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## MEMORANDUM

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**TO:** Forum Directors, Presidents, CEOs, Area Executives

**FROM:** Ken Shirley, Chief Executive  
Road Transport Forum New Zealand

**DATE:** 28 April 2017

**RE:** COMMERCIAL VEHICLE INVESTIGATION UNIT (CVIU)  
DECISION DOCUMENT

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I attach the formal Decision Document relating to the NZ Police Consultation document reviewing CVIU.

- The 26 Vehicle Safety Officers (VSOs) will be retained.
- CVIU will be renamed C.V.S.T. (Commercial Vehicle Safety Team) effective from 1 July 2017.

Ken Shirley  
Chief Executive  
Road Transport Forum NZ



# COMMERCIAL VEHICLE INVESTIGATION UNIT (CVIU)

**Decision Document**

*28 April 2017*

## **From the National Manager: Road Policing**

On 20 March 2017, a consultation document was disseminated proposing reduced staffing in respect to the Commercial Vehicle Investigation Unit (CVIU) as a result of the \$35m underfunding for the current Road Policing Programme (RPP). The document also proposed a change in name for the group.

The consultation document was sent to our people, the Police Managers Guild, the Police Association and other key external stakeholders, with submissions due by 07 April 2017. A total of 53 submissions were received from groups and individuals alike.

Prior to and during the extended three-week consultation period, Road Policing Support (RPS) and other PNHQ groups, worked together to attempt to establish an alternative way in which to proceed. That work has been successful as you have been made aware.

This document sets out decisions in respect to the proposed courses of action as a result of the recent developments.

On behalf of the Road Policing Governance Group (RPGG), I would like to take this opportunity to thank all those who made submissions in response to the consultation documents. I greatly appreciate your feedback and your views which will be considered further in respect to how we proceed in the future. I look forward to working with you to implement future opportunities so that we are well positioned moving forward. I would also like to thank you for your professionalism during the recent period of uncertainty.

In line with NZ Police continuous improvement principles, we will continue to explore opportunities to improve our effectiveness and efficiency into the future. These are certainly exciting times for road policing.

**Superintendent Steve Greally**  
**National Manager: Road Policing**

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# INTRODUCTION

## Purpose

This document outlines the decisions made in relation to the consultation document recently disseminated to our people who were affected by the proposed changes to the CVIU. Whilst the decisions are final, we will continue to look for opportunities to improve our performance into the future.

The consultation period closed on the 7<sup>th</sup> of April 2017.

## DECISIONS

As stated in the foreword, RPS has been working closely with other groups in Police to determine alternate ways in which to enable Police to operate within its funding envelope. The result of this work is that Police has been allocated an extra \$10m for the remainder of the RPP period. These funds will be appropriated to support road policing activities until 30 June 2018. Feedback received from stakeholders and the allocation of extra funding from NZTA has given rise to the following decisions:

### Proposal to rename the CVIU

In respect to the proposal to rename the CVIU to Commercial Vehicle Prevention Team (CVPT), a great deal of commentary was received on this point. The name of any group must do two things: accurately convey the groups function and be strategically aligned to the wider organisation. Several submissions indicated that the CVIU was a brand and should not be changed, however that is part of the problem as it fails to address the two previously mentioned points.

The group is not primarily an investigative group albeit it conducts very limited investigations on behalf of Worksafe. Its primary function is to create general deterrence and a degree of self-regulation by commercial vehicle operators. It does this through mechanical and driver behaviour checks.

Accordingly as a direct result of submissions made, the decision has been made to change the name of the group from the CVIU to the **Commercial Vehicle Safety Team (CVST)**. This better reflects the purpose of the group and is aligned to Prevention First in the same way as Public Safety Teams (PST) within districts. This change will take place on 01 July, 2017. In the meantime, relevant policies will be updated to reflect the new name with Corporate Instruments. Business cards will be replaced once current supplies have exhausted. A communications plan will be devised to ensure that this is communicated widely.

### Proposal to disestablish positions

In respect to the 26 Vehicle Safety Officers (VSO) positions, these are now secure and will not be disestablished in accordance with the proposal document dated 20 March 2017. The Manager: CVST will conduct an analysis as to locality of the of currently vacant VSO positions when advertising to fill these positions. The numbers will remain as depicted in Table 1 below:

<b>Position Summary</b>		
Inspector	Manager: CVST	1
Senior Sergeant	Team leaders and support	5
Sergeant	Section leader and training	13
Constable	CVST Constable	64
Authorised Officers	Vehicle safety officers	26
Employee	Intelligence analyst	4
Employee	Administration support officer	4
<b>TOTAL</b>		<b>117</b>

Table 1

Should the evidence and funding exist, the overall numbers may increase in the future.

### **VSO health and safety**

The proposal outlined concerns with the manner in which VSO are deployed in their duties in respect to concerns surrounding health and safety. No decisions have yet been made in respect to this work, however the Manager: CVST will investigate different deployment options to enable greater levels of safety for our VSO. This work will not change the role of VSO, however it will provide further levels of safety in a potentially dangerous working environment. It is necessary for Police to take all reasonable steps to ensure the safety of our people.

### **Efficient use of vehicles**

The proposal also made mention of ensuring that the use and deployment of police vehicles is maximised across the group, especially given pressures in districts. No decisions have yet been made as to how this will occur, however the Manager: CVST will investigate current use and deployment and devise a plan to ensure we maximise our opportunities in line with the remainder of Police.

## **IMPACT ON POSITIONS**

Table 2 below outlines the changes to the positions as a result of this consultation period:

<b>IMPACT ON CURRENT POSITIONS</b>			
<b>Position</b>	<b>FTE</b>	<b>Proposed Impact</b>	<b>Commentary</b>
<b>PNHQ</b>			
Manager: CVIU	1	Minimal impact	Change in name to reflect CVST
National advisor: standards and training	1	Minimal impact	Change in name to reflect CVST
Standards and training officer	1	Minimal impact	Change in name to reflect CVST
National technical safety advisor (VSO)	1	Minimal impact	Change in name to reflect CVST
<b>Sub total</b>	<b>4</b>		
<b>Area 1</b>			
Team leader	1	Minimal impact	Change in name to reflect CVST
Section leader	3	Minimal impact	Change in name to reflect CVST
CVIU Constable	13	Minimal impact	Change in name to reflect CVST
Authorised officer (VSO)	8	Minimal impact	Change in name to reflect CVST
Intelligence analyst	1	No impact	
Administration support officer	1	Minimal impact	Change in name to reflect CVST
<b>Sub total</b>	<b>27</b>		
<b>Area 2</b>			
Team leader	1	Minimal impact	Change in name to reflect CVST
Section leader	3	Minimal impact	Change in name to reflect CVST
CVIU Constable	17	Minimal impact	Change in name to reflect CVST
Authorised officer (VSO)	4	Minimal impact	Change in name to reflect CVST
Intelligence analyst	1	No impact	
Administration support officer	1	Minimal impact	Change in name to reflect CVST
<b>Sub total</b>	<b>27</b>		
<b>Area 3</b>			
Team leader	1	Minimal impact	Change in name to reflect CVST
Section leader	3	Minimal impact	Change in name to reflect CVST
CVIU Constable	18	Minimal impact	Change in name to reflect CVST
Authorised officer (VSO)	7	Minimal impact	Change in name to reflect CVST
Intelligence analyst	1	No impact	
Administration support officer	1	Minimal impact	Change in name to reflect CVST
<b>Sub total</b>	<b>31</b>		
<b>Area 4</b>			
Team leader	1	Minimal impact	Change in name to reflect CVST
Section leader	3	Minimal impact	Change in name to reflect CVST
CVIU Constable	16	Minimal impact	Change in name to reflect CVST
Authorised officer (VSO)	6	Minimal impact	Change in name to reflect CVST
Intelligence analyst	1	No impact	
Administration support officer	1	Minimal impact	Change in name to reflect CVST
<b>Sub total</b>	<b>28</b>		
<b>Total RAT</b>	<b>117</b>		

Table 2

The Manager: CVST will ensure that changes to current position descriptions are updated to reflect the name change in due course. It is noted that while Police employees were not within scope of this proposal, the decision to change the group name will have an effect on all staff within the group. The exception to this relates to the intelligence analysts as the current PD is generic and makes no reference to CVIU.