

Summary of officers disciplined at Formal Misconduct Hearings during the 2010/2011 financial year

SANCTION	NUMBER OF OFFICERS
Officers dismissed or required to resign	6
Officers reduced in pay or fined	19
Officers cautioned or reprimanded	1
Total	26

A formal Misconduct Hearing consists of a Misconduct Panel comprising of officers, usually an Assistant Chief Constable and Superintending ranks. Different arrangements apply to Fast Track cases and those involving the Superintending ranks.

The full range of sanctions available to a Misconduct Panel are:

- (a) **dismissal** from the Service - effective immediately;
- (b) **requirement to resign** from the Service as an alternative to dismissal, taking effect one month from the date of the decision;
(note – if suspended, the officer will remain suspended for this period. If not suspended, the officer may be repositioned)
- (c) **reduction in rank** - effective immediately;
- (d) **reduction in pay** for such a period, not exceeding 12 months, as shall be specified in the decision;
- (e) **fine** of a sum representing not more than 13 days pay recoverable over a minimum of 13 weeks;
- (f) **reprimand** – this is recorded in the member's personal record;
- (g) **caution** – this is not recorded in the member's personal record.