



September 2017

**Freedom of Information Request Reference N°: FOI 006031/17**

I write in connection with your request for information received by the Norfolk and Suffolk Constabulary on the 9<sup>th</sup> August 2017 in which you sought access to the following information:

- 1A How many police officers, including special constables, were suspended on full pay in each of the last four financial years (April 2016- March 2017, April 2015 – March 2016, April 2014-2015, April 2013- March2014)? If a police officer's suspension crosses two financial years, please include them in every year the suspension was ongoing.
- B What was the overall sum paid by the force to the suspended officers whilst they were suspended during each of the financial years outlined above?
- C For each of the officers suspended during the period April 2013 – March 2017 please provide details of each officer's rank, reason for suspension, and outcome of suspension.
- 2A What was/is the longest suspension during the period April 2013 – March 2017? Please give the figure in working days, if possible, or state whichever alternative measure you are using.
- B How much was paid to that officer during the suspension?
- C Please include details of the officer's rank, reason for suspension and outcome of suspension.

**Response to your Request**

The response provided below is correct as of 29<sup>th</sup> August 2017.

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

The Joint Professional Standards Department has undertaken research of Police Officers and members of the Special Constabulary who have been suspended or under suspension, during the period 1<sup>st</sup> April 2013 and 31<sup>st</sup> March 2017. The response is broken down into financial years and does not include dates or pay outside of the parameters of the request.

**NORFOLK**

Q1A

Financial Year	Number of Suspended Officers
2013/14	8
2014/15	9

2015/16	6
2016/17	7

#### Q1B

Financial Year	Costs
2013/14	£59,353
2014/15	£60,045
2015/16	£78,215
2016/17	£73,501

#### Q1C

Year	Rank	Breach	Outcome
2013/14	Constable	Use of force	Final Written Warning issued following misconduct hearing
2013/14	Constable	Honesty and integrity	Individual resigned
2013/14	Constable	Discreditable conduct	Dismissed following misconduct hearing
2013/14 2014/15	Constable	Discreditable conduct	Individual retired
2013/14 2014/15	Constable	Discreditable conduct	Individual resigned
2013/14	Constable	Discreditable conduct	No further action
2013/14 2014/15 2015/16 2016/17	Constable	Honesty and integrity	Individual resigned
2013/14 2014/15 2015/16	Special Constable	Authority, respect and courtesy	Individual resigned
2014/15	Constable	Discreditable conduct	Individual resigned
2014/15	Constable	Honesty and integrity	Dismissed following misconduct hearing
2014/15	Temporary Sergeant	Authority, respect and courtesy	Individual resigned
2014/15	Constable	Discreditable conduct	No case to answer
2014/15 2015/16	Constable	Discreditable conduct	Dismissed following misconduct hearing
2015/16	Constable	Authority, respect and courtesy	Individual resigned
2015/16	Special Constable	Honesty and integrity	Individual resigned
2015/16	Constable	Honesty and integrity	Dismissed following a misconduct hearing
2015/16 2016/17	Constable	Discreditable conduct	Dismissed following a misconduct hearing
2016/17	Special Constable	Honesty and integrity	Individual resigned
2016/17	Constable	Discreditable conduct	Dismissed following a misconduct hearing
2016/17	Constable	Discreditable conduct	Dismissed following a misconduct hearing
2016/17	Constable	Discreditable conduct	Management action
2016/17	Special Constable	Duties and responsibilities	Individual resigned

## Q2

Rank	Reason for suspension	Dates suspended from/to	Outcome	Total amount paid
Constable	Honesty and integrity	20/02/14 to 07/03/17	Individual resigned	£77,454

SUFFOLK

## Q1A

Financial Year	Number of Suspended Officers
2013/14	7
2014/15	6
2015/16	8
2016/17	6

## Q1B

Financial Year	Costs
2013/14	£28,505
2014/15	£12,337
2015/16	£36,055
2016/17	£89,442

## Q1C

Year	Rank	Breach	Outcome
2012/13	Constable	Discreditable conduct	Dismissed following misconduct hearing
2012/13	Sergeant	Discreditable conduct	Dismissed following misconduct hearing
2013/14	Special Constable	Discreditable conduct	Individual resigned
2013/14	Constable	Honesty and integrity	Individual resigned
2013/14	Special Sergeant	Honesty and integrity	Individual resigned
2013/14	Constable	Discreditable conduct	Individual resigned
2013/14	Constable	Discreditable conduct Honesty and integrity	Individual resigned
2014/15	Constable	Honesty and integrity	Individual resigned
2014/15	Special Constable	Honesty and integrity	Individual resigned
2014/15	Special Constable	Discreditable conduct	No further action
2014/15	Special Constable	Honesty and integrity	Final Written Warning issued following a misconduct hearing
2015/16	Constable	Discreditable conduct	Dismissed following a misconduct hearing
2015/16	Special Constable	Honesty and integrity	Management action
2015/16	Constable	Honesty and integrity	Written Warning issued following a misconduct meeting
2015/16	Constable	Discreditable conduct	Individual resigned
2015/16	Special Constable	Improper disclosure of information	Management advice given following a misconduct meeting
2015/16	Constable	Confidentiality	Dismissed following a misconduct hearing
2016/17	Constable	Honesty and integrity	Pending
2016/17	Constable	Discreditable conduct	Final Written Warning issued following a misconduct hearing

2016/17	Constable	Discreditable conduct	Dismissed following a misconduct hearing
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Q2

Rank	Reason for suspension	Dates suspended from/to	Outcome	Total amount paid
Constable	Discreditable conduct	12/05/16 to 31/03/2017 (continued into 2017/18)	Dismissed following a misconduct hearing	£33,596 (Financial year 2016/17)