



Warwickshire  
**POLICE**



West Mercia  
**POLICE**

**Warwickshire Police and West Mercia Police**

**Professional Standards Department**

**Misconduct Outcomes**

**(01 July 2016 – 30 September 2016)**

Warwickshire Police and West Mercia Police share a single Professional Standards Department within our Strategic Alliance. As such the misconduct outcomes for both forces are included below, reflecting the shared approach to the investigation and management of these matters.

Force	Date	Rank/Role	Breach of Standards	Hearing/ Meeting	Outcome
Warwickshire	01/07/2016	Constable	Discreditable Conduct.  Authority Respect and Courtesy.	Meeting	Final written warning
West Mercia	11/07/2016	Constable (2443 Caesar)	Discreditable conduct.  Confidentiality.  Authority, Respect and Courtesy.  Honesty and Integrity.	Hearing	Dismissed without notice
West Mercia	21/07/2016	Constable	Orders and Instructions.  Duties and Responsibilities	Meeting	Written warning



[www.warwickshire.police.uk](http://www.warwickshire.police.uk)  
[www.westmercia.police.uk](http://www.westmercia.police.uk)



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West Mercia	24/07/2016	Constable	Orders and Instructions.  Duties and responsibilities	Meeting	Written warning
West Mercia	02/09/2016	Constable	Authority, Respect and Courtesy.  Off duty conduct.	Meeting	Written warning
West Mercia	05/09/2016	Constable	Order and Instruction.  Duties and Responsibilities.  Confidentiality.	Meeting	Written warning
West Mercia	13/09/2016	Constable (2026 Downes)	Discreditable Conduct.	Special case hearing	Dismissed without notice
West Mercia	28/09/2016	Constable	Confidentiality.  Order and Instructions.	Meeting	Management Advice