



FREEDOM OF INFORMATION REQUEST



Request Number: F-2012-00515

Keyword: Complaints/Discipline

Subject: Staff Discipline In 2011 for Inappropriate Use of PSNI Systems

Request and Answer:

This is to inform you that the Police Service of Northern Ireland has now completed its search for the information you requested. The decision has been taken to disclose the located information to you in full.

Question 1

How many (a) police officers and (b) police staff were disciplined in 2011 for improper or inappropriate use of Force internet/data systems?

Please provide for each incident a brief description, which should include (1) the month of the incident, (ii) the nature of the offence or breach of force policy, (iii) if the person was an officer or a member or civilian staff and (iv) how the matter was resolved, i.e. written warning, sacked etc. If any person was disciplined for using an inappropriate website please provide me with the web address.

Clarification

On February 20, 2012 we advised you that, in relation to Police Officers, PSNI's Professional Standards Department (PSD) can provide the number who were disciplined at a misconduct hearing in 2011 for inappropriate use of police systems. We advised that this information would cover the month/year of the incidents, the nature of the incident and the disciplinary sanction imposed.

However, we also advised that discipline information for Police Staff is not held in a central location within the PSNI and to retrieve the information you require would involve input from all Human Resources Managers in each of the PSNI's Districts and Departments. We advised you that this part of your request was likely to push your entire request over the appropriate FOI cost threshold of 18 hours retrieval time.

Subsequently, you agreed to receive the information that PSD can provide in relation to Police Officers only.

Question 1

How many police officers were disciplined in 2011 for improper or inappropriate use of police systems, the month/year of the incident, the nature of the incident and how the matter was resolved, i.e. written warning, sacked etc?

Answer

In the time-frame requested, four officers were disciplined at a formal misconduct hearing for inappropriately accessing police systems. The disciplinary sanction imposed in each case was fine, reprimand, and reduction in pay x 2. All of the cases involved the officers accessing police systems for non-police specific purposes. The time-frames when each of these cases occurred were during November 2005, various dates between 2005 and 2010, various dates between 2005 and 2008, and during May 2011.

It should be noted that each case is examined on an individual basis to determine the level and nature of misconduct of the officer and the extent to which the PSNI's Code of Ethics has been breached. The seriousness of the offence and the circumstances surrounding its commission will dictate the misconduct sanction ultimately imposed.

The Police Service expects its staff to behave professionally, ethically and with the utmost integrity at all times. Whilst the Service takes extremely seriously any allegation of wrongdoing, the number of cases must be put into context of the average overall size of the police service in the time-frame outlined, i.e., 8000 officers.

Question 2

If possible can you provide me with a list of the 50 websites that are accessed most frequently by computers in your force. For this question please feel free to use any convenient time frame in 2011.

Answer

Please see the table provided below which details the 50 websites most commonly accessed by Police Officers and Police Staff in the twelve months January to December 2011.

In relation to misuse of the internet I can advise that PSNI "unauthorised websites" are defined as websites that cannot be accessed from a PSNI computer unless there is an official business requirement. Since 2009, additional commercial web-browsing security tools have been deployed to automatically restrict such access by default. These systems are constantly being updated to categorise and block all undesirable sites. This technology is supplemented by PSNI's overarching policy for Web Browsing that allows Police Officers and Staff the ability to browse sites that are deemed work related. Therefore police officers and staff cannot access websites unless there is an official business requirement.

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.

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

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

Site Detail

www.google.co.uk
news.bbcimg.co.uk
mt0.google.com
www.bing.com
mt1.google.com
Bits.wikimedia.org
www.bbc.co.uk
maps.google.co.uk
www.belfasttelegraph.co.uk
mle.ncalt.pnn.police.uk
maps.gstatic.com
i.dailymail.co.uk
clients1.google.co.uk
www.u.tv
www.google-analytics.com
cbk1.google.com
cbk0.google.com
ad.uk.doubleclick.net
newsimg.bbc.co.uk
stats.bbc.co.uk
khm0.google.co.uk
khm1.google.co.uk
www.psni.police.uk
news.bbc.co.uk
node1.bbcimg.co.uk
cbk3.google.com
mle.ncalt.com
standard.servedby.yell.com
www.nipsa.org.uk
cbk2.google.com
www.google.com
www.metoffice.gov.uk
www.easyjet.com
www.thesun.co.uk
img.thesun.co.uk
pagead2.googleadsyndication.com
sa.bbc.co.uk
bits.wikimedia.org
img.u.tv
upload.wikimedia.org
adserver.adtech.de
news.sky.com
www.thephonebook.bt.com
gg.google.co.uk 2
www.msftncsi.com
www.dailymail.co.uk
maps.google.com
a.independent.co.uk
www.facebook.com
www.yahoo.com

Summary

Search Engine
BBC News
Search Engine
Search Engine
Search Engine
BBC
BBC
Google Maps
Belfast Telegraph
Police Training
Maps Site
Daily Mail
Search Engine
UTV
Google Analysis Site
Search Engine
Search Engine
Advertisement Re-Direct
BBC News
Statistics at BBC
Search Engine
Search Engine
PSNI Web Site
BBC
BBC Images
Search Engine
Police Training
Yellow Pages
NIPSA Union
Search Engine
Search Engine
Weather Site
Easy Jet
The SUN Newspaper site
Images on the SUN Newspaper Site
Advertisement Re-Direct
BBC
Wikipedia
Images on UTV Site
Wikipedia
Advertisement Re-Direct
SKY News site
BT Phone Book
Search Engine
Microsoft Network Connectivity Status Indicator (msftncsi)
Daily Mail
Google Maps
The Independent Newspaper
Facebook
Search Engine