

WELLINGTON JUSTICES OF THE PEACE ASSOCIATION INCORPORATED

Challenges

- How do we strengthen responsiveness in our Association and the work our Members do?
- How do we increase diversity and attract younger Justices?
- How do we replace the cohort of highly skilled/specialist JPs who are retiring?
- How do we improve our education and training to ensure our Members are equipped to deliver the services expected of them?
- What other assistance and support can we give our Members to enable them to remain up to date?
- ♦ How can we best promote JP services to the community?
- How can we enable the public to more readily access JP services?
- Engagement of Members with the Association is low. How can we ensure Members are engaged?
- ♦ How do we maintain a sustainable organisation both people and finance?

Strategic Objectives

- ♦ Improve Association responsiveness to Māori/Te Tiriti.
- Increase numbers and diversity of JPs (age/ethnicity/ LGBTQ+).
- ♦ Improve the accessibility of JPs to the community.
- ♦ Improve the proportion of active Justices of the Peace who are accredited

Measures of Success

- Te Tiriti TBC
- JP population more reflective of the community
- ♦ % of JPs who are accredited increased year on year

Vision

To ensure the people of our takiwā receive responsive and effective Justice of the Peace services

Values

- ♦ Responsive to all
- Demonstrated Integrity
- Available and Accessible
- Know what to do and do it well

Strategic Actions

- ♦ Te Tiriti actions TBC.
- ◆ Improve the recruitment process including
 - a recruitment drive proactively engaging with our community to identify future JPs and increase diversity.
- Support Members to provide effective service through multiple means/media/locations.
- Contribute to reviews of the accreditation process to ensure it's relevant to the challenges facing JPs and to their needs.
- Ensure learning, development, marketing and communications plans support the strategic objectives.

Environment

Of the approximately 314 JPs who are Members of the Association

- 52% are accredited
- 49% attended training in last 12 months (this number has been severely impacted by Covid)
- 8% are under 50 years and 29% are accredited
- 40% are aged 50 to 69 and 56% are accredited
- 52% aged over 70 and 50% are accredited
- Covid has impacted all our services, Ministerial and Court. We have had to innovate and work in new locations and online.
- ♦ We serve two Courts, Wellington and Porirua, and need to refresh the panel as the CDCJ has now directed retiring age of 75. We remain reliant on 3 aged over 75 who have been given temporary exemptions.
- We have 21 Issuing Officers with just three aged under
- ♦ We have 11 Judicial Justices with just 2 aged under 50 and 5 aged over 70.
- Our main vehicle for connecting with Members remains our Professional Development events. There are greater expectations both externally and within the Association for Members to be up to date and to maintain and enhance their knowledge in the Ministerial, Judicial and Issuing Officer work.
- ♦ We operate walk-in Service Desks at 14 locations.

The one constant is **CHANGE**

Responsive and Customer Service focused organisation, delivering quality services to the takiwā we serve