

Date: 08/10/2024
Our ref: 01/FOI/24/013307/B

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/24/013307/B

I write in connection with your request for information dated 23/09/2024, received by Greater Manchester Police (GMP) for the following information:

***1. I would like misconduct outcomes for the year 2009.
Including details the allegations made.***

***2. Please can you provide me with the misconduct outcome reports for any employees within
your HR and recruitment department during the years of 2008 and 2009.***

Clarification - I would like misconduct proceedings outcomes please.

Also it is for non-police officers. All employees other than police officers.

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police (GMP) to locate the requested information and I can confirm the information requested is held by GMP.

However, I am not obliged to supply all the information as an exemption applies.

Section 17 of the Freedom of Information Act 2000 requires Greater Manchester Police, when refusing to provide such information (because this information is exempt) to provide you, the applicant, with a notice which: (a) states that fact, (b) specifies the exemption in question and (c) states (if that would not otherwise be apparent) why the exemption applies.

Question 2 is exempted from disclosure under **Section 40(2) Personal Information** – this information constitutes personal data of an identifiable living individual/s, and to disclose this information would breach the principles of the General Data Protection Regulation (GDPR) and the Data Protection Act 2018. Personal data is defined by Section 1 of the Data Protection Act 2018 and means data that relates to an individual who can be identified directly or indirectly from that data.

Section 40 is an absolute exemption with no requirement to complete a public interest test.

- Data provided is for Police Staff Misconduct Proceeding Outcomes for cases that went to proceedings in 2009
- Each allegation will be attached to at least one of the outcomes provided.
- The number of allegations listed does not necessarily correlate to the number of allegations made.

Question 1.

List of Known Allegations	List of Outcomes Used
Absent without authority	Final Written Warning
Breach of Data Protection	Formal Oral Warning
Discriminatory comments and data protection offences	Management Advice
Drink Driving	Oral Warning
Failure to challenge improper behaviour and Breach of Data Protection	Summary Dismissal
Failure to follow reasonable management instruction	Written Warning
Failure to take relevant action	
Honesty and integrity	
Inappropriate Behaviour towards a Colleague	
Inappropriate Behaviour towards a member of the public	
Inappropriate email use	
Internet misuse	
Making inappropriate & discriminatory comments	
Making inappropriate comments	
Making inappropriate comments & failed to follow reasonable management instruction.	
Misuse of IT equipment	
Persistent Lateness	
Poor attendance	

Question 2.

See Exemption above.