

## DPS SUSPENSION &amp; RESTRICTION MATRIX

<b>OPERATION</b>		<b>DATE</b>	
<b>SIO</b>		<b>REF No</b>	

<b>OFFICER</b>		<b>RANK</b>		<b>W /No.</b>	
<b>B/OCU</b>		<b>GENDER</b>		<b>ETHNICITY</b>	
<b>ROLE</b>					

<b>ALLEGATION</b>			
<b>TYPE</b>	PUBLIC COMPLAINT <input type="checkbox"/>	INTERNAL <input type="checkbox"/>	
	ON DUTY <input type="checkbox"/>	OFF DUTY <input type="checkbox"/>	
<b>STATUS</b>	CHARGED <input type="checkbox"/>	SUMMONSED <input type="checkbox"/>	
	ARRESTED <input type="checkbox"/>	ON BAIL <input type="checkbox"/>	
	REMANDED IN CUSTODY <input type="checkbox"/>		
<b>ANTICIPATED OUTCOME</b>	<i>Is it likely that the officer will be dismissed:</i> YES <input type="checkbox"/> NO <input type="checkbox"/>		

<b>DPS PRIORITY</b>	<b>YES</b> (Specify below)	<b>NO</b>
	VETTING/ID SECURITY <input type="checkbox"/> SUBSTANCE ABUSE <input type="checkbox"/> DISCRIMINATION <input type="checkbox"/>	
	DOMESTIC VIOLENCE <input type="checkbox"/> INFORMATION LEAKAGE <input type="checkbox"/> FINANCE <input type="checkbox"/>	
	SUPERVISION/TRAINING FAILURE <input type="checkbox"/>	

<b>IPCC</b>	INDEPENDENT <input type="checkbox"/>	MANAGED <input type="checkbox"/>	SUPERVISED <input type="checkbox"/>
	LOCAL <input type="checkbox"/>	NO DECISION YET <input type="checkbox"/>	
	NOT REFERRED <input type="checkbox"/> Reason		

<b>CASE SUMMARY</b>

## Notes for Guidance

The decision to suspend police officers or restrict their duties needs careful consideration and should only be undertaken where necessary. Suspension of duty will be in accordance with Regulation 4 of The Police (Conduct) Regulations 2004.

There are two reasons why an officer may be suspended from duty:

1. *That the effective investigation of the matter may be prejudiced unless the officer concerned is suspended.*
2. *That the public interest having regard to the nature of the report, complaint or allegation and any other relevant considerations requires that the officer be so suspended.*

Suspension in itself is not the only way to ensure that neither of these two eventualities are realised. Often it is possible to minimise the threat by imposing effective restrictions. Research shows that most officers subjected to either a suspension or restriction are ultimately re-instated on full duties, typically after an absence from regular work of about six months. Given the number of officers either restricted or suspended this amounts to a considerable abstraction of resources. It is thus essential to ensure that only in the most serious and well thought through cases will an officer be suspended.

The matrix is designed to allow a reasoned approach to be taken on the basis of a scoring system. It works by identifying risks and the likelihood of those risks being realised. The majority of cases that are submitted for suspension/restriction fall within the following categories:

- Criminality or misconduct in a police related death.
- Drink driving.
- Domestic violence.
- Inappropriate or discriminatory behaviour.
- Off duty public order.
- Computer misuse.

In each of these cases the principle risks *and* the significance of their **impact** is known from the outset. The variable in each case is the **likelihood** of the risk being realised. It is the responsibility of the SIO to complete the matrix and assert the likelihood of each risk being realised. The risks reflect those that relate to: MPS, Public, Colleagues, Justice, Media and the Officer Subject of Report.

The scoring for impact and likelihood is each based on a scale between 1 and 5. The total score for each risk is calculated by multiplying impact by likelihood: Impact X Likelihood.

It can be seen that that the minimum score for is 1 and the maximum 25. As a *general* guide any single risk that in it-self totals 9 or more merits the application of a control measure known as a work-place restriction. It is also the case that any single risk that in it-self total 20 or more merits consideration of suspension.

The matrix is designed to provide an auditable structure in which to frame the decision making process. It is recognised that it is not an exact science. It is also important to stress that it is not intended to allow for a totting up of scores for all risks. This is because the unique nature of each case will mean that there can be any number of risks to the extent that a large number of relatively minor risks could be construed as justifying suspension. This is not allowed, as the intention is to ensure that each risk is considered on its own merits. However, the tables are not exclusive and SIOs may add as many risks as they deem necessary and score appropriately.

Having scored the matrix the SIO should then specify whether they seek to impose a suspension or restriction. If the latter then suitable measures from the attached list should be highlighted. The SIO is also able to add some additional closing notes for the Commander's consideration. This section should also be used to provide commentary for monthly updates highlighting whether there are any changes in circumstances or additional facts that need to be considered.

### **IMPACT**

1. VERY LOW No effects/injuries. No impact on external/internal reputation. No impact on public/colleagues/MPS. No financial effect.
2. LOW Slight injury or financial consequence. Minimal impact external/internal reputation or on public/colleagues/MPS.
3. MEDIUM Limited unjustifiable impact on public/colleagues/MPS or moderate injury. Moderate damage internal/external. Moderate financial impact.
4. HIGH Significant unjustifiable impact on public/colleagues/MPS or significant injury or major damage to internal/external reputation or finances.
5. VERY HIGH Cause a serious unjustifiable impact on public/colleagues/MPS or fatality. Catastrophic damage to reputation or finances.

### **LIKELIHOOD**

1. VERY LOW Unlikely to occur.
2. LOW Could occur.
3. MEDIUM Likely to occur.
4. HIGH Very likely to occur.
5. VERY HIGH Will almost certainly occur.

<b>Restrictions</b>	
To work within the confines of a police building	
To work within the confines of a police building under close supervision	
To be employed within the confines of police buildings, by working as (role) within the (which ever office)	
Not to be used for aid	
Not to be deployed on aid/operations	
To be suspended from all police driving duties	
Authority to drive police vehicles to be removed	
Access to intelligence systems to be restricted as deemed appropriate	
To avoid, and not directly or indirectly contact witnesses in this investigation	
Excluded from custody duties until further notice	
Not to engage in any operational duties which would involve him/her in the evidential chain	
Access to CAD, CRIS, CRIMINT and PNC is to be suspended	
Not to have any access to any MPS IT systems	
To not be allowed access to PNC or CRIMINT without the express authority of a supervising officer	
To have only supervised access to CRIS, CRIMINT etc	
No operational involvement in domestic violence incidents	
Not to be deployed in a role that specialises in domestic violence related work	
Not to be employed in a role with specific responsibility for domestic violence incidents	
Placing them in roles away from others under investigation	
To work within the confines of a police building and continue their role as .....whatever that role may be)	
Not to engage in any work that relates to children or vulnerable adults.	
To be employed at a different location to the victim	
To have no supervisory responsibilities, either functional or administrative	
Not to work in an evidential, intelligence or crime management environment	
Not to work at ..... (whichever police station/unit)	
<b>Other:</b>	