

SUFFOLK CONSTABULARY

OUTCOME OF MISCONDUCT AND DISCIPLINARY PROCEEDINGS

GROSS MISCONDUCT HEARINGS 1 APRIL 2013 – 31 MARCH 2014		
Officer/Staff	Nature of Offence	Outcome
Police Constable	Convicted at Court for Driving with Excess Alcohol and Fail to Stop. Officer subsequently attended a Misconduct Hearing for Discreditable Conduct.	Dismissed
Police Sergeant	Following a Public Complaint the Officer attended a Misconduct Hearing for Discriminatory Behaviour and Incivility in that he/she failed to treat the complainant with respect and courtesy.	Not Proven on Discriminatory Behaviour allegation. Proven on Incivility allegation. Received formal Management Advice
Police Constable	Following a Public Complaint the officer attended a Misconduct Hearing for Discriminatory Behaviour, Incivility and Neglect of Duty in that he/she failed to treat the complainant with respect and courtesy and there were inaccuracies in the Operational Order.	Not Proven on allegations of Discriminatory Behaviour and Incivility. Proven on Neglect of Duty. Received a Written Warning.
Police Sergeant	Convicted at Court for Harassment of ex-partner and subsequently appeared at a Misconduct Hearing for Discreditable Conduct.	Dismissed
Police Staff	Received a Police Caution for Theft and breaches of the Data Protection Act. The staff member subsequently attended a Disciplinary Hearing for Honesty and Integrity and Confidentiality.	Dismissed

MISCONDUCT MEETINGS 1 APRIL 2013 – 31 MARCH 2014		
Officer/Staff	Nature of Offence	Outcome
Police Constable	Officer took unauthorised absence and failed to keep accurate records within Pocket Note Book.	Written Warning
Police Constable	Officer conducted searches of Force Systems without a legitimate policing purpose.	Management Advice
Police Constable	Officer failed to attend an incident following instruction, failed to treat a colleague with courtesy and respect and failed to keep accurate records within Pocket Note Book.	Written Warning
Police Constable	Officer failed to take reasonable care of an item of seized property.	Management Advice
Police Constable	Officer received a Police Caution for Breaches of the Data Protection Act for conducting searches of Force Systems without a legitimate policing purpose.	Management Advice

RESIGNATIONS PENDING GROSS MISCONDUCT INVESTIGATION/HEARING 1 APRIL 2013 – 31 MARCH 2014		
Officer/Staff	Nature of Offence/Allegation	Outcome
Police Staff	Staff member made inappropriate comments and demonstrated inappropriate behaviour towards colleagues and caused damage to police training equipment.	Staff member resigned prior to the Disciplinary Hearing. The Hearing still went ahead and the outcome was Dismissal.
Police Constable	Officer received a Police Caution for breaches of the Data Protection Act.	Officer resigned before the Misconduct Investigation commenced.
Police Constable	Officer received a Police Caution for Sexual Assault.	Officer resigned before a Misconduct Hearing was arranged.
Police Constable	Officer disobeyed a lawful order by undertaking a Business Interest.	Officer resigned during investigation.

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Police Constable	Officer received a Police Caution for breaches of the Data Protection Act.	Officer resigned during investigation.
Police Staff	Member of Staff was convicted at court for breaches of the Data Protection Act.	Staff member resigned following conviction.