



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

FREEDOM OF INFORMATION REQUEST



Request Number: F-2014-04330

Keyword: Complaints/Discipline

Subject: Formal Misconduct Sanction Appeals

Request and Answer:

Question 1

Since the inception of the PSNI in November 2001 could you please provide me with details on a yearly basis of officers dismissed or required to resign who successfully managed to overturn the decision and recommence service.

Answer

The table below outlines the number of officers who received a sanction of requirement to resign or dismissal at a Formal Misconduct Hearing, and who were then reinstated through the statutory appeals process by virtue of a Chief Constable's Review or Police Appeals Tribunal:

Year of Formal Misconduct Hearing	Number of Officers
2001 (November to December)	0
2002	0
2003	1
2004	0
2005	0
2006	3
2007	4
2008	1
2009	3
2010	0
2011	4
2012	4
2013	1
2014 (as at 1 st September 2014)	0
Total	21

Question 2

If you could provide the percentage of officers who were successful compared to decisions upheld.

Answer

Since the inception of the PSNI, thirty-four percent of officers who appealed the sanction of dismissal or requirement to resign were successful.

It should be noted that as the information sought covers such a large time-frame, the data was not recorded centrally and was obtained from the interrogation of several databases and included the manual examination of a number of files. Information extracted in this manner may not be as accurate as that extracted from a single source.

The information supplied has been compiled by Discipline Branch, Service Improvement Department, which has responsibility for internal discipline relating to police 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.

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.