



April 2017

Our ref: FOI 004369/17

I write in connection with your request for information received by both Norfolk and Suffolk Constabularies on the 30th March 2017. 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:

- 1 How many complaints of misconduct and gross misconduct have been made against police officers and PCSOs during the years, 2014, 2015, and 2016? Please split by category and calendar year.
- 2 How many police officers and PCSOs have resigned or retired while under investigation for misconduct and gross misconduct during the years 2014, 2015 and 2016? Please split by category and calendar year.
- 2a How many of those who retired or resigned continued to be investigated after their departure during the years 2014, 2015 and 2016? Please split by calendar year.
- 3 How many police officers and PCSOs faced disciplinary action following investigations for misconduct and gross misconduct for the years 2014, 2015 and 2016 – again split by year. Please state the nature of the disciplinary action (eg. Training / advice, verbal warning, written warning, sacked etc.)

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.

Q1

A review of internal conduct matters, for the period 1st January 2014 and 31st December 2016, has been undertaken. The following figures refer to the number of misconduct and gross misconduct cases recorded against Police Officers and PCSOs.

Year Case Recorded	Number of Cases against Officers	Number of Cases against PCSOs
NORFOLK		
2014	21	6
2015	29	8
2016	26	1
SUFFOLK		
2014	21	2
2015	10	3
2016	23	5

Q2

Of the conduct matters recorded within the years requested, the following number of Police Officers and PCSOs resigned, either whilst under investigation or prior to any misconduct or disciplinary action.

Year Case Recorded	Number of Police Officers on the recorded cases who Retired/Resigned	Number of PCSOs on the recorded cases who Retired/Resigned
NORFOLK		
2014	4	0
2015	2	2
2016	0	0
SUFFOLK		
2014	5	1
2015	0	0
2016	2	1

Q2a

Within the years 2014 to 2016 no misconduct investigations have continued after the Police Officer or PCSO left the organisation.

Q3

A review has been conducted of the internal conduct investigations, recorded in 2014 to 2016, which have progressed to date to misconduct or disciplinary action, and the following relate to Police Officers and PCSOs:-

Year Case Recorded	Number of Police Officers facing Misconduct Action and outcomes	Number of PCSOs facing Disciplinary Action and Outcomes
NORFOLK		
2014	1 – Dismissed 1 – Final Written Warning 2 – Written Warning 1 – Management Advice	2 – Dismissed 2 – Final Written Warning 2 – Written Warning
2015	4 – Dismissed 1 – Final Written Warning 1 – Written Warning 5 – Management Advice 1 – Management action	2 – Dismissed 2 – Final Written Warning 1 – Written Warning
2016	3 – Dismissed 1 – Written Warning 1 – Management Advice	1 – Final Written Warning
SUFFOLK		
2014	2 – Management Advice	1 – Written Warning
2015	2 – Dismissed 3 – Written Warning 2 – Management Advice	1 – Final Written Warning
2016	2 – Dismissed	1 – Dismissed 1 – Final Written Warning 1 – Written Warning