



Freedom of Information Request Reference N^o: FOI 002854-18

I write in connection with your request for information received by Norfolk and Suffolk Constabularies on the 7 August 2018 in which you sought access to the following information:

1. *"How many officers have been suspended on full pay in each of the past five financial years 2013-14, 2014-15, 2015-16, 2016-17, 2017-18? Please provide details of the officer's rank, reason for suspension and outcome of suspension"*
2. *How much was paid in total to suspended officers in each of those financial years?*
3. *What was the longest suspension recorded in the past five years? Can you please give the figure in working days if possible or state whichever alternative measure you are using. Please say the reason for the suspension, the rank of the officer and how much was paid to the officer during their suspension and the outcome of the suspension, if any.*
4. *How many officers do you currently have suspended on full pay? Please provide details of each officer's rank and reason for suspension."*

Response to your Request

The response provided below is correct as of 21 August 2018

Norfolk and Suffolk Constabularies have considered your request for information and our response is below.

A review of the police officers suspended between 1 April 2013 and 31 March 2018 has been conducted. The data below does not include members of the Special Constabulary and the total amount paid excludes any amounts that may have been paid in the 2012/13 financial year.

1. The total number of police officer suspended on full pay, including rank, reason for suspension and outcome, is provided below. The year relates to the start of the suspension.

NORFOLK

Year	Rank	Breach	Outcome
2012/13	Constable	Use of force	Final Written Warning issued following misconduct hearing
2012/13	Constable	Honesty and integrity	Officer resigned

2013/14	Constable	Discreditable conduct	Dismissed following misconduct hearing
2013/14	Constable	Discreditable conduct	Officer retired
2013/14	Constable	Discreditable conduct	Officer resigned
2013/14	Constable	Discreditable conduct	No further action
2013/14	Constable	Honesty and integrity	Officer resigned
2014/15	Constable	Discreditable conduct	Officer resigned
2014/15	Constable	Honesty and integrity	Dismissed following misconduct hearing
2014/15	T/Sergeant	Authority, respect and courtesy	Officer resigned
2014/15	Constable	Discreditable conduct	No case to answer
2014/15	Constable	Discreditable conduct	Dismissed following misconduct hearing
2015/16	Constable	Authority, respect and courtesy	Officer resigned
2015/16	Constable	Honesty and integrity	Dismissed following a misconduct hearing
2015/16	Constable	Discreditable conduct	Dismissed following a misconduct hearing
2016/17	Constable	Discreditable conduct	Dismissed following a misconduct hearing
2016/17	Constable	Discreditable conduct	Dismissed following a misconduct hearing
2016/17	Constable	Discreditable conduct	Management action
2017/18	Constable	Discreditable conduct Confidentiality	Officer resigned prior to a misconduct hearing. Would have been dismissed

SUFFOLK

Year	Rank	Breach	Outcome
2012/13	Constable	Discreditable conduct	Dismissed following a misconduct hearing
2013/14	Sergeant	Discreditable conduct	Dismissed following a misconduct hearing
2013/14	Constable	Honesty and integrity	Officer resigned
2013/14	Constable	Discreditable conduct	Officer resigned
2013/14	Constable	Discreditable conduct Honesty and integrity	Officer resigned
2014/15	Constable	Honesty and integrity	Officer resigned
2015/16	Constable	Discreditable conduct	Dismissed following a misconduct hearing
2015/16	Constable	Honesty and integrity	Written Warning issued following a misconduct meeting
2015/16	Constable	Discreditable conduct	Officer resigned
2015/16	Constable	Confidentiality	Dismissed following a misconduct hearing
2016/17	Constable	Honesty and integrity	Dismissed following a misconduct hearing
2016/17	Constable	Discreditable conduct	Final Written Warning issued following a misconduct hearing
2016/17	Constable	Discreditable conduct	Dismissed following a misconduct hearing
2017/18	Constable	Discreditable conduct	Management Advice following a misconduct meeting

2. The total amount paid by the Constabulary in salaries to officers on suspension, is as follows:

Year	Norfolk (£)	Suffolk (£)
2013/14	59,353.58	29,105
2014/15	60,045	11,737
2015/16	78,215	36,055
2016/17	75,687.35	89,366.95
2017/18	16,207.43	41,365.14
Grand Total	289,508.36	207,629.09

3. The longest suspension over this time frame, was as follows:

Force	Rank	Breach	Suspension duration	Total Salary paid (£)	Outcome
Norfolk	Constable	Honesty and integrity	20/02/14 – 07/03/17	£77,454	Officer resigned
Suffolk	Sergeant		21/10/16 – 06/12/17	£35,873.45	Dismissed following misconduct hearing

4. Norfolk Constabulary currently has one Police Constable suspended whilst being investigated under the breach of honesty and integrity.

No Suffolk police officers are currently under suspension

Should you have any further queries concerning this request, please contact Clair Pack, FOI Decision Maker, quoting the reference number shown above.

A full copy of the Freedom of Information Act (2000) can be viewed on the 'Office of Public Sector Information' web-site;

<http://www.opsi.gov.uk/>

Norfolk and Suffolk Constabularies are not responsible for the content, or the reliability, of the website referenced. The Constabulary cannot guarantee that this link will work all of the time, and we have no control over the availability of the linked pages.

Your Right to Request a Review of Decisions Made Under the Terms of the
Freedom of Information Act (2000).

If you are unhappy with how your request has been handled, or if you think the decision is incorrect, you have the right to ask the Norfolk and Suffolk Constabulary to review their decision.

Ask Norfolk and Suffolk Constabularies to look at the decision again.

If you are dissatisfied with the decision made by Norfolk and Suffolk Constabularies under the Freedom of Information Act (2000), regarding access to information, you must notify the Norfolk and Suffolk Constabulary that you are requesting a review within 20 days of the date of its response to your Freedom of Information request. Requests for a review should be made in writing and addressed to:

*Freedom of Information Decision Maker
Information Management Department
Suffolk Constabulary
Police Headquarters
Martlesham Heath
Ipswich
Suffolk
IP5 3QS
OR
Email: information@suffolk.pnn.police.uk*

In all possible circumstances Norfolk and Suffolk Constabulary will aim to respond to your request for us to look at our decision again within 20 working days of receipt of your request for an internal review.

The Information Commissioner.

After lodging a request for a review with Norfolk and Suffolk Constabulary, if you are still dissatisfied with the decision, you can apply to the Information Commissioner for a decision on whether the request for information has been dealt with in accordance with the requirements of the Act.

For information on how to make application to the Information Commissioner please visit their website at www.ico.org.uk or contact them at the address shown below:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Telephone: 01625 545 700