



April 2019

Freedom of Information Request Reference N^o: FOI 001141/19

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 21st March 2019 in which you sought access to the following information:

- 1 The number of officers on your force that have been suspended from duty but who are still receiving full pay. This data should be provided for each of the last five calendar years (2014, 2015, 2016, 2017 and 2018).
- 2 The number of officers on your force that have been suspended from duty but who are still receiving partial pay. This data should be provided for each of the last five calendar years (2014, 2015, 2016, 2017 and 2018).
- 3 The number of officers on your force that have been suspended from duty and who are receiving no pay. This data should be provided for each of the last five calendar years (2014, 2015, 2016, 2017 and 2018).
- 4 Of the officers who have been suspended from duty and are receiving full or partial pay, the total monetary value they have received. This data should be provided for each of the last five calendar years (2014, 2015, 2016, 2017 and 2018).
- 5 Of the officers who have been suspended from duty and are receiving full or partial pay, the number of officers broken down by reason for their suspension. This should be categorised in whatever way your force groups such disciplinary matters (for example, disorderly conduct, sexual harassment). This data should be provided for each of the last five calendar years (2014, 2015, 2016, 2017 and 2018).

Clarification

To clarify, I am interested in getting information on the number of officers who were suspended from active duty but still receiving full or active pay during the calendar years for which they were suspended, and I am interested in the calendar years 2014, 2015, 2016, 2017 and 2018. This is as opposed to information only on officers who are specifically still on the force. They don't need to still be on the force if that makes sense.

Response to your Request

The response provided below is correct as of 4th April 2019.

Norfolk and Suffolk Constabularies have located the following information as relevant to your request.

Research has been undertaken by the Joint Professional Standards Department. Please see below:-

NORFOLK

Q1 & 2 Officers suspended from duty, 2014 to 2018, who continue to serve as Police Officers.

Year Suspension Began	Number of Officers Suspended
2014	0
2015	0
2016	1
2017	0
2018	0

Q3 Officers suspended from duty, 2014 to 2018, who are no longer serving as Police Officers.

Year Suspension Began	Number of Officers Suspended
2014	5
2015	4
2016	2
2017	1
2018	1

Q4 & 5 Officers suspended from duty, 2014 to 2018, detailing the total amount paid during the period of suspension, suspension reason and outcome.

Year Suspension Began	Rank	Reason	Amount Paid	Outcome
2014	Constable	Honesty & integrity	£77,454	Resigned
2014	Constable	Discreditable conduct	£2,775	Resigned
2014	Constable	Honesty & integrity	£10,573	Dismissed
2014	Sergeant	Authority. respect & courtesy	£3,210	Resigned
2014	Constable	Discreditable conduct	£9,798	No case to answer No longer serving
2015	Constable	Discreditable conduct	£7,756	Dismissed
2015	Constable	Authority. respect & courtesy	£12,163	Resigned
2015	Constable	Honesty & integrity	£9,587	Dismissed
2015	Constable	Discreditable conduct	£35,735	Dismissed
2016	Constable	Discreditable conduct	£25,862	Dismissed
2016	Constable	Discreditable conduct	Nil	Dismissed
2016	Constable	Discreditable conduct	£3,080	Management action
2017	Constable	Discreditable conduct Confidentiality	£16,210.17	Resigned – misconduct hearing held & officer would have been dismissed
2018	Constable	Honesty & integrity	£7,699.43	Resigned – misconduct hearing held & officer would have been dismissed

SUFFOLK

Q1 & 2 Officers suspended from duty, 2014 to 2018, who continue to serve as Police Officers.

Year Suspension Began	Number of Officers Suspended
2014	0
2015	1
2016	2
2017	0
2018	0

Q3 Officers suspended from duty, 2014 to 2018, who are no longer serving as Police Officers.

Year Suspension Began	Number of Officers Suspended
2014	3
2015	1
2016	3
2017	1
2018	0

Q4 & 5 Officers suspended from duty, 2014 to 2018, detailing the total amount paid during the period of suspension, suspension reason and outcome.

Year Suspension Began	Rank	Reason	Amount Paid	Outcome
2014	Constable	Discreditable conduct	£606	Resigned
2014	Constable	Discreditable conduct Honesty & integrity	£2,845	Resigned
2014	Constable	Honesty & integrity	£11,737	Resigned
2015	Constable	Discreditable conduct	£9,326	Dismissed
2015	Constable	Honesty & integrity	£17,555	Written warning
2016	Constable	Discreditable conduct	£11,025	Resigned
2016	Constable	Confidentiality	£31,225	Dismissed
2016	Constable	Authority. respect & courtesy	£27,199	Dismissed – reinstated on appeal & given final written warning
2016	Constable	Discreditable conduct	£8,810	Final written warning
2016	Constable	Discreditable conduct	£42,176	Dismissed
2017	Constable	Authority. respect & courtesy	£10,800.63	Management action – officer no longer serving