

**TABLE 1: Staff Suspensions by Alleged Breach of Standard**

| Staff Suspensions between 01 April 2011 to 12 December 2014                        |                          |                              |           |
|--|--------------------------|------------------------------|-----------|
| Breach of Standard (alleged)   | Outcome                  | Length of Suspension (weeks) | Cost (£)* |
| Authority Respect and Courtesy / Discreditable Conduct                             | Resigned                 | 11                           | 4,753     |
| Authority Respect and Courtesy / Work and Responsibilities                         | Management Advice        | 6                            | 1,991     |
| Authority Respect and Courtesy / Work and Responsibilities / Honesty and Integrity | Dismissed                | 12                           | 5,185     |
| Confidentiality / Honesty and Integrity  | Resigned                 | 11                           | 4,753     |
| Confidentiality / Honesty and Integrity  | Dismissed                | 12                           | 5,185     |
| Confidentiality / Honesty and Integrity  | Dismissed                | 12                           | 5,185     |
| Confidentiality / Honesty and Integrity  | Dismissed                | 12                           | 5,185     |
| Confidentiality / Honesty and Integrity  | Dismissed                | 12                           | 5,185     |
| Confidentiality / Honesty and Integrity  | Dismissed and Reinstated | 2                            | 664       |
| Confidentiality / Honesty and Integrity  | Dismissed and Reinstated | 41                           | 13,608    |
| Confidentiality / Honesty and Integrity  | Resigned                 | 59                           | 23,525    |
| Confidentiality / Honesty and Integrity  | Dismissed Without Notice | 48                           | 21,486    |
| Confidentiality / Honesty and Integrity  | Dismissal Without Notice | 16                           | 7,162     |
| Confidentiality / Honesty and Integrity  | Ongoing                  | 31                           | 10,809    |
| Discreditable Conduct  | Resigned                 | 6                            | 1,862     |
| Discreditable Conduct  | Resigned                 | 10                           | 4,321     |
| Discreditable Conduct  | Resigned                 | 16                           | 6,913     |
| Discreditable Conduct  | Resigned                 | 40                           | 12,924    |
| Discreditable Conduct  | Resigned                 | 2                            | 600       |
| Discreditable Conduct  | NFA                      | 6                            | 2,686     |
| Discreditable Conduct  | Management Advice        | 36                           | 16,114    |
| Honesty and Integrity  | Dismissed                | 31                           | 13,394    |
| Honesty and Integrity  | Ongoing                  | 2                            | 600       |
| Honesty and Integrity  | Ongoing                  | 2                            | 600       |
| Honesty and Integrity / Work and Responsibilities                                  | Dismissed With Notice    | 23                           | 9,937     |
| Use of Restraint   | Ongoing                  | 50                           | 20,135    |

\*Please note that the cost is salary only, taken from a midpoint within the grade and does not take into account shift allowance and any pro rata hours

**TABLE 2: Police Officer Suspensions by Alleged Breach**

| Police Officer Suspensions between 01 April 2011 to 12 December 2014 |                                    |                              |           |
|--|------------------------------------|------------------------------|-----------|
| Breach (alleged)   | Outcome                            | Length of Suspension (weeks) | Cost (£)* |
| Authority, Respect, Courtesy   | Ongoing                            | 48                           | 49,277    |
| Authority, Respect, Courtesy   | Ongoing                            | 12                           | 7,036     |
| Confidentiality  | Ongoing                            | 15                           | 8,622     |
| Confidentiality  | Ongoing                            | 44                           | 25,545    |
| Confidentiality  | Dismissed                          | 19                           | 11,031    |
| Confidentiality  | Ongoing                            | 12                           | 7,036     |
| Confidentiality  | Ongoing                            | 9                            | 5,277     |
| Corrupt Practice   | Resigned                           | 38                           | 21,842    |
| Discreditable Conduct  | Written Warning                    | 3                            | 2,814     |
| Discreditable Conduct  | Dismissed                          | 14                           | 8,047     |
| Discreditable Conduct  | Dismissed                          | 108                          | 62,077    |
| Discreditable Conduct  | Resigned                           | 6                            | 3,449     |
| Discreditable Conduct  | Dismissed                          | 98                           | 56,329    |
| Discreditable Conduct  | Reinstated                         | 71                           | 40,810    |
| Discreditable Conduct  | Dismissed                          | 8                            | 4,598     |
| Discreditable Conduct  | Dismissed                          | 24                           | 13,795    |
| Discreditable Conduct  | Dismissed                          | 9                            | 5,173     |
| Discreditable Conduct  | Dismissed                          | 64                           | 36,786    |
| Discreditable Conduct  | Reinstated                         | 18                           | 13,424    |
| Discreditable Conduct  | Dismissed                          | 55                           | 31,613    |
| Discreditable Conduct  | Dismissed                          | 38                           | 21,842    |
| Discreditable Conduct  | Dismissed                          | 38                           | 21,842    |
| Discreditable Conduct  | Ongoing                            | 70                           | 40,235    |
| Discreditable Conduct  | Reinstated                         | 44                           | 25,545    |
| Discreditable Conduct  | Ongoing                            | 51                           | 29,608    |
| Discreditable Conduct  | Ongoing                            | 58                           | 33,672    |
| Discreditable Conduct  | Ongoing                            | 56                           | 32,511    |
| Discreditable Conduct  | Ongoing                            | 56                           | 32,511    |
| Discreditable Conduct  | Ongoing                            | 55                           | 31,931    |
| Discreditable Conduct  | Ongoing                            | 53                           | 30,770    |
| Discreditable Conduct  | Reinstated                         | 22                           | 12,772    |
| Discreditable Conduct  | Dismissed                          | 38                           | 22,061    |
| Discreditable Conduct  | Dismissed                          | 12                           | 6,967     |
| Discreditable Conduct  | Reinstated                         | 21                           | 12,192    |
| Discreditable Conduct  | Ongoing                            | 34                           | 19,739    |
| Discreditable Conduct  | Ongoing                            | 33                           | 19,158    |
| Discreditable Conduct  | Ongoing                            | 30                           | 17,417    |
| Discreditable Conduct  | Ongoing                            | 28                           | 21,090    |
| Discreditable Conduct  | Ongoing                            | 26                           | 15,095    |
| Discreditable Conduct  | Ongoing                            | 22                           | 12,772    |
| Discreditable Conduct  | Ongoing                            | 15                           | 8,708     |
| Discreditable Conduct  | Ongoing                            | 17                           | 9,869     |
| Discreditable conduct  | Ongoing                            | 8                            | 4,691     |
| Discreditable conduct  | Ongoing                            | 3                            | 1,759     |
| Discreditable Conduct  | Ongoing                            | 2                            | 1,173     |
| Discreditable Conduct  | Ongoing                            | 1                            | 957       |
| Discreditable Conduct  | Ongoing                            | 1                            | 586       |
| Duties & Responsibilities/Orders & Instructions                      | Dismissed                          | 17                           | 12,678    |
| Duties & Responsibilities/Orders & Instructions                      | Final Written Warning              | 17                           | 9,771     |
| Duties & Responsibilities/Orders & Instructions                      | Final Written Warning              | 17                           | 9,771     |
| Duties & Responsibilities/Orders & Instructions                      | Final Written Warning              | 17                           | 9,771     |
| Duties & Responsibilities/Orders & Instructions                      | Written Warning                    | 14                           | 8,047     |
| Duties & Responsibilities  | Dismissed                          | 43                           | 24,716    |
| Honesty & Integrity/Discreditable Conduct                            | Ongoing                            | 89                           | 66,372    |
| Other  | Reinstated - Final Written Warning | 3                            | 1,724     |
| Other Assault  | Reinstated                         | 24                           | 13,795    |
| Other Assault  | Reinstated                         | 24                           | 13,795    |

\*Please note that the cost is salary only, taken from a midpoint within the grade and does not take into account shift allowance and any pro rata hours