



Our ref: FOI 001977/16

Norfolk Constabulary

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I write in connection with your request for information received by both Norfolk and Suffolk Constabularies on the 12th May 2016. This response is being provided on behalf of Norfolk and Suffolk Constabularies as a result of ongoing collaboration. In your requests you sought access to the following information:

I am writing to obtain information about the number of your force's officers who have been suspended on full pay in the financial year 1st April 2015 until 31st March 2016.

To outline my query as clearly as possible, I am requesting:

- 1 How many of your force's officers were suspended on full pay in the last three financial years between 1st April 2013 - 31st March 2014, between 1st April 2014 - 31st March 2015 and between 1st April 2015 - 31st March 2016.
- 2 Please include the overall amount paid to those officers while they were suspended. Please also break these figures down by year.
- 3 I would also like details of each officer's rank, why they were suspended, what was the outcome of the suspension.
- 4
 - a What is the longest suspension during the three year period.
 - B How much was paid to that officer during the suspension?
 - C Please include the officer's rank, reason for suspension and outcome of suspension.

Norfolk and Suffolk Constabularies holds information relevant to your request.

Response to your request

The following information has been located as relevant to your request.

Regulation 10 of the Police (Conduct) Regulations 2012 states that a suspension under these regulations shall be with pay. There is no discretion for the forces in this regard.

NORFOLK

Q1

Year	Officers suspended on full pay
2013/14	5
2014/15	5
2015/16	3

Q2

Year	Total amount paid
2013/14	£55,695
2014/15	£60,045
2015/16	£78,215

Q3

Year	Rank	Reason for suspension	Outcome
2013/14	Constable	Discreditable Conduct	Dismissed without notice
2013/14	Constable	Discreditable Conduct	Retired
2013/14	Constable	Duties and responsibilities Discreditable conduct	Resigned
2013/14	Constable	Discreditable conduct	No action
2013/14	Constable	Honesty and integrity	Ongoing matter
2014/15	Constable	Discreditable conduct	Resigned
2014/15	Constable	Honesty and integrity	Dismissed without notice
2014/15	Sergeant	Authority, respect and courtesy	Resigned
2014/15	Constable	Discreditable conduct	No action
2014/15	Constable	Discreditable conduct	Dismissed without notice
2015/16	Constable	Discreditable conduct	Ongoing
2015/16	Constable	Authority, respect and courtesy	Resigned
2015/16	Constable	Honesty and integrity	Ongoing

Q4 One officer was suspended in the 2013/2014 financial year and remains suspended at this time. The reason for the suspension is 'honesty and integrity'. As at the end of the 2015/16 financial year, the pay figure was £42,434.

SUFFOLK

Q1

Year	Officers suspended on full pay
2013/14	3
2014/15	1
2015/16	4

Q2

Year	Total amount paid
2013/14	£7,796
2014/15	£11,737
2015/16	£36,055

Q3

Year	Rank	Reason for suspension	Outcome
2013/14	Constable	Honesty and integrity Orders and instructions	Resigned

2013/14	Constable	Discreditable conduct	Resigned
2013/14	Constable	Discreditable conduct Honesty and integrity	Resigned
2014/15	Constable	Honesty and integrity	Resigned
2015/16	Constable	Discreditable conduct Honesty and integrity Confidentiality	Dismissed without notice
2015/16	Constable	Honesty and integrity	Written Warning
2015/16	Constable	Honesty and integrity Authority, respect and courtesy	Ongoing matter
2015/16	Constable	Discreditable conduct	Ongoing matter

Q4 The longest period of suspension was just under 6 months. This was in the financial year 2015/16 for 'honesty and integrity'. A total of £17,555 was paid during the period of suspension which resulted in a written warning.