	1	2	3	15
Northern	200	160	139	128	118
Southern	105	106	89	85	85
<b>Total</b>	<b>561</b>	<b>450</b>	<b>404</b>	<b>443</b>	<b>385</b>

- *What they were being investigated for*

The table below provides the reasons that Corrections staff were investigated, broken down by category and financial year.

Category	2016/17	2017/18	2018/19	2019/20	2020/21
Actions that are unlawful <sup>1</sup>	26	29	21	20	23
Careless or unsafe behaviour	220	118	113	137	131
Conflicts of Interest	10	4	5	7	10

<sup>1</sup> Actions that are unlawful include an individual undertaking any form of unlawful behaviour or involvement (whether in the workplace or off duty), or breaching their Corrections' responsibilities under the Corrections Act 2004 and other legislation. This includes being convicted of an offence or failing to follow procedures relating to the use of force.

Contraband	7	5	5	4	9
Corruption <sup>2</sup>	1	-	7	-	4
Dishonesty	33	30	15	28	12
Disrespect Rights of Prisoner	1	-	-	-	-
Inappropriate behaviour or relationships	138	157	118	129	133
Misuse of information or information systems	79	93	97	98	45
Misuse of property	12	4	10	5	6
Reputational issues	7	1	4	4	3
Sustained poor performance	27	9	9	11	9
<b>Total</b>	<b>561</b>	<b>450</b>	<b>404</b>	<b>443</b>	<b>385</b>

- *How many of those staff investigated quit or were dismissed broken down by region.*

The table below provides the number of Corrections staff subject to an employment investigation who were dismissed as a result of the employment investigation or resigned during the employment investigation, broken down by region.

<b>Region</b>	<b>Dismissal</b>	<b>Resigned</b>
Central	20	63
Lower North	12	42
National Office	1	1
Northern	21	43
Southern	11	33
<b>Total</b>	<b>65</b>	<b>182</b>

Corrections staff who are subject to an employment investigation may be subject to a variety of different sanctions other than dismissal, including verbal or written warnings, depending on the severity of the behaviour

Please note that this response may be published on Corrections' website. Typically, responses are published quarterly, or as otherwise determined. Your personal information including name and contact details will be removed for publication.

<sup>2</sup> Contraband encompasses a wide variety of unauthorised items, including tobacco, cell phones and alcohol.

I trust the information provided is of assistance. Should you have any concerns with this response, I would encourage you to raise them with Corrections. Alternatively, you are advised of your right to also raise any concerns with the Office of the Ombudsman. Contact details are: Office of the Ombudsman, PO Box 10152, Wellington 6143.

Ngā mihi

A handwritten signature in blue ink, appearing to read 'Richard Waggott', with a stylized, scribbled appearance.

Richard Waggott  
Deputy Chief Executive  
People and Capability