

19 September 2022



Tēnā koe 

Thank you for your Official Information Act request to the Department of Conservation, received on 22 August 2022. Your questions and our responses are listed below:

- 1. In the past two years, how many threats have been made to DOC rangers in the course of their duties in Hawke's Bay, Wairarapa and the wider Wellington region? If possible, I would appreciate a breakdown of these incidents by month and details of what they involved.*

There have been fourteen (14) recorded 'Personal Security' incidents involving DOC staff in Hawke's Bay, Wairarapa and the wider Wellington region (since 01 Jan 2020).

Incident Type	2020	2021	2022 YTD*	Total
External Harassment or abuse	6	3	2	11
External Threat	1	0	1	2
External Assault	0	0	1	1
<b>Total</b>	<b>7</b>	<b>3</b>	<b>4</b>	<b>14</b>

- 2. In the past two years, how many DOC rangers staff have reported injuries in relation to threatening behaviour in the course of their duties in Hawke's Bay, Wairarapa and the wider Wellington region? If possible, I would appreciate a breakdown of these incidents by month and details of what they involved.*

There have been zero (0) recorded injuries in relation to threatening behaviour towards our staff in Hawke's Bay, Wairarapa, and the wider Wellington region (since 01 Jan 2020).

- 3. In the past two years, how many incidents involving DOC rangers have led to serious injuries being suffered? Again, if you could provide details of when/where they occurred, and what was involved.*



There have been zero (0) recorded serious injuries in relation to threatening behaviour towards DOC staff in Hawke's Bay, Wairarapa, and the wider Wellington region (since 01 Jan 2020).

4. *How many charges have been laid in relation to incidents involving the threatening or injuring of DOC rangers in the past two years in Hawke's Bay, Wairarapa and the wider Wellington region?*

We have not laid any charges in relation to incidents involved the threatening or injuring of our staff in the past two years in Hawkes Bay, Wairarapa, and the wider Wellington region (since 01 January 2020).

5. *I understand that some fisheries staff wear stab proof vests in the course of their duties. Can you confirm if this is the case, and if so, the details of this policy? e.g. when it applies, how long this policy has been in place for*

Some staff in certain circumstances do wear Stab Resistant Body Armour (SRBA). We take all reasonably practicable steps in managing the health, safety, and wellbeing factors for Compliance and Law Enforcement (CLE) and related activities. For staff investigating non-compliant activity or undertaking investigative operations, there may be risks to personal safety. Typical situations include:

- Confrontation during public interactions;
- Working in collaboration with other law enforcement agencies that require SRBA to be worn when undertaking operations; and/or
- Where intelligence indicates a high level of risk.

Our staff undertaking CLE activity must be adequately equipped to reduce personal harm. Personal Protective Equipment (PPE) must be available to compliance staff, in combination with situational awareness and tactical communications training e.g., CERT training, for use in situations such as those described above.

SRBA is designed to offer protection to the body core and vital organs and has been identified as appropriate PPE to be worn in risk situations. The SRBA policy was introduced in June 2022.

6. *What other steps are undertaken to ensure the safety and protection of DOC rangers?*

Staff that work in situations of heightened risk of workplace violence receive specialist training in such things as de-escalation, situational awareness, and tactical communications. They also use specific safety system such as buddy systems or teaming up with New Zealand Police personnel.

7. *Are incidents of threatening/intimidatory behaviour or violence against DOC rangers believed to be on the rise? If so, what does DOC believe is driving this?*

The current number of reported incidents of threatening/intimidatory behaviour directed towards our employees appears to be stable in the last 12 months.



Please note that this letter (with your personal details removed) may be published on the Department's website.

Nāku noa, nā



Harry Maher  
Director Health, Safety and Security  
Department of Conservation  
*Te Papa Atawhai*