

Date: 11/08/2025
Our ref: 01/FOI/25/015185/Q

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/25/015185/Q

I write in connection with your request for information dated 23/07/2025, received by Greater Manchester Police (GMP) for the following information:

- 1. *Please can you tell me, calendar year by calendar year and by rank, how many officers have been placed on unsatisfactory performance & attendance procedures (UPP) over the past 10 years?***
- 2. *Please can you tell me the outcomes (by number) of these UPP proceedings? ie warning, final warning, dismissal or No Further Action?***
- 3. *How many are on UPP now?***
- 4. *Please can you tell me, calendar year by year and by rank, how many officers have been placed on misconduct proceedings over the past 10 years?***
- 5. *Please can you tell me the outcomes by number of these misconduct proceedings? ie warning, final warning, dismissal or No Further Action?***
- 6. *How many are on misconduct proceedings now?***
- 7. *Please can you tell me, calendar year by year and by rank, how many officers have been placed on gross misconduct proceedings over the past 10 years?***
- 8. *Please can you tell me the outcomes by number of these gross misconduct proceedings by calendar year? ie warning, final warning, dismissal or No Further Action?***
- 9. *How many are on gross misconduct proceedings now?***

10. Please can you tell me, calendar year by year and by rank, how many officers have committed suicide over the past 10 years?

11. Please can you tell me, calendar year by year and by rank, how many officers have attempted suicide over the past 10 years?

12. Of those officers who committed suicide, please can you tell me, calendar year by year and by rank, how many were on unsatisfactory performance procedures, how many on misconduct and how many on gross misconduct proceedings?

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, GMP does not hold the information that you have requested in an easily retrievable format.

GMP would be unable to respond to the full timeframe of this request. The data on officers under Gross Misconduct is only be available from 2020 onwards as our old system did not log this information & would involve a manual review for older cases. This would certainly exceed the 18hrs permitted to provide a full response.

Additionally, Qs 10-12 would not be able to be completed without a separate review taking place due to the way to this information is recorded. To answer these questions, we would have to pull out all those who have left GMP with a reason for Died in Service over the period they are asking and then look at where their last posting was and then that District or Branch would have to be asked for the actual reason for Death for the individual if known. All personal files would need to be reviewed to see if we have logged the results for Q11 on file.

This would certainly exceed the 18hrs permitted to provide a full response.

Therefore, as per **Section 12(1)** of the Freedom of Information Act 2000, the cost of providing you with the information is above the amount to which we are legally required to respond i.e. the cost of locating and retrieving the information exceeds the 'appropriate level' as stated in the Freedom of Information (Fees and Appropriate Limit) Regulations 2004.

In accordance with the Freedom of Information Act 2000, this letter acts as a Refusal Notice.

GMP is obligated, pursuant to section 16(1) of the Act to provide you with advice and assistance on refining your request to bring compliance within the fees limit. In order for the force to attempt to keep this within the fees limit, the information you are requesting will need revising with a reduced time from 2020 onwards for questions 4, 5, 7 and 8 and the removal of questions 10-12.

However, the resulting response cannot be guaranteed at this point as it will be dependent upon the number of records that fall within the scope of any new request, as they would still have to be manually assessed.

Should you wish to refine and resubmit your request in line with the advice above please respond to freedomofinformation@gmp.police.uk.

Although excess costs remove GMP's obligations under the Freedom of Information Act 2000, as a gesture of goodwill I have supplied some information relative to your request that was retrieved before it was realised that the fees limit would be exceed (see below information). I hope that this is of use to you, but it does not affect our legal right to rely on the fee's regulations for the remainder of your request.

- Data relating to question 1 -3 is only available from December 2018 onwards.

Due to some low results, data for questions 1 and 2 have been provided as an overall total as by providing all this information split by individual years as you have requested would significantly increase the likelihood of identifying the individual(s) concerned, and as such the exemption under S40(2) – Personal Information, would be engaged and result in information being refused. By replacing the data this way, it can be provided in its entirety.

Question 1.

From December 2018 – June 2025 there have been a total of 40.

Question 2.

	Attendance Improvement plan	Improvement Notice	Extension to improve notice	Final improvement notice
Dec (2018) – June (2025)	2	25	1	12

Question 3.

6

Question 4.

S12 Exemption.

Question 5.

S12 Exemption.

Question 6.

86

Question 7.

S12 Exemption.

Question 8.

S12 Exemption.

Question 9.

274.

Questions 10-12.

S12 Exemption.