

**FINDING AND OUTCOME**  
**ACCELERATED MISCONDUCT HEARING**

**21 October 2021**

**FORMER PC 9701 WARD - TTIKKIROU**

**Finding**

The Chief Constable made a finding that the former officer's conduct amounted to gross misconduct and was a breach of the Standards of Professional Behaviour relating to Confidentiality and Discreditable Conduct. The Chief Constable further decided to impose disciplinary action against the former officer for the reasons set out below.

**Outcome**

I have reviewed this case following the College of Policing's Guidance on Outcomes in Police Misconduct Hearings.

The Police Conduct Regime exists to maintain the confidence in and the reputation of the police service, uphold high standards in policing and deter misconduct and protect the public.

In assessing sanction, the guidance asks panels:

To assess the seriousness of the misconduct, keep in mind the purpose of imposing sanctions, choose the sanction which fulfils that purpose for the seriousness of the conduct in question.

In assessing seriousness, I have looked first at the officer's culpability.

The officer has misused WMP information systems for a personal purpose. This was a long-term practice that was repeated over many years. Accessing systems is an abuse of the officer's personal position. Access to systems should always have a policing purpose and this was clearly not the case. The access was for personal benefit. Culpability is high.

There is harm in this case. The public expect a high degree of privacy on their information and this was breached in this case. Public confidence in policing would be harmed if the public were aware of these breaches.

In this case there are clear aggravating factors in this case. It is a serious abuse of trust and position. The behaviour was regular and repeated with multiple breaches. There was a significant deviation from force policy and national guidance.

No mitigation is offered or seen in this case.

There is no personal mitigation.

This is a serious breach of the standards of professional behaviour. Had the officer remained serving there is only one outcome I believe to be suitable which would be dismissal without notice. The officer will accordingly be added to the barring register.