



**Lancashire
Constabulary**
police and communities together

REPORT TO: JOINT AUDIT AND ETHICS COMMITTEE

DATE: 13th June 2016

REPORT AUTHOR: Sam Mackenzie

SUBJECT: Matters Arising from Tactical Ethics Committee

PART II – PRIVATE AND CONFIDENTIAL

The following matters will be discussed in private as it involves the likely disclosure of exempt information as defined in the Freedom of Information Act 2000.

1 Requirement

- 1.1 The purpose of this report is to raise two issues that arose in the TEC and ask the Joint Committee for a strategic advisory view.
- 1.2 No decision is required or requested from the Joint Committee however it is intended that any views expressed by the committee will be taken into account within the TEC in order to develop a tactical position for the force.
- 1.3 These issues are two matters that have been discussed within the force on a number of occasions without resolution and an external view is requested to assist the force in obtaining an independent external perspective.

2 Issue 1: Acceptance of informal gratuities

- 2.1 The force is currently re-drafting its policy regarding gifts and gratuities and has undertaken a lot of work to improve reporting and recording practices.
- 2.2 Whilst there is still likely to be some under reporting the data suggests an improving picture and one which stands favourable comparison with the MSF group.

- 2.3 The area of concern related to informal benefits often provided by multinational groups to officers either in uniform or on production of a warrant card.
- 2.4 These differ from discounts or agreements negotiated on a corporate basis by the local or national police federation.
- 2.5 Examples would include an officer being allowed to upgrade their meal in MaCdonalds, increase a drink size in Starbucks or receiving a 12" Subway sandwich for the price of 6".
- 2.6 There is nothing to suggest that the provision of these "upgrades" is seeking to importune the officer and could be regarded as a "thank you" for doing a difficult job.
- 2.7 TEC members were however concerned with the public perception of this behaviour with regard to the offer being made and accepted.
- 2.8 TEC members also observed there may be distinction between officers or staff that may seek out the discount or use it routinely to gain a benefit rather than just responding to a spontaneous offer.
- 2.9 National practice is not consistent with the approaches to all gifts and gratuities being subject to local, regional and national variations.

3 Issue 2: Publishing of Internal Conduct Matters

- 3.1 It is now expected that forces will publish the findings and outcomes of all misconduct hearings, this is an inevitable outcome of the hearings now primarily taking place in public.
- 3.2 The force has held two public hearings to date and published the findings internally and externally.
- 3.3 Professional Standards would like to publish internally the findings, outcomes and lessons learnt from misconduct meetings and management advice/actions.
- 3.4 The intention is to depersonalise the information but provide sufficient detail for staff to be able to learn what thresholds for conduct exist and what the "normal" outcomes would be for specific behaviour.
- 3.5 The TEC considered whether the use of such employment information was ethical out of respect for the individual weighing the concerns for the welfare and wellbeing of the individual with the benefits to the rest of the organisation and its member ship.
- 3.6 As the reporting requirements are relatively new there is widespread inconsistency, even with how the hearings are managed, reported and publicised. This disparity is further increased when a voluntary action as discussed is being considered with some forces publishing nothing and others publishing all details including the names of those subject to any formal outcome.

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