

Professional Standards Department Performance Group

Our Values

We will:

- Take pride in our professionalism and standard of behaviour
- Listen and engage
- Use professional judgement and be courageous in making decisions
- Seek out better ways of working
- Lead with confidence and do the right thing
- Work in partnership to provide the best service we can

01 April – 31 December 2014/15
12 March 2015



Warwickshire
POLICE



West Mercia
POLICE

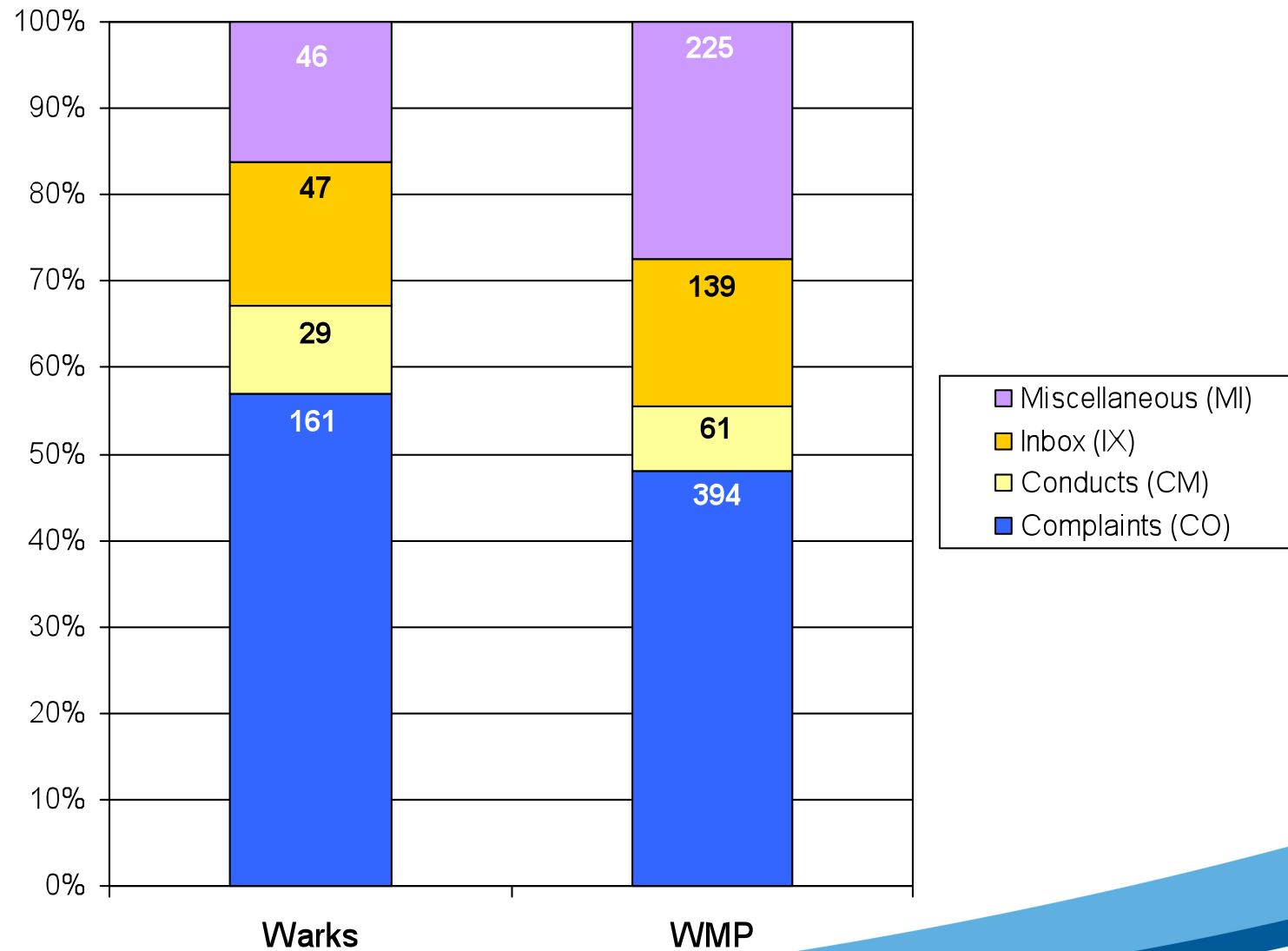
NOT PROTECTIVELY MARKED
01 APR – 31 DEC 2014/15

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Recorded Cases:



Complaints



Our Values

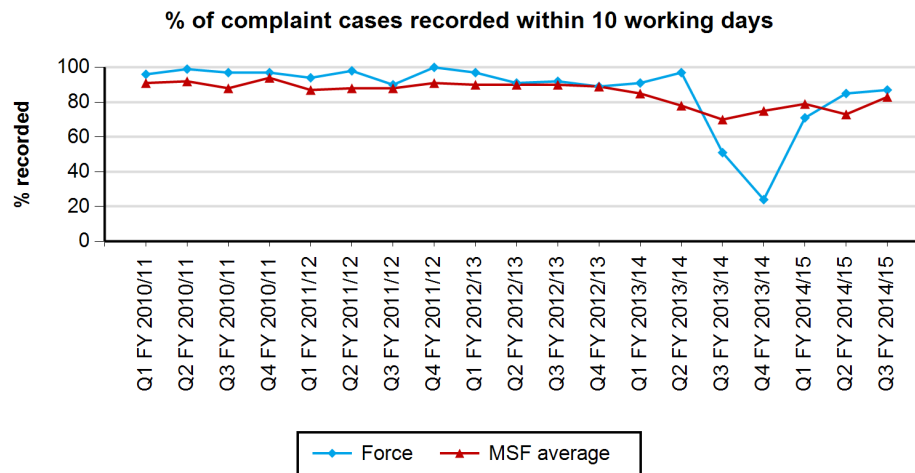
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IPCC Key Indicators: Case Recording Timeliness

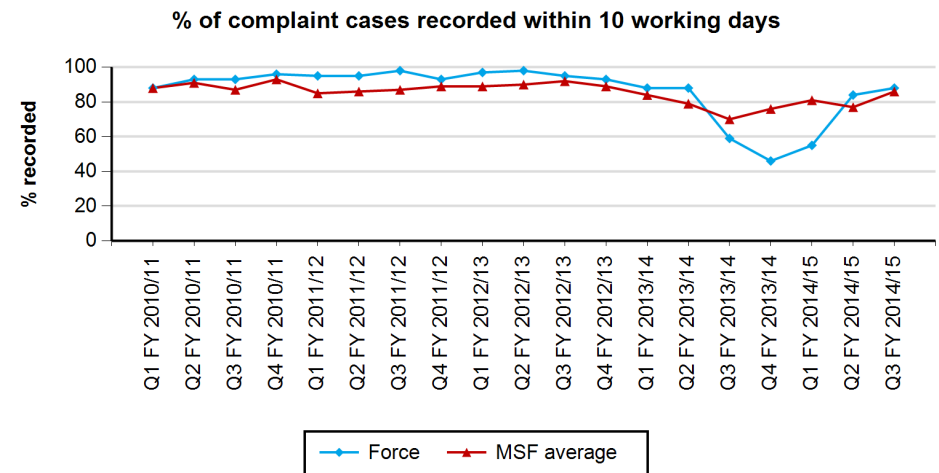
Warwickshire:

132 CO Cases recorded < 10 days (82%)
[national average =77%]



West Mercia:

290 CO Cases recorded < 10 days (74%)
[national average =77%]

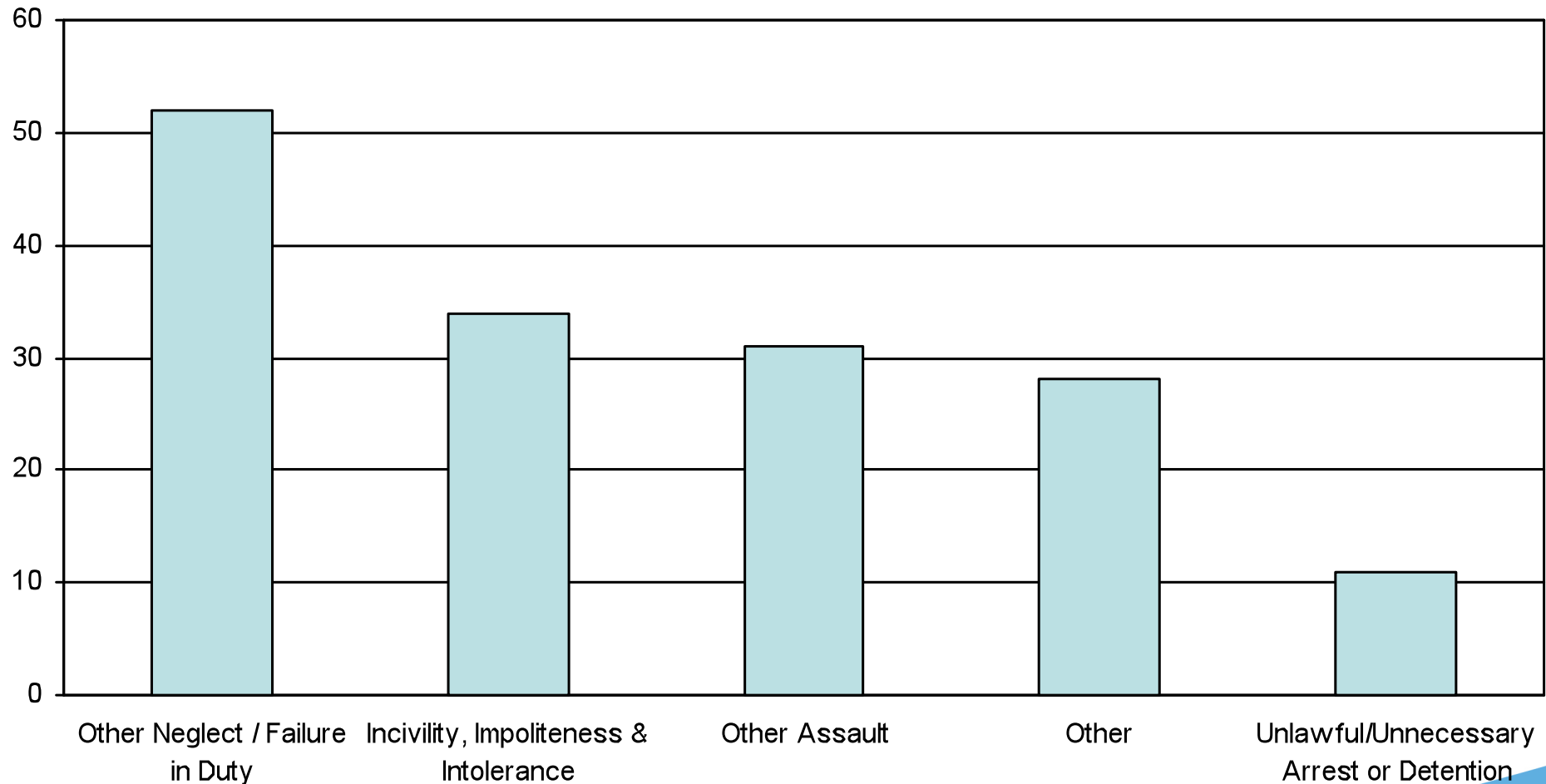


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IPCC Allegations: Recorded Top Five - Warks

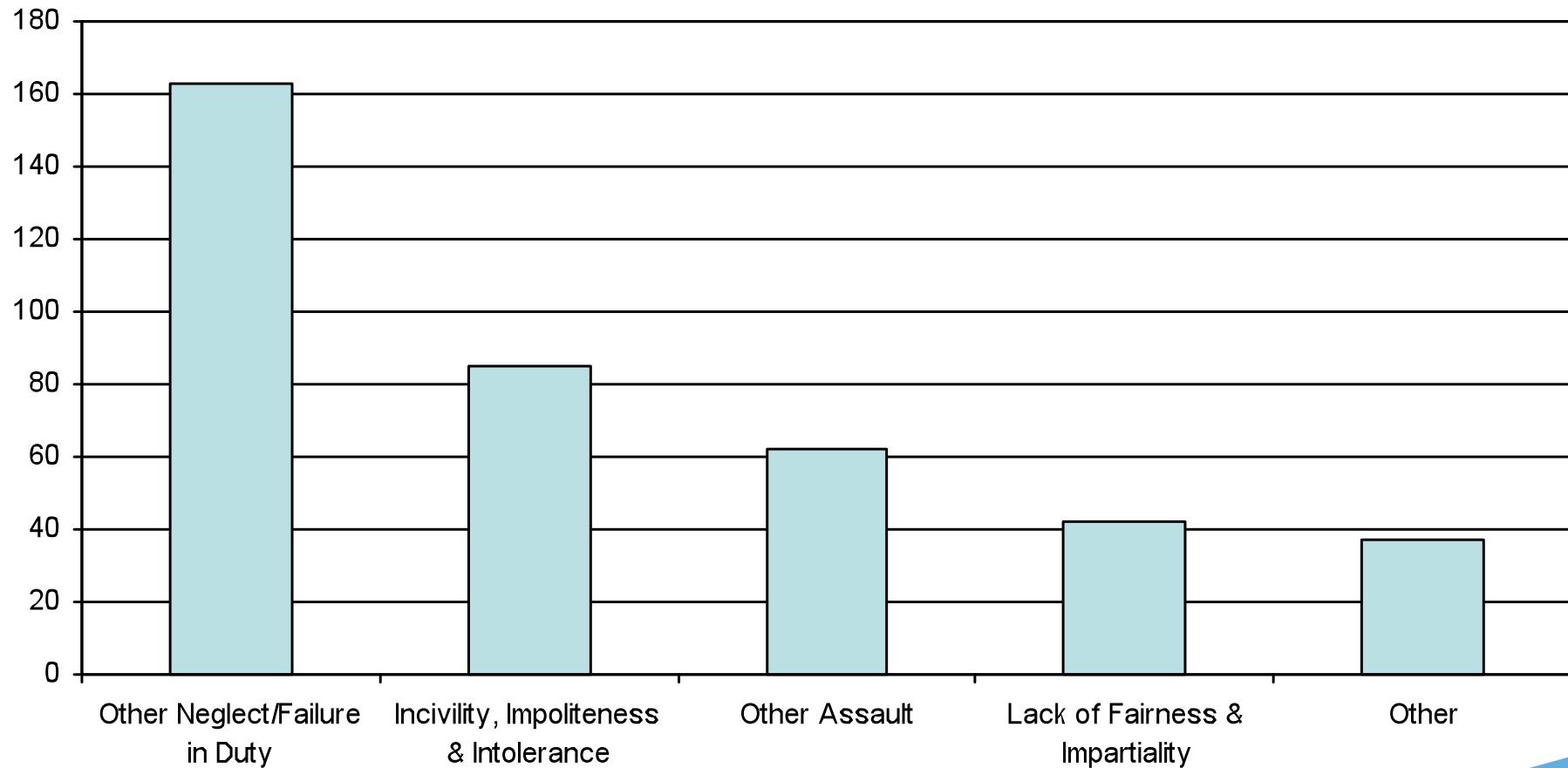


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IPCC Allegations: Recorded Top Five – WMP

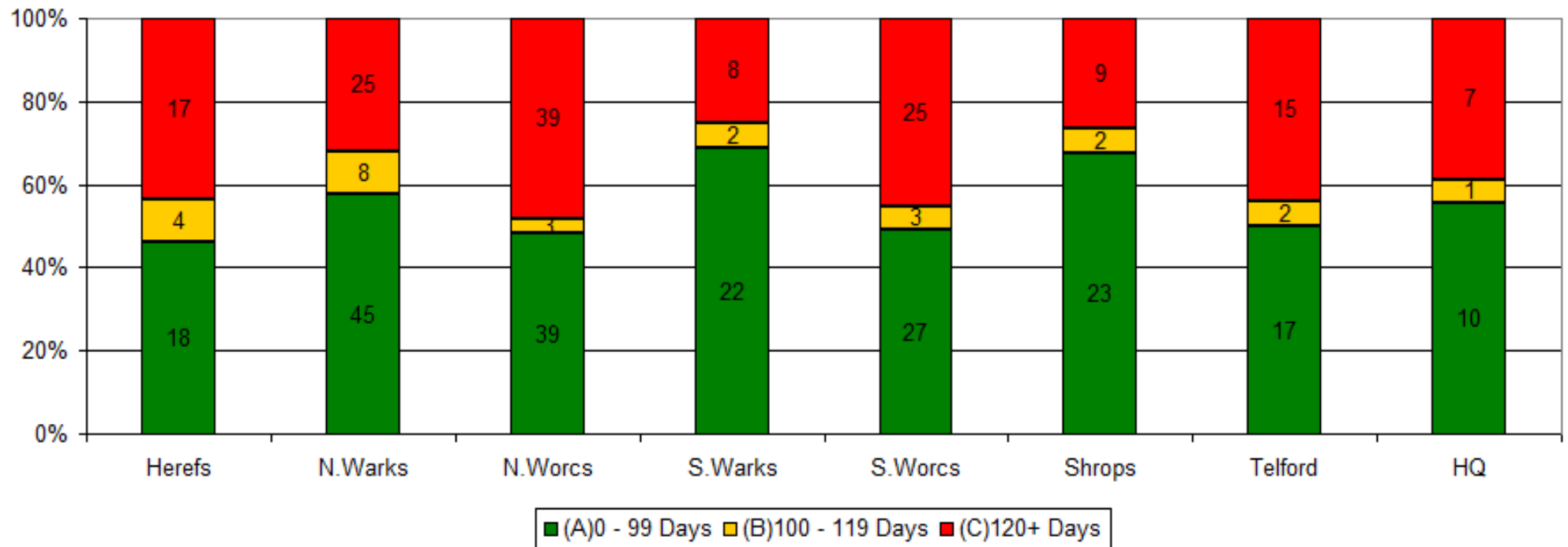


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Recorded Cases: Live Complaints



371 LIVE cases (as on 10/03/2015)

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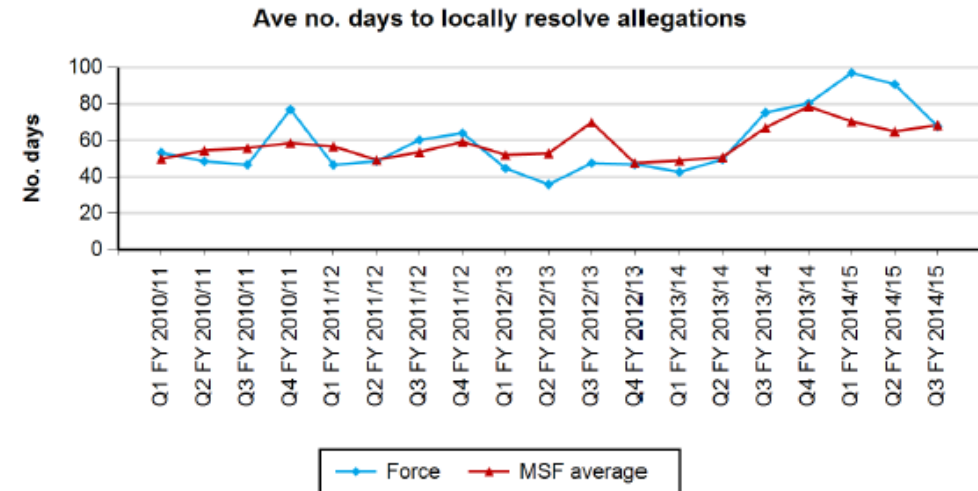
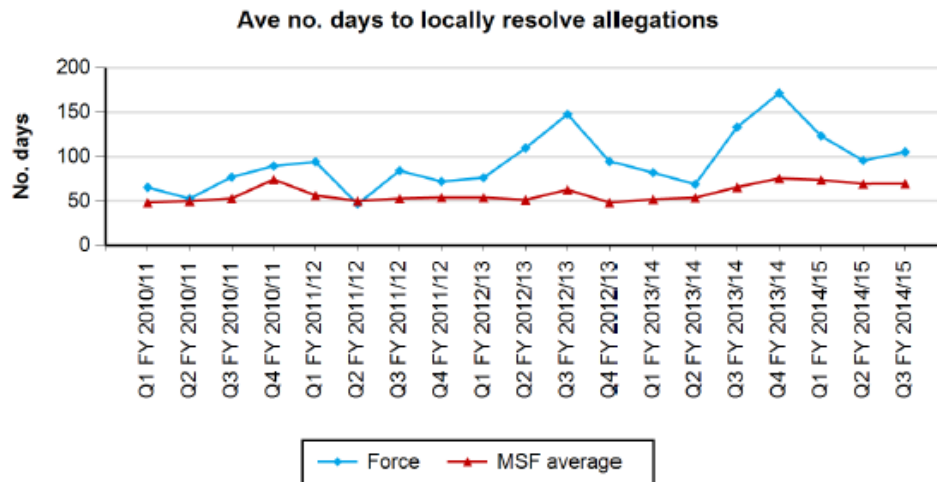
Finalised Cases: Average days for Local Resolution

Warwickshire:

LR for allegations: 115 days
[national average = 64 days]

West Mercia:

LR for allegations: 86 days
[national average = 64 days]



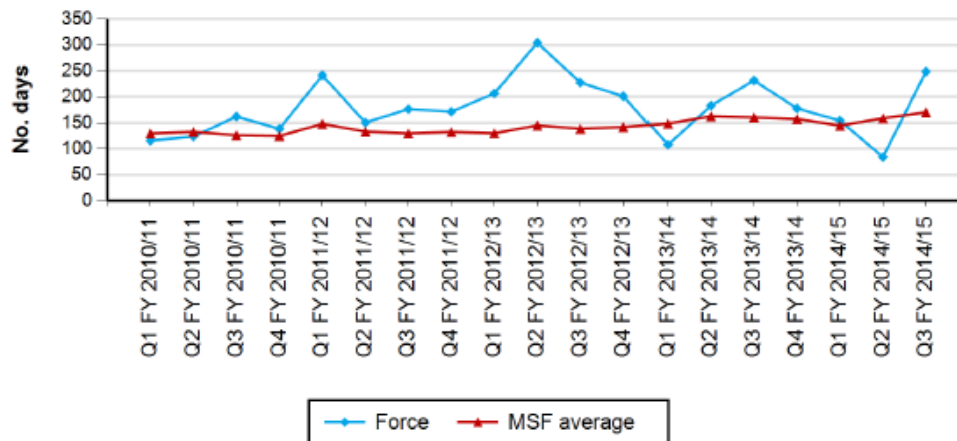
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Finalised Cases: Average days for Local Invs

Warwickshire:

Local investigation for allegations: 177 days
[national average = 140 days]

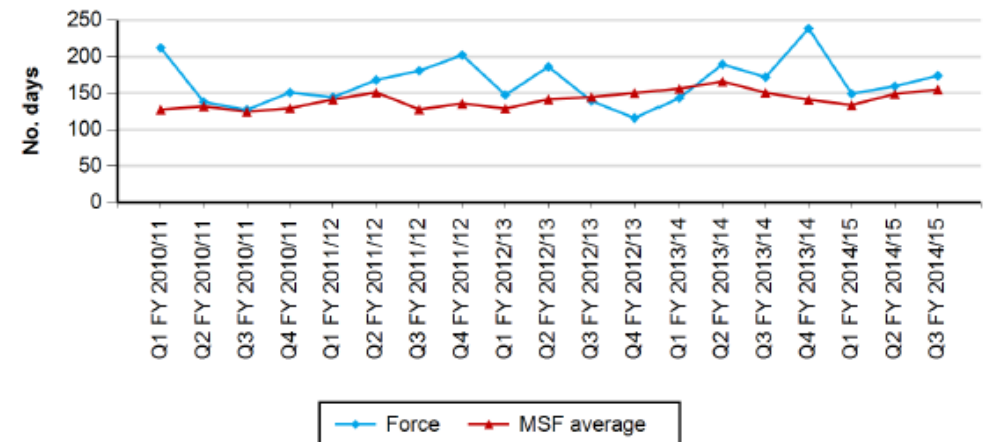
Ave no. of days to finalise allegations by local investigation



West Mercia:

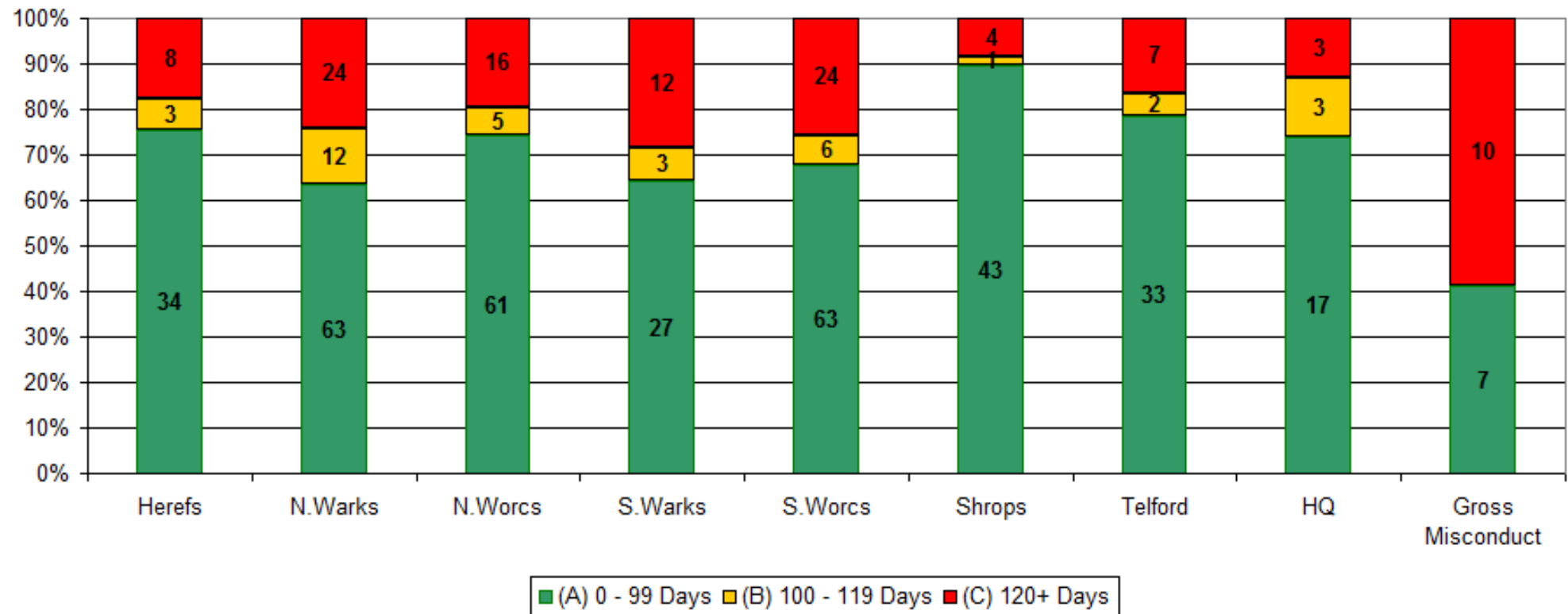
Local investigation for allegations: 161 days
[national average = 140 days]

Ave no. of days to finalise allegations by local investigation



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Finalised Cases: Case Investigation Timescales



Warks:

Average days
(not inc sub judice) = 135 [national average = 98]

Average days
(inc sub judice) = 141 [national average = 106]

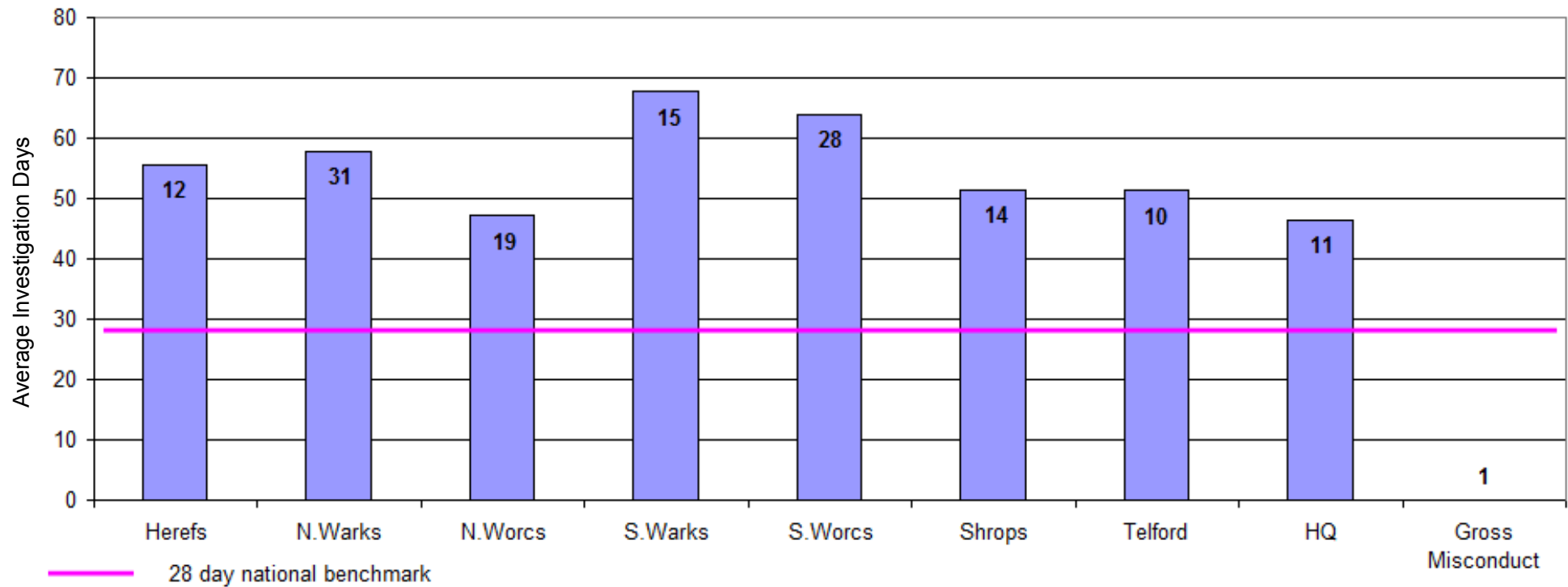
WMP:

Average days
(not inc sub judice) = 135 [national average = 98]

Average days
(inc sub judice) = 159 [national average = 106]

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Finalised Cases: Local Resolution Timescales



Appeals

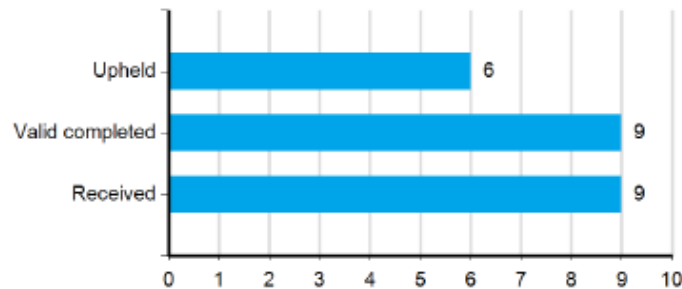


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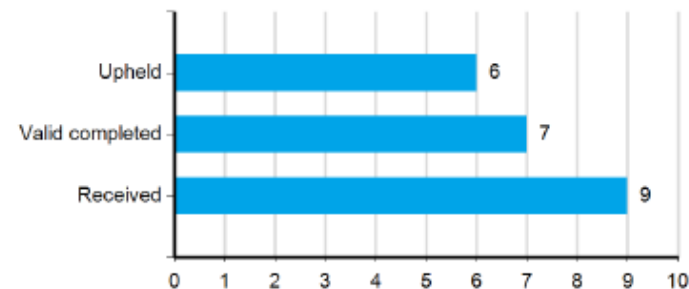
IPCC Key Indicators – Upheld Appeals: Warks

IPCC Appeals Upheld	Actual	%	National
Investigation appeals upheld	6	67%	39%
Non-recording appeals upheld	6	86%	43%

IPCC investigation appeals 01 April 2014 to 31 December 2014

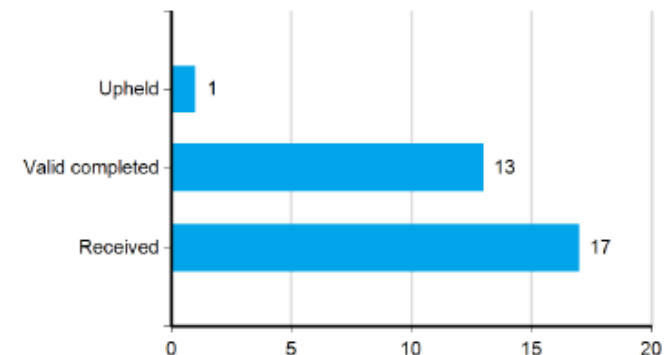


IPCC non recording appeals 01 April 2014 to 31 December 2014



Force investigation appeals 01 April 2014 to 31 December 2014

Force Appeals Upheld	Actual	%	National
Investigation appeals upheld	1	8%	19%
Ave days to complete force appeals	33	-	54

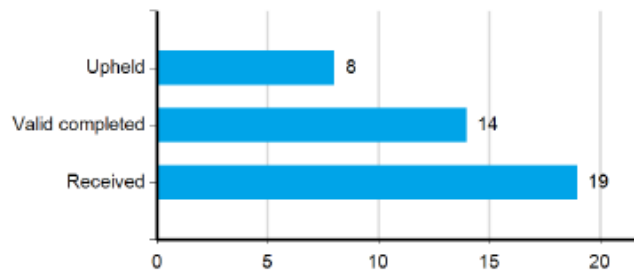


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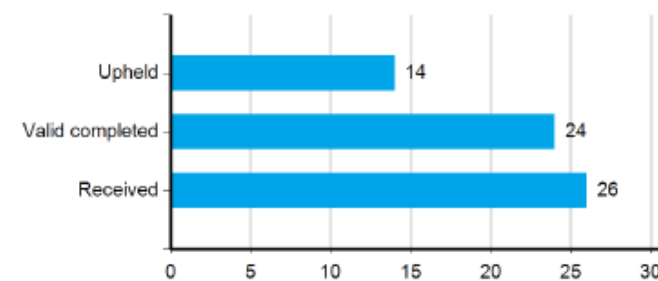
IPCC Key Indicators – Upheld Appeals: WMP

IPCC Appeals Upheld	Actual	%	National
Investigation appeals upheld	8	57%	39%
Non-recording appeals upheld	14	58%	43%

IPCC investigation appeals 01 April 2014 to 31 December 2014

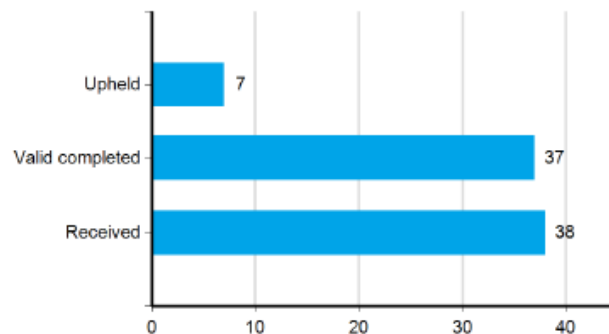


IPCC non recording appeals 01 April 2014 to 31 December 2014

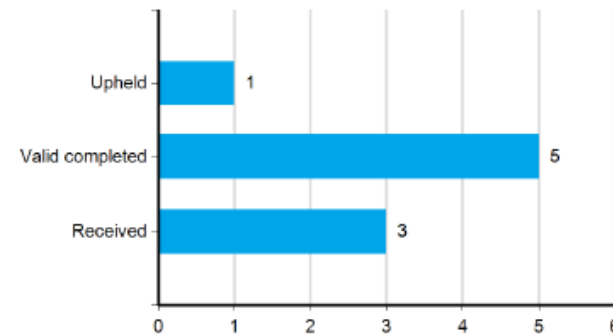


Force Appeals Upheld	Actual	%	National
Investigation appeals upheld	7	19%	19%
Local Resolution appeals upheld	1	20%	14%
Ave days to complete force appeals	55	-	54

Force investigation appeals 01 April 2014 to 31 December 2014



Force local resolution appeals 01 April 2014 to 31 December 2014

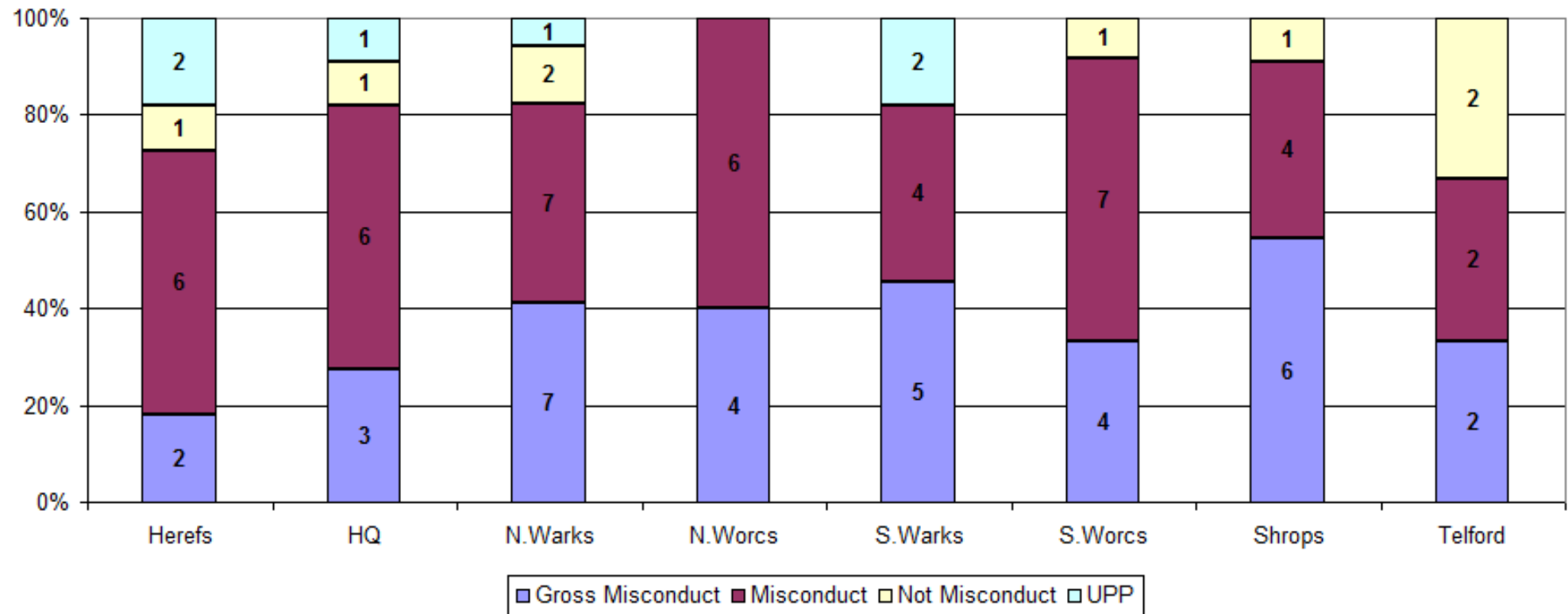


Conducts



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Recorded Cases - Conducts

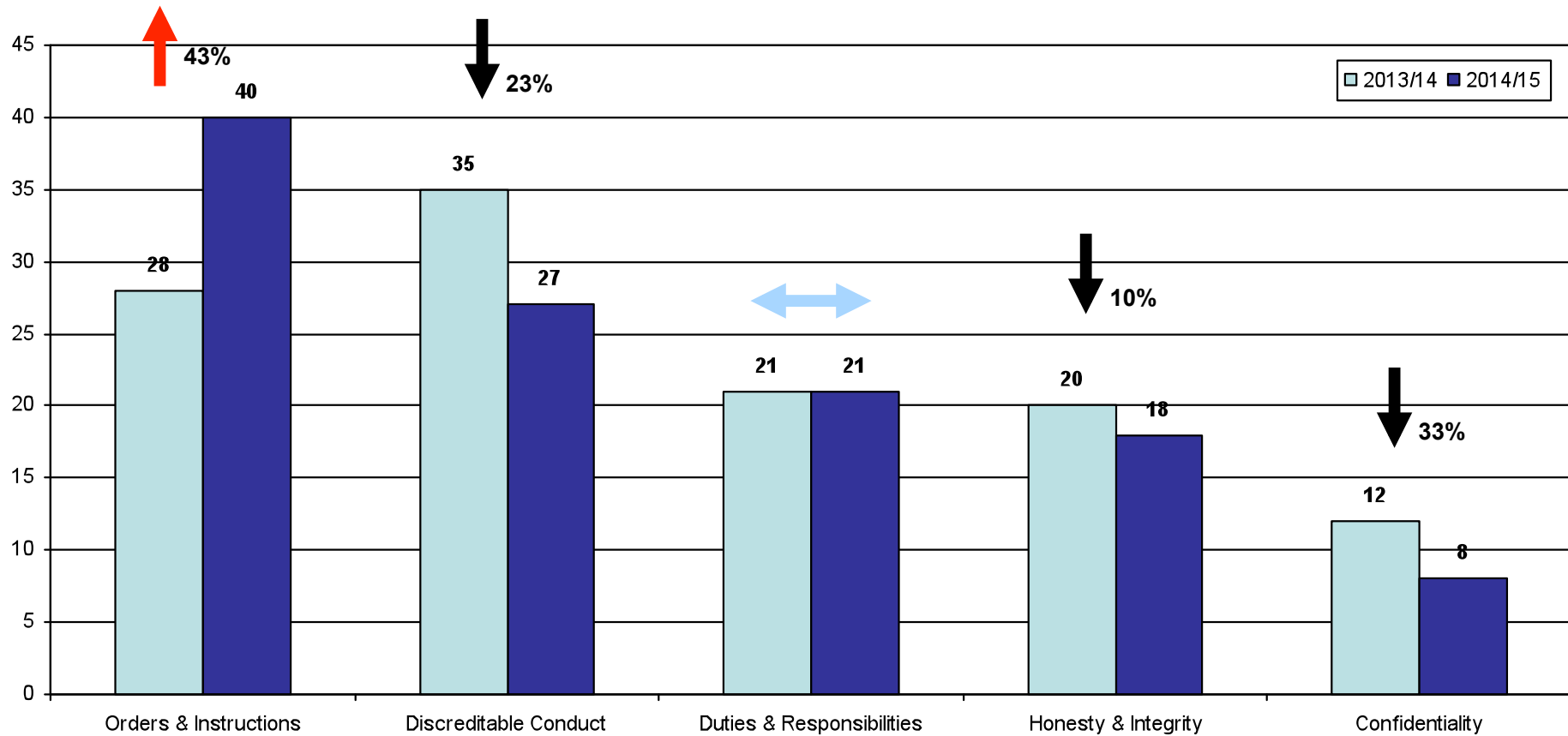


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Recorded Cases – Top 5 Breaches



MC Outcomes



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Misconduct Outcomes: April - June

Force	Date	Rank/Role	Breach of Standards	Hearing/ Meeting	Outcome
WMP	14/03/14	PS	Confidentiality. Misuse of force systems.	Meeting	Written Warning
WMP	09/04/14	Police Staff	Breach of Standards of Professional Behaviour – Fitness for Work	Stage 3 GMC Hearing	Dismissal without notice
WMP	30/04/14	PC	Duties and responsibilities. Failure to keep accurate records of duties.	Meeting	Final Written Warning
WMP	02/05/14	PC	Discreditable Conduct. Forming inappropriate relationships with victims of crime.	Special Case Hearing	Dismissal without notice.
Warks	12/05/14	PC	Authority, respect and courtesy. Inappropriate language.	Meeting	Management Advice
WMP	06/06/14	PC	Orders and Instructions. Booking off duty without authority.	Meeting	Management Advice
WMP	11/06/14	PC	Duties and responsibilities. Failure to conduct a proper investigation.	Meeting	Written Warning
WMP	12/06/14	PC	Authority, respect and courtesy. Failure to follow orders.	Meeting	Written Warning
Warks	12/06/14	PC	Duties and responsibilities. Failure to maintain an accurate record of duties.	Meeting	Management Advice
WMP	18/06/14	PC	Discreditable Conduct. Off duty conduct.	Meeting	Management Action
WMP	18/06/14	PC	Discreditable Conduct. Off duty conduct.	Meeting	Management Action
WMP	23/06/14	DC	Fitness for duty.	Meeting	Final Written Warning
WMP	20/06/14	PS	Confidentiality. Accessing police systems not for a policing purpose.	Meeting	Final Written Warning
Warks	26/06/14	PC	Honesty and Integrity. Off duty financial irregularities.	Hearing	Dismissed with 28 days notice

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Misconduct Outcomes: July - September

Force	Date	Rank/Role	Breach of Standards	Hearing/Meeting	Outcome
WMP	29/07/14	PC	Discreditable Conduct, Honesty and Integrity. Inappropriate receipt of monies from a licensee.	Hearing	Dismissal Without Notice
Warks	17/07/14	Police Staff	Duties and Responsibilities. Failure to deploy resources to an incident.	Hearing	Final Written Warning
Warks	17/07/14	Police Staff	Duties and Responsibilities. Failure to deploy resources to an incident.	Hearing	Final Written Warning
Warks	17/07/14	Police Staff	Duties and Responsibilities. Failure to deploy resources to an incident.	Hearing	Final Written Warning
WMP	05/08/14	PC	Orders and Instructions. Misuse of force systems.	Meeting	Management Advice
Warks	07/08/14	PCSO	Discreditable Conduct. Inappropriate relationship with a member of the public.	Hearing	Dismissal Without Notice
Warks	07/08/14	PC	Orders and Instructions. Breach of driving standards.	Meeting	Written Warning
WMP	02/09/14	PC	Confidentiality. Inappropriate involvement in a case relating to a family member.	Meeting	Final Written Warning
Warks	11/09/14	PC	Discreditable conduct. Conviction for an off duty assault.	Special Case Hearing	Dismissed Without Notice
WMP	11/09/14	PC	Duties and Responsibilities. Sub standard investigation and execution of a search warrant.	Meeting	Final Written Warning
WMP	18/09/14	Sgt	Duties and Responsibilities. Sub standard traffic investigation.	Meeting	Written Warning

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Force	Date	Rank/Role	Breach of Standards	Hearing / Meeting	Outcome
Warks	08/10/14	PCSO	Authority Respect and Courtesy. Inappropriate conduct towards colleagues in the workplace.	Hearing	Final Written Warning
WMP	16/10/14	Insp	Honesty and Integrity. Financial irregularities relating to a business interest.	Hearing	Dismissal Without Notice
WMP	16/10/14	Insp	Honesty and Integrity Financial irregularities relating to a business interest.	Hearing	Dismissal Without Notice
WMP	17/10/14	Sgt	Orders and Instructions. Misuse of force equipment.	Meeting	Written Warning
WMP	19/11/14	Sgt	Discreditable Conduct relating to an off duty matter.	Hearing	Dismissal Without Notice
Warks	26/11/14	PC	Honesty and Integrity and Discreditable Conduct. Relates to misuse of police uniform and inappropriate relationships.	Hearing	Final Written Warning
Warks	09/12/14	SC	Honesty and Integrity and Discreditable Conduct relating to an off duty traffic incident.	Hearing	Dismissal Without Notice

Vetting

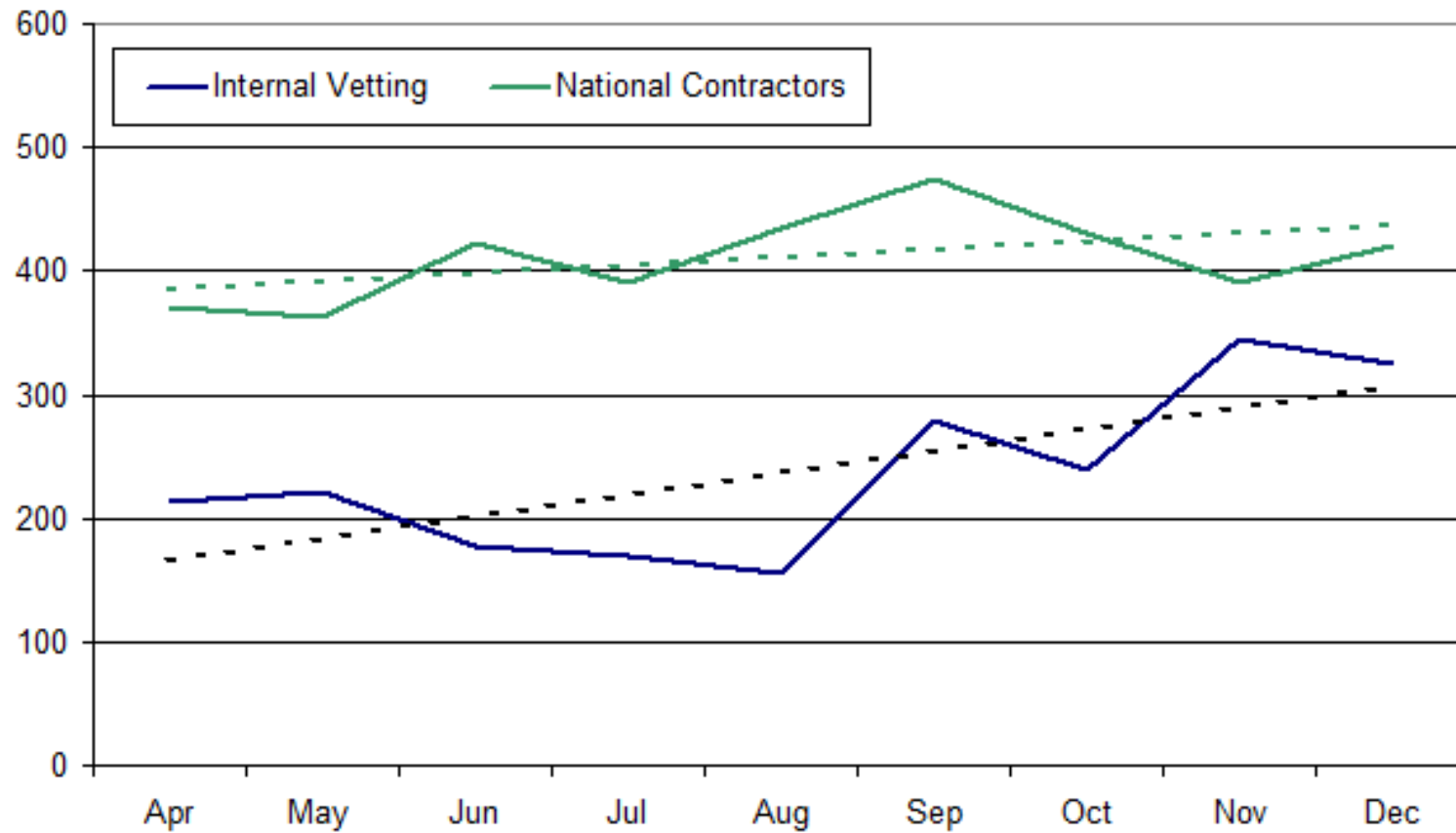


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Vetting – Internal Applications & National Contracts

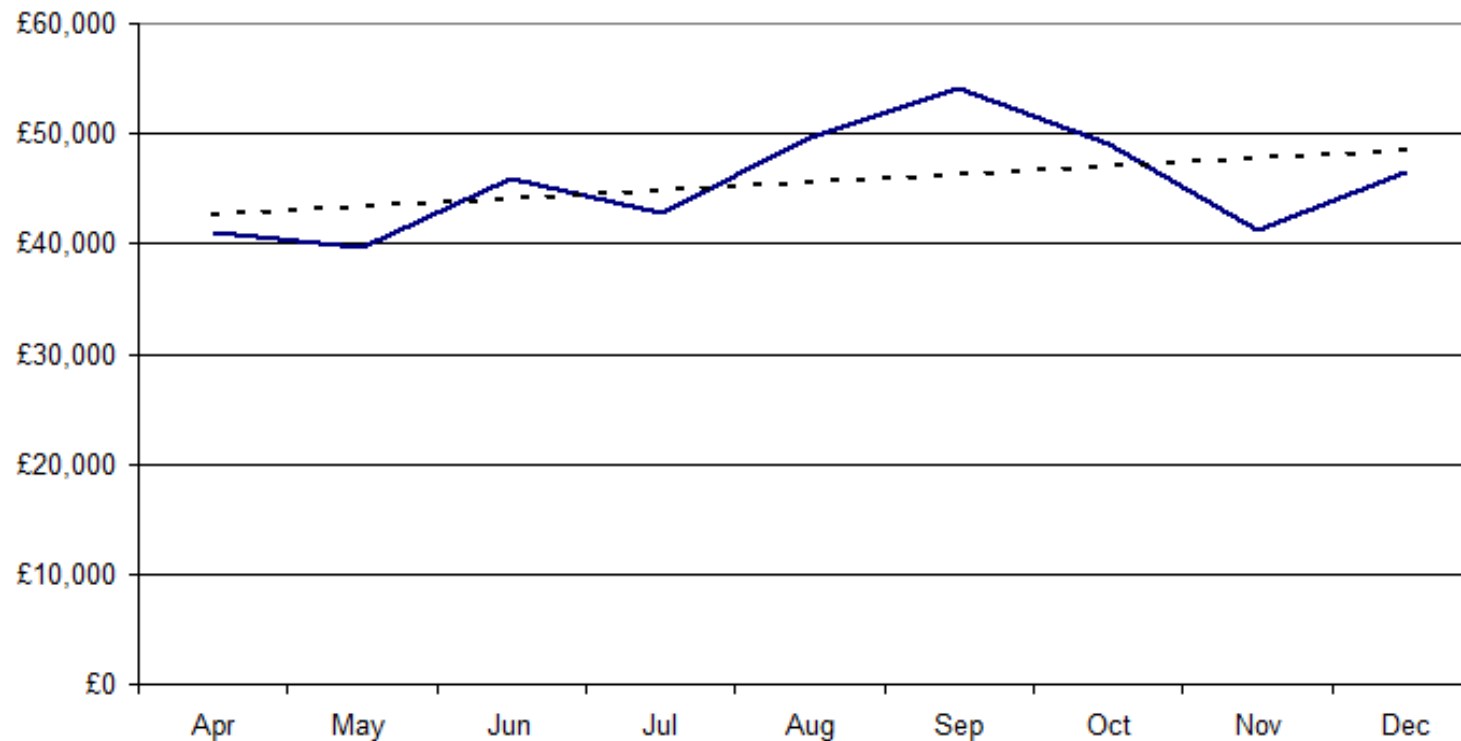


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Vetting – Income Generation



The increase in the income for 2013-2014 was due to the team conducting retrospective vetting for BTP. During February 11 companies requested that we provide the vetting service them with a total 227 vetting applications to come through in the next six months.