

LEICESTERSHIRE POLICE AUTHORITY



Meeting **HUMAN RESOURCES COMMITTEE**

Date **THURSDAY 13 MAY 2010 – 2.00 pm**

Report of **DIRECTOR OF HR**

Subject **MISCONDUCT STATISTICS FOR POLICE STAFF**

Purpose of the Report

1. The purpose of this report is to notify members of the number of Police Staff who have been subject to misconduct procedures between 1st November 2009 and 31st March 2010.
2. The report will identify Police Staff that have been subject to misconduct proceedings through internal misconduct investigations, Criminal Convictions and misconduct proceedings.

Scope of Analysis

3. The Professional Standards Department has two database recording systems, to separately record covert (Integrity Department) and overt (PSD) investigation cases. It is important to clarify that the following analysis is based entirely on the Centurion Database System which records overt cases only. This means that there are cases continually being investigated by the Integrity Department, which may or may not invoke the disciplinary procedure and therefore cannot be reported or analysed.
4. Covert investigation cases remain covert until such times that enough evidence is secured to serve the subject matter with a notice of investigation, at which point the case becomes overt and is recorded on Centurion.

Background

5. During the period 1st November 2009 to 31st March 2010 the actions of **15** individual Police Staff were investigated as a result of alleged misconduct and/or criminal convictions.

Category	Total
Internal Misconduct Investigations	9
Internal Gross Misconduct Investigations	6
Criminal Investigations in addition to internal Gross Misconduct	(3)
Total	15

6. Police Staff Headcount & Breakdown

Total Average Headcount, All Staff	Average Headcount
	1641.5

		% Female Staff	% All Staff
Total Female Staff	1000	-	60.9%
Ethnic Female Staff	95	9.5%	5.8%
Not - Stated Female Staff	11	1.1%	0.7%
White Female Staff	894	89.4%	54.5%

		% Male Staff	% All Staff
Total Male Staff	641.5	-	39.1%
Ethnic Male Staff	62	9.7%	3.8%
Not - Stated Male Staff	9.5	1.5%	0.6%
White Male Staff	570	88.9%	34.7%

7. Fifteen cases represents less than 1% (0.9%) of the total Police Staff strength. Diversity breakdowns are continually undertaken and there are no concerns regarding bias or acts by or towards any particular group.

Table A below shows the breakdown that has been recorded:

Ethnicity	Other Ethnicity		Asian or Asian British - Indian		Black or Black British		White British	
	Police Staff		Police Staff		Police Staff		Police Staff	
Role	Male	Female	Male	Female	Male	Female	Male	Female
Minor Misconduct							2	4
Misconduct							2	1
Gross Misconduct / Criminal Convictions					2		1	3
Total - 15					2		5	8

Suspension

8. Risk assessments are routinely carried out to clarify the personal and organisational risks involved in suspending staff. Following this, a summary of the case is forwarded to the Deputy Chief Constable to review, agree and authorise the suspension.
9. a) One member of staff in relation to a case recorded in the last reporting period was subsequently suspended within this reporting period on 28th January 2010 and dismissed on 4th March 2010. Suspension costs amounted to £2254.18.

b) One member of staff is still on suspension pending serious criminal charges. The cost for this current period is £3794.67

10. The gross salary cost for the above suspensions during this reporting period is £6048.85, compared to £11,786.35 for last reporting period and £20,002.20 for the same reporting period last year.

Outcomes

11. The investigation outcomes so far this reporting period are demonstrated in Table B below.
12. It should be noted that 10 of the total 17 cases are now closed. This leaves 7 cases staff currently ongoing.

	Table B: Internal Misconduct Investigation outcomes by category detailing, ethnicity and gender for the period 01.11.09 to 31.03.10						
	Ethnicity	Asian or Asian British - Indian		Black or Black British		White British	
	Role	Police Staff		Police Staff		Police Staff	
	Gender	M	F	M	F	M	F
Minor Misconduct (6 cases all closed)	No Further Action						
	Words of Advice						4
	Verbal Warning					2	
Misconduct (3 cases, 2 of which are still live)	No Further Action/ advice						
	Verbal Warning						
	Written Warning						
	Final Written Warning						
	Resigned during the process						1
Gross Misconduct/ Criminal Conviction (6 cases, 5 of which are still live)	No Further Action/Advice						1
	Verbal Warning						
	Written Warning						
	Final Written Warning						
	Dismissal						
	Resigned during process						
	Compromise Agreement						
7 Live Cases	Total - 15					2	6

13. Categories of Recordable Allegations

Number	Allegation Category
5	Discreditable Conduct
4	Confidentiality
3	Authority, Respect & Courtesy
2	Honesty & Integrity
1	Instructions
Total 15	

14. Average Length of Investigations

- 8 closed cases, which includes one resignation
- Total number of case days = 737
- Average length of time to conclude = 92 days

Longest running case was an Honesty & Integrity case with potential criminal implications undertaken by the Integrity Department over 253 days. Part of this was undertaken covertly.

Shortest running case was an Authority, Respect & Courtesy case undertaken locally over 42 days.

Conclusions

15. There has been a significant fall in the number of recordable cases this reporting period compared to last (1.4.09 to 31.10.09 with 29 cases) but that was exceptional. It must be highlighted that this reporting period is only a 5 month reporting period but if we compare like for like (1.11.08 to 31.03.09 with 11 cases) there has been a small rise in recordable cases.
16. Discreditable Conduct and Confidentiality are the breaches of the Standards of Professional Behaviour that dominate this reporting period.
17. A considerable reduction in the number of PCSO cases with only 4 recorded.
18. A headcount rise of 15 staff members this period compared to last period and 72 more staff members than this time last year, which may be attributable to the small rise in cases.

Recommendations

The Director of Human Resources requests that the Human Resources Committee note the content of this report.

Background Papers

Administration monitoring from database system, which is confidential (exempt information para 1 of schedule 12A to the Local Government Act 1972).

Person to contact

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