



## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2012-03444

**Keyword:** Complaints/Discipline

**Subject:** PSNI Officers disciplined 2010/2011 and 2011/2012

### Request and Answer:

I am writing to confirm that the Police Service of Northern Ireland has now completed its search for the information. I have today decided to disclose the information requested in full.

### Question

Can you tell me how many PSNI officers were disciplined at a formal misconduct hearing in 2010/11 and 2011/12 and if you could include those officers who were disciplined as a result of a criminal conviction also. Can you distinguish the rank of the supervising member directing the action and the rank of the officer, the charges they are found guilty of, broken down by breach of the PSNI Code of Ethics, and the sanction imposed.

### Answer

The PSNI is governed by the Police Service of Northern Ireland (Conduct) (Amendment) Regulations 2008. The standards set out in these regulations are replicated into the PSNI Code of Ethical Standards and can be viewed at [www.psni.police.uk/code\\_of\\_ethics\\_2008](http://www.psni.police.uk/code_of_ethics_2008). Officers are charged at a Formal Misconduct Hearing according to the Article(s) of the PSNI Code of Ethics that were potentially breached.

Part II, regulations 7 and 11 of The PSNI (Conduct) Regulations 2000 ( [PSNI \(Conduct\) Regulations 2000](#) ) legislate that the 'supervising member' shall refer a case to a formal misconduct hearing and shall be of at least the rank of Superintendent. Detective Superintendent, Discipline Unit, PSNI Service Improvement Department, directed that hearings took place in all of these cases.

**Table 1** outlines the number of officers who were disciplined at a formal misconduct hearing in 2010/2011 and 2011/2012, categorised by rank and charges proven.

**Table 2** outlines the number of officers in **table 1** who were disciplined at a formal misconduct hearing as a result of receiving a criminal conviction.

**Table 1**

<b>Rank</b>	<b>Charges by Breach of PSNI Code of Ethics</b>	<b>Sanction Imposed</b>
Constable	Privacy & Confidentiality Professional Duty x2	Reduced in pay Reprimand Reduced in pay
Constable	Professional Duty Integrity	Dismissed x2
Constable	Integrity x2	Reduced in pay Fined
Sergeant	Police Investigations Duty of Supervisors	Reduced in pay Fined
Constable	Integrity x3	Fine x2 Reprimand
Constable	Integrity x2	Reduced in Pay Fined
Constable	Fitness for duty	Reduced in pay
Sergeant	Duty of Supervisors	Reduced in pay
Constable	Integrity x5 Professional Duty x3 Police Investigations x2	Required to resign x6 Reprimand x4
Constable	Professional Duty x3	Fined x3
Constable	Integrity x7	Dismissed x7
Constable	Police Investigations x2 Professional Duty	Reduced in pay x2 Caution x1
Constable	Integrity	Reduced in pay
Constable	Professional Duty x2	Required to resign x2
Sergeant	Professional Duty	*Reduced in Rank (*Sanction varied to Reduction in Pay at NI Policing Board Police Appeals Tribunal)
Constable	Police Investigations x2 Professional Duty x2	Fined x4
Sergeant	Professional Duty Integrity x2	Required to resign x3
Constable	Integrity x2	Reduced in pay x2
Full-Time Reserve Constable	Professional Duty	Fined
Constable	Integrity	Reduced in pay
Constable	Professional Duty Equality	Reduced in pay Fined
Constable	Fitness for duty Integrity	Reprimand Required to resign
Constable	Integrity	Reduced in pay
Constable	Professional Duty	Reprimand
Constable	Professional Duty Privacy & Confidentiality Integrity	Reprimand Reduced in pay x2
Constable	Equality	Fined
<b>2010/2011 Total</b>		<b>26 Officers</b>
Constable	Police Investigations x2 Professional Duty	Reprimand x2 Fined

Constable	Integrity	Reduction in pay
Constable	Professional Duty Integrity	Dismissed Reprimand
Constable	Professional Duty Integrity	Fined Reduced in pay
Constable	Integrity	Reprimand
Constable	Integrity x2	Fined Reprimand
Constable	Professional Duty	*Required to resign (*Sanction varied to Reduction in Pay at NI Policing Board Police Appeals Tribunal)
Constable	Professional Duty x3	Reprimand x3
Constable	Privacy & Confidentiality Professional Duty	Fined Reduced in pay
Constable	Police Investigations Professional Duty	Reduced in pay Fined
Constable	Professional Duty	Caution
Constable	Fitness for duty	*Required to resign (*Sanction varied to Reduction in Pay at NI Policing Board Police Appeals Tribunal)
Constable	Professional Duty	Fined
Constable	Integrity	Required to Resign
Constable	Integrity Professional Duty	Reduction in pay x2
Sergeant	Police Investigations Duty of Supervisors	Reprimand x2
Constable	Integrity	Required to resign
Part-Time Constable	Property	Fined
Constable	Integrity	Reduction in pay
Constable	Integrity x2 Professional Duty	Required to resign x3
Constable	Professional Duty x2	Reduced in pay Reprimand
Part-Time Constable	Professional Duty	Fined
<b>2011/2012 Total</b>		<b>22 Officers</b>

**Table 2**

<b>Rank</b>	<b>Criminal Conviction</b>	<b>Disciplinary Sanction</b>
Constable	No vehicle test certificate	Fined
Constable	No vehicle test certificate, no car insurance, excess speed, no driving licence, failure to produce license, no road tax	Dismissed
Constable	Failure to comply with statutory notice in breach of the Vehicle Excise and Registration Act	Fined
Constable	Breach of non-molestation	Reprimand

	order	
<b>2010/2011 Total</b>		<b>4 officers</b>
<b>Rank</b>	<b>Criminal Conviction</b>	<b>Disciplinary Sanction</b>
Constable	Dangerous driving, excess speed	Reduced in pay
Constable	Driving with excess alcohol	Required to Resign
Constable	Breach of Data Protection Act	Reduced in pay
Constable	Driving with excess alcohol	Required to Resign
Constable	No car insurance	Required to Resign
<b>2011/2012 Total</b>		<b>5 officers</b>

The information supplied has been compiled by the PSNI's Service Improvement Department which has responsibility for internal discipline relating to police officers. Whilst the PSNI takes seriously any wrongdoing by a police officer, the number of officers disciplined should be put into context of the strength of the PSNI, i.e. around 7250 officers.

If you have any queries regarding your request or the decision please do not hesitate to contact me on 028 9070 0164. When contacting the Freedom of Information Team, please quote the reference number listed at the beginning of this letter.

If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible or in any case within two months of the date of issue of this letter. In the event that you require a review to be undertaken, you can do so by writing to the Head of Freedom of Information, PSNI Headquarters, 65 Knock Road, Belfast, BT5 6LE or by emailing [foi@psni.pnn.police.uk](mailto:foi@psni.pnn.police.uk).

If following an internal review, carried out by an independent decision maker, you were to remain dissatisfied in any way with the handling of the request you may make a complaint, under Section 50 of the Freedom of Information Act, to the Information Commissioner's Office and ask that they investigate whether the PSNI has complied with the terms of the Freedom of Information Act. You can write to the Information Commissioner at Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. In most circumstances the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out, however the Commissioner has the option to investigate the matter at his discretion.

Please be advised that PSNI replies under Freedom of Information may be released into the public domain via our website @ [www.psni.police.uk](http://www.psni.police.uk)

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.