



Sports Within Police Policy

1. OVERVIEW

This document This document sets out the parameters of Police commitment to employees in relation to participation in sports.

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2. INTRODUCTION

2.1 Purpose

The purpose of this document is to:

- Outline the principles and practices applying to sport in Police for the guidance of participants and police supervisors and managers.

2.2 Scope

The policy covers all NZ police employees participating in sport particularly at an international level, whether a member or non-member of the Police Council of Sport, and those involved in the administration and application of sports leave.

2.3 Associated Documents

The table below identifies associated documents.

Type	Title/ Description
Legislation	<ul style="list-style-type: none"> • Police Act and Regulations
Police Corporate	<ul style="list-style-type: none"> • General Instructions • Individual and Collective Employment Agreements – Sworn and Non Sworn

3. POLICY

3.1 Policy Statement

New Zealand Police supports the participation in sports by employees of the Police. This policy provides for special leave and other conditions that Police may grant to employees, sworn and non sworn, for specified periods subject to operational requirements of Police.

3.2 Policy Objective

The objective of this policy is to:

- Allow greater consistency in the application of sports leave across the Police service;
- Define support that may be made available by Police to employees participating or involved in sports.



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4. PRINCIPLES

The human resources principles that apply are:

- Participation in sport is voluntary and is undertaken in the employees' own time.
- Participation in international sport by Police employees brings joint personal and Police benefits, and is consistent with the achievement of community policing goals.

5. GUIDELINES

5.1 *Police Council of Sport*

5.1.1 Responsibilities and Role of Council of Sport

The New Zealand Police Council of Sport (Inc) is responsible for the organisation and administration of Police sport. The Council of Sport is an independent sports body to which employees of the Police are encouraged to belong. Its objectives include:

- Encouraging, promoting and co-ordinating participation in sports and recreation by Council members.
- Being the official channel of communication between Council members and the Police and also other organisational bodies affecting the participation in sports and recreation of the Council members.
- Affiliating with other organisational bodies affecting the participation in sports and recreation by Council members.

5.1.2 Council of Sport Representation

The Council of Sport is represented in each police district through the District Sports Committee. District Committees disburse Council funds in support of local sporting participation.

The Council of Sport consists of two elected representatives from each Police District and each shall be known as a 'District Sports Officer'. The Council meets annually to decide policy and to elect a management committee. The day to day business of the Council is conducted by a Wellington based Management Committee and a National Manager who is based at The Royal New Zealand Police College.

5.2 *Police Sport*

Police sport involves either an athlete or official participating in an event supported by the Council of Sport.



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5.3 Personal Participation in Sport

Personal participation in sport (whether as an athlete or an official) at an international or national level may be acknowledged by the Commissioner or member/s of the Police Executive by:

- Accommodating personal aspirations where practicable;
- Granting special leave;
- Approving the use of police premises or facilities;
- Approving the use of police transport.

The uncertain nature of policing operational requirements and pressure on staffing levels means accommodation of personal participation in sports can not be guaranteed or expected. Where it is reasonably practicable to do so and operational coverage is not compromised in any way, such accommodations can be made on the basis that they can be withdrawn at any time.

5.4 Special Leave

Participation in sport at the international level may be acknowledged by the granting of special leave. Police employees who have been selected as NZ representatives engaged in international sporting fixtures may seek approval for special leave provided that:

- The sport must be commonly recognised as a sport, widely practised in New Zealand and have a national organisation that conducts regular tournaments.
- Selection must be on a national basis, normally by means of an open national competition rather than provincial or group representation.
- Due regard must be given to the Government's policy on sporting contacts with other countries.
- International competition must take place at some stage during the tour.
- Sworn employees hold a current PCT certificate.

Police employees who are accredited officials of national teams, umpires, referees, or nationally selected delegates to international sporting conferences may be granted special leave in accordance with the above provisions at the discretion of the Commissioner or relevant member/s of the Police Executive.



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5.4.1 Special Leave Eligibility and Entitlement

Subject always to operational requirements, and with the absolute discretion of the Commissioner or Executive Members, special leave with pay to participate in sport may be granted by the Commissioner or relevant member/s of the Police Executive when:

- Members are participating in international sporting competitions (representing New Zealand) as either an athlete or an accredited official – up to maximum of 20 days per calendar year.

Refer 5.4 for the conditions of eligibility.

The maximum amount of special leave any sworn or non sworn employee may be granted in a calendar year is 20 days. Employees may be required to take other leave or TOIL accrued prior to or in conjunction with any special leave that is granted.

5.5 Use of Police Facilities

Provided there is no impact on operational policing, the Commissioner or relevant member/s of the Police Executive may approve the use of police facilities in connection with police sport.

5.6 Use of Police Transport

The Commissioner or Members of the Police Executive may approve the use of police vehicles to enable the participation in police sport if the vehicles are not otherwise required for operational purposes at the same time as the sports requirement. The Commissioner or relevant member/s of the Police Executive may require a specified contribution towards the running costs of the vehicles.

5.7 Travel Costs and Expenses

All costs and expenses for participation in sport (unless approved in accordance with this policy) are met by the employee concerned, subject to any reimbursement policy adopted by the Council of Sport.

5.8 Sponsorship for Police Sport

The seeking, obtaining or receiving of sponsorship for police sport will not be appropriate where there is any possibility or potential for conflict with the police role. As the potential for conflict can arise in many situations, all sponsorship proposals must be:

- Directed to the National Manager of the Police Council of Sport, and
- Approved by the Management Committee.

All sponsorships of Police sport at any level must be in accordance with the General Instructions relating to Sponsorship.