



FREEDOM OF INFORMATION REQUEST



Request Number: F-2015-03360

Keyword: Complaints/Discipline

Subject: Code of Ethics Breaches

Request and Answer:

Question

Further to FOI request F-2105-02996, in respect of each case can you provide details of the Article in the PSNI Code of Ethics which was breached?

Answer

Your request for information has now been considered. In respect of Section 1(1)(a) of the Act I can confirm that the Police Service of Northern Ireland (PSNI) does hold information to which your request relates. The decision has been taken to disclose the following.

The table below outlines the officers who were disciplined at a Formal Misconduct Hearing, broken down by 'Code of Ethics Article' charges and sanctions.

It should be noted that every Disciplinary Hearing is examined on a case by case basis to determine the level of misconduct and the extent to which the PSNI Code of Ethics has been breached. The seriousness of the offence and the circumstances surrounding its commission would have dictated the sanction(s) ultimately imposed.

Rank	Charges 2012	Sanction
Inspector	3 x Professional Duty	1 x Caution, 2 x Dismissed
Constable	Professional Duty, Use of Force, Integrity	1 x Reduced in Pay, 2 x Fines
Sergeant	Integrity, 2 x Privacy & Confidentiality	1x Reduction in Pay , 2 x Fines
Constable	Integrity, Professional Duty	2 x Reduction in Pay
Sergeant	2 x Integrity	2 x Reprimand
Constable	Integrity, Professional Duty	2 x Required to Resign
Constable	Professional Duty, Police Investigations, Property, Integrity	3 x Fines, 1 x Reduced in Pay
Constable	2 x Integrity, Professional Duty	3 x Required to resign
Constable	2 x Integrity, Privacy & Confidentiality	3 x Required to resign
Constable	3 x Police Investigations, Professional Duty	4 x Required to Resign
Constable	3 x Police Investigations, Professional Duty, Property	5 x Required to Resign
Constable	Integrity, Property	Dismissed from the Service x 2

Constable	Integrity	Fined
POPT	Property	Fined
Constable	Integrity	Reduction in pay
Constable	Police Investigations	Reduction in Pay
Constable	Integrity	Reduction in Pay
Constable	2 x Professional Duty	Reduction in pay, Reprimand
Constable	Professional Duty	Reprimand
Constable	Professional Duty	Reprimand
Constable	Integrity	Reprimand
Constable	Professional Duty	Required to resign
Rank	Charges 2013	Sanction
Sergeant	Professional Duty x 3	Fine x 1, Reprimand x 2
Constable	Integrity, Professional Duty	Fine, Reprimand
Constable	2 x Integrity	Fine, Caution
Constable	2 x Integrity	Reduced in Pay, Fine
Constable	2 x Professional Duty, Property	2 x Fine, 1 x Caution
Constable	Integrity, Property, Fitness for Duty, 2 x Professional Duty	2 x Required to Resign, 3 x Caution
Constable	Integrity	Caution
Constable	Professional Duty, Privacy and Confidentiality	Caution x 2
Constable	Police Investigations, Integrity	Dismissed x 2
Constable	2 x Professional Duty, Privacy & Confidentiality, Integrity	Dismissed x 4
Constable	Police Investigations	Fined
Constable	Police Investigations	Fined
Constable	Integrity	Fined
Constable	2 x Fitness for Duty	Fined x 2
Constable	Professional Duty	Fined
Constable	Professional Duty	Reduced in Pay
Constable	Professional Duty	Reduced in Pay
Constable	Professional Duty	Reduced in Pay
Constable	Professional Duty	Reduced in Pay
Constable	Professional Duty, Integrity	Reduced in Pay (combined sanction)
Constable	2 x Police Investigations	Reduced in Pay x 2
Constable	Professional Duty	Reduced in Pay
Constable	Professional Duty	Reduced in Pay
Constable	Integrity	Reduction in pay
Constable	Professional Duty	Reduction in pay
Constable	Integrity	Reprimand
Inspector	Police Investigations	Reprimand
Constable	Integrity	Reprimand
Constable	2 x Police Investigations, Professional Duty	Required to Resign x 3
Constable	Integrity	Required to Resign
Rank	Charges 2014	Sanction
Constable	Integrity	Caution
Sergeant	Integrity	Dismissal
Constable	Professional Duty x 2, Property, Integrity x 2	Dismissed immediate effect, Required to Resign Immediate effect, Reprimand x 2 & one charge not proven
Constable	Integrity, Professional Duty x 2	Fine, Reprimand
Constable	Police Investigations x 2, Integrity	Fine , Not Proven , Reduction in pay
Constable	Professional Duty	Fine
Constable	Professional Duty	Fine
Constable	Professional Duty x 2	Fine , Reprimand
Constable	Integrity	Fine
Constable	Professional Duty	Fine

Constable	Professional Duty, Police investigations	Fine, Reduction in pay
Sergeant	Professional Duty, Police Investigations	Fine, Reduced in pay
Constable	Integrity, Police Investigations	Reduction in pay, Fine
Sergeant	Integrity, Professional Duty	Reduction in pay, Fined
Constable	Police Investigations	Reduction in pay
Constable	Use of Force x 2	Caution x 2
Constable	Integrity	Reprimand
Constable	Integrity x 2	Required to resign x 2
Constable	Professional Duty, Integrity	Required to resign x 2
POPT	Integrity, Privacy & Confidentiality, Property	Required to resign x 2, Reprimand
Rank	Charges 2015	Sanction
Constable	Integrity, Professional Duty	Fined x 2
Constable	Property	Caution
Constable	Professional Duty x 3	Fine x 2, Reduction in pay
Constable	Integrity, Professional Duty	Required to Resign , Reprimand
Constable	Integrity, Privacy & Confidentiality	Reduced in pay x 2
Constable	Integrity x 2	Reduction in pay , fine
Constable	Professional Duty	Reduction in pay
Sergeant	Integrity	Required to Resign
Constable	Integrity	Fine
Constable	Police Investigations	Reprimand
Inspector	Professional duty, Duty of Supervisors, Equality	Reduction in pay x 2, Reprimand
Constable	Integrity, Police Investigations	Required to Resign, Reprimand

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.psnipolice.uk

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