



Ministry of Defence Police

Data Protection Officer & Freedom of
Information Manager

Room 126 Building 1070

MDP Wethersfield

Braintree CM7 4AZ

United Kingdom

Telephone: +44 (0)1371 85[REDACTED]

E-mail: MDP-FOI-DP@mod.gov.uk

Our Ref: eCase: FOI2018/12297 RFI:315/18

Date: 20 November 2018

[REDACTED]
[REDACTED]
Dear [REDACTED]

**FREEDOM OF INFORMATION ACT 2000. MINISTRY OF DEFENCE POLICE:
MISCONDUCT INVESTIGATIONS**

I refer to your e-mail of 4 October 2018, which was acknowledged on the same date.

We are treating your e-mail as a request for information in accordance with the Freedom of Information Act 2000 (FOIA 2000).

In your e-mail you requested the following information:

- “1. How many misconduct investigations were held against police officers or police staff in the last three years.**
- 2. The rank and position of each officer investigated.**
- 3. What standards they are accused of breaching.**
- 4. Details of the breach.**
- 5. The outcome. For example, no action taken verbal warning, written warning, resigned etc.”**

A search for information has now been completed by the Ministry of Defence Police and I can confirm that we do hold information in scope of your request.

Please see the attached information.

Please note that the policy of the Ministry of Defence Police is to record all potential misconduct matters centrally. As such, the majority of the information shown on the attached table relates to alleged minor breaches of discipline. The majority of the misconduct matters recorded by the Force during the period covered by your request did not constitute Gross Misconduct and did not require a misconduct hearing.

If you have any queries regarding the content of this letter, please contact this office in the first instance.

If you wish to complain about the handling of your request, or the content of this response, you can request an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.gov.uk). Please note that any request for an internal review should be made within 40 working days of the date of this response.

If you remain dissatisfied following an internal review, you may raise your complaint directly to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal review process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at [https://ico.org.uk/..](https://ico.org.uk/)

Yours sincerely

MDP Sec Data Protection and Freedom of Information Office

1. How many misconduct investigations were held against police officers or police staff in the last three years.

2. The rank and position of each officer investigated.

3. What standards they are accused of breaching.

4. Details of the breach

5. The outcome. For example, no action taken verbal warning, written warning, resigned etc.'

1/4/15 to 31/3/16

Rank	Breach Type	Summary	Outcome
PC	Discreditable Conduct	Criminal allegation	Not Proven
PC	Discreditable Conduct Authority, Respect and Courtesy	Criminal allegation	Written Warning
PC	Discreditable Conduct	Criminal allegation	Written Warning
PC	Authority, Respect and Courtesy	Breach of discipline	Written Warning
PC	Duties and Responsibilities Honesty and Integrity	Breach of discipline	Management Action
Ch Insp	Authority, Respect and Courtesy	Breach of discipline	No Action
PC x 13	Duties and Responsibilities	Breach of discipline	Management Advice
PC	Discreditable Conduct	Breach of discipline	Final Written Warning Extension
PC	Honesty and Integrity	Serious breach of discipline	Dismissal Without Notice
PC	Authority, Respect and Courtesy	Breach of discipline	Management Action
PC x 2	Duties and Responsibilities	Breach of discipline	Management Action
PC	Orders and Instructions Duties and Responsibilities Discreditable Conduct Orders and instructions Honesty and Integrity	Breach of discipline	Final Written Warning
PC	Duties and Responsibilities	Breach of discipline	Management Action
PC	Authority, Respect and Courtesy Orders and Instructions	Breach of discipline	Final Written Warning
PC	Orders and Instructions	Breach of discipline	No Action
PC	Authority, Respect and Courtesy	Breach of discipline	Final Written Warning
PC	Duties and Responsibilities	Breach of discipline	Written Warning

Rank	Breach Type	Summary	Outcome
PC	Discreditable Conduct	Criminal allegation	Management Action
PC x 2	Orders and Instructions Duties and Responsibilities	Breach of discipline	Final Written Warning x1 Management Action x1
PC	Discreditable Conduct	Breach of discipline	Management Action
PC	Discreditable Conduct	Breach of discipline	No action
PC x1 PS x1	Duties and Responsibilities	Breach of discipline	Management Action x1 Management Advice x1
PC	Discreditable Conduct	Breach of discipline	Management Action
PC x2	Orders and Instructions	Breach of discipline	Management Action
PC	Discreditable Conduct	Breach of discipline	Management Action
Insp	Duties and Responsibilities	Breach of discipline	Management Action
PC	Discreditable Conduct	Breach of discipline	Management Action
PC	Discreditable Conduct	Criminal allegation	Final Written Warning
PC	Discreditable Conduct	Breach of discipline	Management Action
Insp x1 PS x1	Duties and Responsibilities	Serious breach of discipline	Retired/Resigned x1 Written Warning x1
PC	Discreditable Conduct	Breach of discipline	Management Action
PC	Discreditable Conduct	Breach of discipline	No action
PC	Duties and Responsibilities	Breach of discipline	Written Warning
PC	Honesty and Integrity	Breach of discipline	No action
PS	Duties and Responsibilities	Breach of discipline	Written Warning
PC x2	Duties and Responsibilities Orders & Instructions	Breach of discipline	Management Action x2
PC	Duties and Responsibilities	Breach of discipline	No action

1/4/16 to 31/3/17

Rank	Breach Type	Summary	Outcome
PC	Duties and Responsibilities Discreditable Conduct Orders and Instructions	Breach of discipline	Final Written Warning
PC	Duties and Responsibilities	Breach of discipline	Management Action
PC	Duties and Responsibilities	Breach of discipline	Management Action
PC	Discreditable Conduct	Breach of discipline	Management Advice
PC	Use of Force Discreditable Conduct	Serious breach of discipline	Final Written Warning
PC x3	Orders and Instructions	Breach of discipline	Management Advice x1 Management Action x2
PC	Discreditable Conduct	Breach of discipline	Management Advice
PC	Honesty and Integrity	Serious breach of discipline	Final Written Warning
PS x2 PC x1	Duties and Responsibilities	Serious breach of discipline	Retired/Resigned x1 Management Advice x1 No Action x1

Rank	Breach Type	Summary	Outcome
PC	Duties and Responsibilities	Breach of discipline	Written Warning
PC X2	Duties and Responsibilities	Breach of discipline	Management Action x2
PC x3	Orders and Instructions Duties and Responsibilities Discreditable Conduct	Breach of discipline	Final Written Warning x1 Management Action x1 No Action x1
PC	Honesty and Integrity Discreditable Conduct	Criminal allegation	Dismissal Without Notice
PC	Duties and Responsibilities	Breach of discipline	Management Action
PC	Duties and Responsibilities	Breach of discipline	Management Action
PC	Duties and Responsibilities	Breach of discipline	Management Action
PC	Duties and Responsibilities	Breach of discipline	Management Action
PC	Duties and Responsibilities	Breach of discipline	Management Action
PC	Discreditable Conduct	Serious breach of discipline	Retired/Resigned
PC x3	Duties and Responsibilities Orders and Instructions	Breach of discipline	Management Action x2 No Action x1
PC	Discreditable Conduct	Breach of discipline	Written Warning
PC	Duties and Responsibilities	Breach of discipline	Retired/Resigned
PC	Duties and Responsibilities	Breach of discipline	Management Action
PC	Duties and Responsibilities	Breach of discipline	Management Action
PC	Duties and Responsibilities	Breach of discipline	Management Action
PC	Duties and Responsibilities	Breach of discipline	Management Action
Pc	Duties and Responsibilities	Breach of discipline	Management Action
PC	Discreditable Conduct	Breach of discipline	No Action
PC	Orders and Instructions	Breach of discipline	Management Action
PC	Discreditable Conduct Honesty and Integrity	Serious breach of discipline	Retired/Resigned
PC	Duties and Responsibilities	Serious breach of discipline	Retired/Resigned
Supt	Discreditable Conduct	Breach of discipline	Management Action
PC x2	Discreditable Conduct	Breach of discipline	Management Advice x1 Management Action X1
PC	Discreditable Conduct	Breach of discipline	Management Action
PC x2	Duties and Responsibilities Orders and Instructions Discreditable Conduct Challenging and Reporting Improper Conduct	Breach of discipline	Management Action X2
PC	Discreditable Conduct	Breach of discipline	Management Action
PC	Orders and Instructions	Breach of discipline	Management Action
PC	Duties and Responsibilities	Breach of discipline	Management Action
PC	Discreditable Conduct	Criminal allegation	Ongoing
PC	Discreditable Conduct	Criminal allegation	Retired/Resigned

Rank	Breach Type	Summary	Outcome
PC	Orders and Instructions Discreditable Conduct	Breach of discipline	Management Action
PC	Discreditable Conduct	Criminal allegation	No Action
PC	Discreditable Conduct	Criminal allegation	Retired/Resigned
PS x2	Duties and Responsibilities	Breach of discipline	Management Action
PC x2	Orders and Instructions	Serious breach of discipline	Retired/Resigned x2
PC	Honesty and Integrity	Serious breach of discipline	Retired/Resigned
PC	Orders and Instructions	Serious breach of discipline	Retired/Resigned
PS	Authority, Respect and Courtesy Orders and Instructions	Breach of discipline	Retired/Resigned
PS x1 PC x1	Discreditable Conduct	Breach of discipline	Management Action x2
PC	Discreditable Conduct	Criminal allegation	Retired/Resigned
PC	Discreditable Conduct Authority, Respect and Courtesy	Breach of discipline	Final Written Warning
PS	Discreditable Conduct	Serious breach of discipline	Final Written Warning
PS x1 PC x1	Authority, Respect and Courtesy	Serious breach of discipline	Final Written Warning x1 Management Action x1
PC	Discreditable Conduct Duties & Responsibilities	Breach of discipline	Final Written Warning
PC	Discreditable Conduct	Breach of discipline	Management Action

1/4/17 to 31/3/18

Rank	Breach Type	Summary	Outcome
PC	Discreditable Conduct Orders and Instructions	Breach of discipline	Management Action
PS x1 PC x2	Orders and Instructions Duties and Responsibilities	Breach of discipline	Final Written Warning x1 Management Action x1 Retired/Resigned x1
PC	Discreditable Conduct	Breach of discipline	Management Action
PC	Discreditable Conduct Authority, Respect and Courtesy	Breach of discipline	Written Warning
PC	Discreditable Conduct	Criminal allegation	Written Warning
PS x1 PC x2	Duties and Responsibilities	Breach of discipline	Final Written Warning x1 Written Warning x1 Management Action x1
PC	Duties and Responsibilities	Breach of discipline	Written Warning

Rank	Breach Type	Summary	Outcome
PC	Discreditable Conduct	Breach of discipline	No Action
PC x2	Orders and Instructions Challenging and Reporting Improper Conduct	Breach of discipline	Written Warning x1 DE recorded x1
Insp	Orders and Instructions	Breach of discipline	Management Action
PS x1 PC x6	Duties and Responsibilities	Breach of discipline	Management Action x7
PC	Duties and Responsibilities	Breach of discipline	Management Action
PC	Duties and Responsibilities Orders and Instructions Discreditable Conduct	Breach of discipline	Management Action
PC	Orders and Instructions	Breach of discipline	Retired/Resigned
PC	Discreditable Conduct	Breach of discipline	Written Warning
PS x2	Orders and Instructions Duties and Responsibilities	Breach of discipline	Written Warning x1 Management Action x1
PC	Duties and Responsibilities	Breach of discipline	Management Action
PC	Discreditable Conduct	Breach of discipline	Management Action
PC	Discreditable Conduct	Breach of discipline	Written Warning
PS x1 PC x1	Equality and Diversity	Serious breach of discipline	Ongoing
PC	Orders and Instructions	Breach of discipline	Management Action
PC	Duties and Responsibilities Authority, Respect and Courtesy	Breach of discipline	Written Warning
PC	Discreditable Conduct	Breach of discipline	Management Action
PC	Discreditable Conduct	Breach of discipline	Written Warning
PC x3	Duties and Responsibilities	Breach of discipline	Ongoing
PS	Discreditable Conduct	Breach of discipline	Management Action
PC	Discreditable Conduct	Breach of discipline	Written Warning
PS	Fitness for Duty	Serious breach of discipline	Ongoing
PC	09 Discreditable Conduct	Breach of discipline	Management Advice
PC	Orders and Instructions Duties and Responsibilities Authority, Respect and Courtesy Discreditable Conduct	Serious breach of discipline	Ongoing
PS	Discreditable Conduct	Criminal allegation	Ongoing
PC	Orders and Instructions	Breach of discipline	No Action
PC	Discreditable Conduct	Breach of discipline	Management Action
PC	Orders and Instructions Discreditable Conduct	Breach of discipline	Written Warning
PS	Discreditable Conduct	Criminal allegation	Ongoing

Rank	Breach Type	Summary	Outcome
PC	Orders and Instructions	Serious breach of discipline	Retired/Resigned
PC	Duties and Responsibilities	Breach of discipline	Ongoing
PC	Duties and Responsibilities	Breach of discipline	Ongoing
PS	06 Duties and Responsibilities	Breach of discipline	Ongoing
PC	02 Authority, Respect and Courtesy	Breach of discipline	Retired/Resigned
PS x1 PC x1	Duties and Responsibilities Challenging and Reporting Improper Conduct	Serious breach of discipline	Ongoing

Civilian Members of Staff

Grade	Breach Type	Summary	Outcome
E1	Breach of Conduct and Discipline Policy Rules and guidance	misuse of social media	Final written warning
SZ2	Breach of Conduct and Discipline Policy Rules and guidance	Threat of violence	Final written warning
SZ3	Breach of Conduct and Discipline Policy Rules and guidance	Minor misconduct	1 st warning
E1	Breach of Conduct and Discipline Policy Rules and guidance	Insubordination	appeal
SZ2	Breach of Conduct and Discipline Policy Rules and guidance	Abuse towards senior officer	Final warning
D	Breach of Conduct and Discipline Policy Rules and guidance	Abusive language	1 st warning