

19 May 2021

C131801

s9(2)(a)

Tēnā koe s9(2)(a)

Thank you for your email of 12 February 2021, requesting information about investigations into Corrections staff. Your request has been considered under the Official Information Act 1982 (OIA).

Firstly, I would like to apologise for the delay in responding to your request. Thank you for your patience.

Corrections expects the utmost professionalism from our employees, and allegations of staff misconduct 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 work in accordance with Corrections' Code of Conduct and any behaviour which conflicts with the Code is not acceptable.

Any large organisation may encounter some staff who do not maintain the high standards set by the organisation, and when staff do not meet the standards required of them, we take the appropriate action. This may involve further development or support to bring the staff member's performance up to the standard required. Serious misconduct may result in disciplinary action, which could include staff being suspended pending the outcome of an investigation, or the termination of employment.

A number of initiatives have been implemented in recent years to strengthen integrity and ensure that it is embedded in the culture of our workplace. This series of initiatives includes:

- increased pre-employment checks, including integrity questions and conflict of interest questionnaires,
- the establishment of an Integrity Committee and the inclusion of an integrity focus into all Department risk management frameworks,
- extra resources for management teams to consider integrity examples and issues on a regular basis,

- the introduction of a learning module for staff to discuss how to speak up effectively to prevent harm, and
- the launch of the 0800 Integrity Support Line, through which staff can report concerns of wrongdoing.

You requested:

Under the Official Information Act I would like to request the following information for each of the last five years:

The number of Corrections staff who have been investigated at work, where they worked, what the investigation was for, the outcome of the investigation.

Appendix One provides the following information, provided by financial year in line with Corrections' usual reporting conventions:

- Table One: Number of Corrections staff investigated between 2015/16 and 2019/20, broken down by reason for investigation.
- Table Two: Number of Corrections staff investigated between 2015/16 and 2019/20, broken down by location.
- Table Three: Number of Corrections staff investigated between 2015/16 and 2019/20, broken down by investigation outcome.

Corrections conducts a broad range of investigations that vary between misconduct and serious misconduct on a case by case basis. Note that some staff misconducts may not be represented in the data where no further investigation is required, such as disciplinary action following a traffic infringement. The figures above represent all instances where an investigation was subsequently required.

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.

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



Richard Waggott
Deputy Chief Executive
People and Capability

Table One: Number of Corrections staff investigated between 2015/16 and 2019/20, broken down by reason for investigation.

Investigation reason	Total
2015/16	
Actions that are unlawful	22
Breach of Admin Policy	1
Breach of Operational Procedures	1
Careless or unsafe behaviour	195
Conflicts of interest	8
Contraband	7
Dishonesty	18
Disrespect rights of an individual in prison	1
Inappropriate behaviour or relationships	134
Misuse of information or information systems	99
Misuse of property	6
Reputational issues	14
Sustained poor performance	16
Total	522
2016/17	
Actions that are unlawful	33
Careless or unsafe behaviour	172
Conflicts of Interest	9
Contraband	8
Corruption	1
Dishonesty	39
Inappropriate behaviour or relationships	158
Misuse of information or information systems	94
Misuse of property	10
Reputational issues	4
Sustained poor performance	20
Total	548
2017/18	
Actions that are unlawful	28
Careless or unsafe behaviour	111
Conflicts of Interest	6
Contraband	2
Corruption	6
Dishonesty	22
Inappropriate behaviour or relationships	138
Misuse of information or information systems	87
Misuse of property	7
Reputational issues	1
Sustained poor performance	11
Total	419
2018/19	
Actions that are unlawful	20
Careless or unsafe behaviour	125
Conflicts of Interest	3
Contraband	6
Corruption	1
Dishonesty	16
Inappropriate behaviour or relationships	115
Misuse of information or information systems	96
Misuse of property	10
Reputational issues	5
Sustained poor performance	11
Total	408

2019/20	
Actions that are unlawful	15
Careless or unsafe behaviour	125
Conflicts of Interest	9
Contraband	6
Corruption	3
Dishonesty	22
Inappropriate behaviour or relationships	116
Misuse of information or information systems	77
Misuse of property	4
Reputational issues	3
Sustained poor performance	7
Total	387
Grand Total	2,284

Table Two: Number of Corrections staff investigated between 2015/16 and 2019/20, broken down by location.

Region	Total
2015/16	
Arohata Prison	13
Auckland Prison	57
Auckland Region Women's Corrections Facility	20
Central Region	53
Christchurch Men's Prison	17
Christchurch Women's Prison	10
Hawke's Bay Regional Prison	23
Invercargill Prison	4
Lower North Region	14
Manawatu Prison	3
Mt Eden Corrections Facility	13
National Office	3
Northern Region	76
Northland Region Corrections Facility	29
Otago Corrections Facility	7
Rimutaka Prison	8
Rolleston Prison	5
Southern Region	34
Spring Hill Corrections Facility	51
Tongariro Prison	12
Waikeria Prison	66
Whanganui Prison	4
Total	522
2016/17	
Arohata Prison	18
Auckland Prison	30
Auckland Region Women's Corrections Facility	32
Central Region	23
Christchurch Men's Prison	39
Christchurch Women's Prison	4
Hawke's Bay Regional Prison	28
Invercargill Prison	9
Lower North	15
Manawatu Prison	14
Mt Eden Corrections Facility	68
National Office	2
New Plymouth Remand Centre	2
Northern Region	49
Northland Region Corrections Facility	23
Otago Corrections Facility	18
Rimutaka Prison	25
Rolleston Prison	6
Southern Region	34
Spring Hill Corrections Facility	46
Tongariro Prison	12
Waikeria Prison	44

Whanganui Prison	7
Total	548
2017/18	
Arohata Prison	10
Auckland Prison	12
Auckland Region Women's Corrections Facility	17
Central Region	29
Christchurch Men's Prison	28
Christchurch Women's Prison	3
Hawke's Bay Regional Prison	13
Invercargill Prison	16
Lower North Region	11
Manawatu Prison	4
Mt Eden Corrections Facility	70
National Office	1
Northern Region	30
Northland Region Corrections Facility	28
Otago Corrections Facility	20
Rimutaka Prison	21
Rolleston Prison	6
Southern Region	20
Spring Hill Corrections Facility	32
Tongariro Prison	16
Waikeria Prison	31
Whanganui Prison	1
Total	419
2018/19	
Arohata Prison	3
Auckland Prison	12
Auckland Region Women's Corrections Facility	16
Central Region	40
Christchurch Men's Prison	22
Christchurch Women's Prison	7
Hawke's Bay Regional Prison	5
Invercargill Prison	13
Lower North Region	12
Manawatu Prison	7
Mt Eden Corrections Facility	39
National Office	1
New Plymouth Remand Centre	1
Northern Region	54
Northland Region Corrections Facility	18
Otago Corrections Facility	22
Rimutaka Prison	26
Rolleston Prison	18
Southern Region	20
Spring Hill Corrections Facility	31
Tongariro Prison	6
Waikeria Prison	30
Whanganui Prison	5
Total	408

2019/20	
Arohata Prison	1
Auckland Prison	19
Auckland Region Women's Corrections Facility	9
Central Region	30
Christchurch Men's Prison	25
Christchurch Women's Prison	6
Hawke's Bay Regional Prison	17
Invercargill Prison	16
Lower North Region	16
Manawatu Prison	8
Mt Eden Corrections Facility	34
National Office	2
New Plymouth Remand Centre	1
Northern Region	25
Northland Region Corrections Facility	11
Otago Corrections Facility	13
Rimutaka Prison	30
Rolleston Prison	5
Southern Region	6
Spring Hill Corrections Facility	45
Tongariro Prison	6
Waikeria Prison	56
Whanganui Prison	6
Total	387
Grand Total	2,284

Table Three: Number of Corrections staff investigated between 2015/16 and 2019/20, broken down by investigation outcome.

Investigation outcome	Total
2015/16	
Caution	116
Dismissal	11
Final Written Warning	39
Mediated Agreement	3
No evidence to support a breach	116
Other	13
Resigned	18
Resigned during investigation	17
Verbal Warning	52
Withdrawn	12
Written Warning	125
Total	522
2016/17	
Caution	119
Dismissal	13
Final written warning	54
Mediated agreement	1
No evidence to support a breach	151
Ongoing investigation	4
Resigned during investigation	56
Verbal warning	43
Withdrawn	1
Written warning	106
Total	548
2017/18	
Caution	83
Dismissal	18
Final written warning	44
Mediated agreement	3
No evidence to support a breach	133
Ongoing investigation	5
Resigned during investigation	38
Verbal warning	23
Written warning	72
Total	419
2018/19	
Caution	89
Dismissal	16
Final written warning	56
Mediated agreement	4
No evidence to support a breach	103
Ongoing investigation	10
Resigned during investigation	26
Verbal warning	18
Written warning	86
Total	408
2019/20	
Caution	73
Dismissal	9
Final written warning	44
Mediated agreement	5
No evidence to support a breach	93
Ongoing investigation	50

Resigned during investigation	31
Verbal warning	10
Written warning	72
Total	387
Grand Total	2,284