



9th October 2019

Freedom of Information Request Reference N^o: FOI 003266/19

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 11th September 2019 in which you sought access to the following information:

I would like to know the following under the FOI Act. Number of employees within your organisation disciplined for computer misuse, broken down over the last 2 financial years. FY 18-19 and FY17-18.

As well as the stats could you please provide detail on the nature of the incident, the device and the outcome?

Response to your Request

The response provided below is correct as of 26th September 2019.

Norfolk and Suffolk Constabularies have located the following information as relevant to your request.

Research has been undertaken by the Joint Professional Standards Department. They have review all cases resulting in disciplinary action to identify officers and staff who were subject to misconduct proceedings for misuse of force systems. It is not always clear what type of device was used, therefore we refer to device unless more specific details are known.

Financial Year	Officer or Staff?	Device (where known)	Summary	Outcome
NORFOLK				
2017/18	Police Staff	Force device	Sent personal emails from constabulary email	Written warning
2017/18	Police Staff	Force device	Accessed constabulary systems to view information for a non-policing purpose	Written warning
2017/18	Police Staff	Force device	Accessed constabulary internet for personal use	Written warning
2017/18	Police Staff	Force device	Accessed constabulary systems to view information for a non-policing purpose	Written warning
2018/19	Police Staff	Force device	Accessed constabulary systems to view information for a non-policing purpose. Forwarded email from constabulary account to personal email	Final written warning
2018/19	Police Staff	Force device	Sent emails containing inappropriate comments	Written warning
2018/19	Police Staff	Force device	Sent emails containing	Resigned prior to

			inappropriate comments	hearing. Outcome would have been dismissal
2018/19	Police Officer	Force device	Access constabulary systems to view information for a non-policing purpose	Resigned prior to hearing. Outcome would have been dismissal
2018/19	Police Officer	Force device	Used constabulary social media account to contact a member of the public	Resigned prior to hearing. Outcome would have been dismissal
SUFFOLK				
2017/18	Police Staff	Force device	Accessed constabulary systems to view information for a non-policing purpose	Final written warning
2017/18	Police Officer	Force device	Accessed constabulary systems to view information for a non-policing purpose	Dismissed
2018/19	Police Staff	Force device	Used Constabulary email address for non-policing purpose	Resigned prior to hearing. Outcome would have been dismissal
2018/19	Police Staff	Force device	Used constabulary email address for non-work-related matters	Written warning
2018/19	Police Staff	Force device	Use of constabulary email address for non-work-related matters and excessive use of internet during work time	Final written warning
2018/19	Police Staff	Force device	Accessed constabulary systems to view information for a non-policing purpose	Dismissed
2018/19	Police Officer	Force device	Accessed constabulary systems to view information for a non-policing purpose	Dismissed. Was re-instated on appeal & no action taken in respect of this conduct
2018/19	Police Officer	Force device	Accessed constabulary system for personal reasons	Management advice
2018/19	Police Staff	Force device	Accessed constabulary systems to view information for a non-policing purpose.	Written warning

This response will be published on the Constabularies web-site under the Freedom of Information pages:-

<https://www.norfolk.police.uk/about-us/our-data/disclosure-log>

<https://www.suffolk.police.uk/services/freedom-information/disclosure-logs>

Should you have any further queries concerning this request, please contact Amanda Gibson, 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 40 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
Norfolk Constabulary
Operations and Communications Centre
Jubilee House
Falconers Chase
Wymondham
Norfolk NR18 0WW
OR
Email: freedomofinformation@norfolk.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