



FREEDOM OF INFORMATION REQUEST



Request Number: F-2015-02784

Keyword: Complaints/Discipline

Subject: Officers Disciplined at Formal Misconduct Hearing

Request and Answer:

Question 1

How many officers have been disciplined in the last five years?

Question 2

What they were disciplined for?

Question 3

What the discipline consisted of e.g. suspension?

If gathering the information falls outside of the time allowances, then I would request the information to be dated for the last four years, three years, etc until the time frame is suitable.

Clarification Request: In your recent FOI request you have asked for information on the number of officers disciplined in the last five years. The record keeper has asked if you can confirm if by this you mean the number of officers disciplined at a Formal Misconduct Hearing and the outcome of the hearing?

Clarification received: Yes, I would like info on the number of officers disciplined at a Formal Misconduct Hearing with the outcome of the hearing.

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.

The table attached at the end of this document outlines the number of officers who have been disciplined at a Formal Misconduct Hearing between the 1st January 2010 and 1st January 2015 and provides the requested information on the alleged offence and the outcome of the Formal Misconduct Hearing.

The information supplied has been compiled by Discipline Branch, Service Improvement Department which has responsibility for internal discipline relating to police officers. The PSNI is governed by the Police Service of Northern Ireland (Conduct) Regulations 2000 ([PSNI \(Conduct\) Regulations 2000](#)). 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. It should be noted that every disciplinary case is examined on an individual basis to determine the level and the extent to which the PSNI's Code of Ethics has been breached.

An officer has the right to appeal their disciplinary sanction through the statutory appeals process, therefore the information provided may not reflect the ultimate disciplinary outcome if any subsequent appeals were allowed.

Whilst the PSNI expects its officers to behave with the highest standards of integrity and professionalism at all times, the number of officers formally disciplined should be placed into context with the average strength of the PSNI in this time-frame, i.e. around 7600 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.

2010

Alleged offence	The outcome of the Hearing
Motoring offence	Reduced in pay
Failure to conduct a thorough police investigation	Reduced in pay
Received adult caution for aggravated assault	Fined
Motoring offences	Fined
Failure to complete/ progress investigations	Fined
Contravention of non-molestation order	Reprimand
Off-duty disorderly behaviour	Reduced in pay
Behaved in a drunken and disorderly manner off-duty	Reduced in rank
Failure to complete/progress investigations	Reduced in pay
Motoring offence	Reduced in pay
Failure to conduct an objective fair and thorough investigation	Required to resign
Inappropriate use of police information	Reduced in pay
Failure to supervise and ensure officer carried out their professional duties	Reduced in pay
Committed acts of dishonesty to supervisors	Required to resign
Used police computer systems for non-police purposes	Fined
Failure to complete/progress investigations	Reduced in pay
Allegation of theft	Dismissed
Unfit for duty	Reduced in pay
Adult Caution for common assault	Fined
Disorderly behaviour off-duty	Reduced in pay
Disorderly behaviour off-duty	Reduced in pay
Failure to conduct a thorough and prompt investigation	Reduced in pay
Motoring offences	Dismissed
Recorded inaccurate information on a police statement	Reduced in pay
Off-duty disorderly behaviour	Reduced in pay
Failure to conduct a thorough and prompt investigation	Reduced in pay
Allegation of misconduct in a Public Office	Required to resign
Made false entries on police forms, accessed police computer for non-police purposes	Required to resign
Total number of officers	28

2011

Alleged offence	The outcome of the Hearing
Inappropriate language/behaviour towards colleagues	Reduced in pay
Inappropriate access of police systems	Reduced in pay
Adult caution for improper use of public electronic communications network	Reduced in pay
Alleged assault of colleague	Fined
Sent inappropriate text messages	Fined
Failure in investigations	Fined
Motoring offence	Reduced in pay
Inappropriate comments on social networking site	Fined
Allegation of sexual offence	Dismissed
Drunk in charge	Required to resign
Breach of Data Protection Act	Reduced in pay
Failure in investigations	Reprimand
Drunk in Charge	Required to resign
Failure to support colleagues in the execution of their duty	Reduced in pay
Failure to support colleagues in the execution of their duty	Reprimand
Drunken and disorderly behaviour off-duty	Reduced in pay
Motoring Offence and inappropriate off-duty behaviour	Required to resign
Failure to comply with Service policy governing contact with the media	Reduced in pay
Failure in investigations	Reduced in pay
Failure to discharge duties appropriately	Caution
Failure to act fairly and professionally in their dealings with members of the public	Fined
Failure to secure police property	Reduced in rank
Motoring offences	Reprimand
Inappropriate use of police systems	Required to resign
Unfit for duty	Reduced in pay
Total number of officers	25

2012

Alleged offence	The outcome of the Hearing
Failure to secure police property	Fined
Off-duty behaviour likely to bring discredit to the PSNI	Reduced in pay
Motoring offence	Reduced in pay
Motoring offence and failure to act with integrity towards supervisors	Required to resign
Alleged sexual offence	Dismissed
Failure to conduct prompt and thorough investigations	Reprimand
Failure to conduct prompt and thorough investigations	Reduced in pay
Involved in a fracas off- duty	Reprimand
Off-duty behaviour likely to cause breach of the peace	Reprimand
Misfeasance in public office	Required to resign
Harassment	Reduced in pay
Accessed police systems for non-police purposes	Reduced in pay
Adult caution for criminal damage	Reduced in pay
Motoring offence	Fined
Failure to conduct prompt and thorough investigations, failure to maintain accurate police records	Reduced in pay
Accessed police systems for non-police purposes	Reduced in pay
Failure to obey lawful order and adhere to Service procedure	Reprimand
Adult Caution for Breach of Children and Young Persons Act (NI) 1968	Reprimand
Failure to maintain accurate police records and to adhere to Service policy	Reduced in pay
Inappropriate handling of police property, failure to conduct prompt and thorough investigations, failure to maintain accurate police records	Reduced in pay
Drunk in charge of a firearm	Dismissed
Total number of officers	21

2013

Alleged offence	The outcome of the Hearing
failed to ensure that police property was handled as required by Service policy	Fined
Motoring Offence	Fined
Failure to conduct prompt and thorough investigations	Fined
Failure to conduct prompt and thorough investigations	Fined
Common Assault	Caution
Motoring Offence	Fined
Failure to conduct prompt and thorough investigations	Reduced in Pay
Made false entries on police forms	Dismissed
Sent Inappropriate text messages	Reduced in pay
Sent Inappropriate text messages	Reduced in Pay
Sent Inappropriate text messages	Reduced in Pay
Sent Inappropriate text messages	Reduced in Pay
incorrect police records	Fined
Inappropriate disclosure of police information	Caution
Inappropriate and discreditable off duty conduct	Reduced in pay
Failure to conduct prompt and thorough investigations	Reduced in Pay
Sent Inappropriate text messages	Reduced in Pay
Sent Inappropriate text messages	Reduced in Pay
Misconduct in Public Office	Reprimand
Failure to ensure completion of accurate police records	Fined
Unfit for duty	Fined
Motoring offence	Reprimand
Theft	Required to Resign
failed to conduct an investigation in an impartial manner	Reprimand
Failure to adhere to Service Procedure regarding the dispatch of a call and failure to update police records	Reduced in pay
Inappropriate use of police systems	Fined
Adult Caution for Disorderly behaviour	Reduced in Pay
Breach of the Data Protection Act	Reduced in Pay
Total number of officers	28

2014

Alleged offence	The outcome of the Hearing
Allegation of attempting to pervert the course of justice	Dismissed
Failure to support colleagues in the execution of their duty	Reduced in Pay
Failure to conduct prompt and thorough investigations	Reduced in pay
Excessive Force on duty	Caution
Motoring Offence	Caution
Breach of Firearms (NI) Order	Required to resign
Failure to adhere to Service procedure regarding completion of police records	Fined
Failure to act with honesty and integrity towards supervisors	Fined
Accessed police systems for non-police purposes	Reduced in Pay
Sent Inappropriate text messages	Fined
Sent Inappropriate text messages	Fined
Failure to conduct prompt and thorough investigations	Reduced in pay
Allegation of attempting to pervert the course of justice	Required to Resign
Failure to act with honesty and integrity regarding sickness absence	Fined
Sent Inappropriate text messages	Fined
Allegation of fraud	Dismissed
Failure to conduct prompt and thorough investigations	Reduced in pay
Failure to conduct prompt and thorough investigations	Reduced in pay
Adult Caution for Common Assault	Reprimand
Failure to discharge duties appropriately	Caution
Total number of officers	20