



HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE

Response Date:07/08/2025

2025/783 - Unsatisfactory performance & attendance procedures (UPP)

In response to your recent request for information regarding;

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?

Please can you tell me the outcomes (by number) of these UPP proceedings? Ie warning, final warning, dismissal or No Further Action?

We are unable to provide historical data relating to UPP.

We can provide individuals on attendance and performance improvement/support plans, this would be classed as an informal stage, so not class this as a formal UPP.

OFFICER	Years (Form Raised Date)	Months (Form Raised Date)	CONSTABLE	SERGEANT	INSPECTOR
Attendance Improvement Plan	2022	Jan	1		
		Feb	7	1	
		Mar	4	2	
		Apr	5		
		May	2		
		Jun	3		
		Jul	2	1	
		Aug		1	
		Sep	3		
		Oct	2		
		Nov	2		
		Dec	3	2	
	2023	Jan	5	1	
		Feb	7		
		Mar	11	1	
		Apr	1	2	
		May	1		
		Jun	4	1	
		Jul	3	1	
		Aug	1		
		Sep	1	1	
		Oct	2		

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Police Headquarters,
Glan-y-Don, Colwyn Bay LL29 8AW
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	2024	Nov Dec Jan Feb Mar Apr May Jun Jul	4 1 2 1 8 2 3 4 1	1 1 1	
Attendance Support Plan	2024 2025	Aug Sep Oct Nov Dec Jan Feb Mar Apr May Jun Jul Aug	4 5 5 7 4 6 3 5 4 3 5 4 2	 1 2 1 1	
Performance Improvement Plan	2022 2023 2024	Jan Feb Mar Apr May Jun Jul Aug Sep Nov Dec Jan Feb Mar Apr May Jun Aug Sep Nov Dec Mar Apr May	1 1 2 3 1 2 2 3 1 1 6 4 2 1 1 1 1 2 2	 1 1 1 1 1 1 1 1	1 1
Performance Support Plan	2024	Aug Oct Nov Dec	4 5 5 1	3 1	

	2025	Jan	4		
		Feb	1		
		Mar	4		
		Apr	1		
		May	1		
		Jun	2		
		Jul	6		
		Aug	1		

How many are on UPP now?

We currently have 1 officer subject of UPP.

OFFICER FORM STATUS OPEN	Years (Form Raised Date)	Months (Form Raised Date)	CONSTABLE	SERGEANT
		TOTALS	24	3
Performance Improvement Plan	2022	Apr Aug	1	1
Performance Support Plan	2024	Aug Oct Nov Dec	2 1 1	2
	2025	Jan Feb Mar Apr May Jun Jul Aug	4 1 4 1 1 1 6 1	

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?

Please can you tell me the outcomes by number of these misconduct proceedings? I.e warning, final warning, dismissal or No Further Action?

Date	Proceedings	Finding	Rank	Outcome
13/02/2015	Meeting	Proven	PC	Management Advice
15/05/2015	Meeting	Not proven	PC	NFA
15/05/2015	Meeting	Not proven	Insp	NFA
19/05/2015	Meeting	Not proven	PS	NFA
16/06/2015	Meeting	Proven	PC	Written Warning
16/06/2015	Meeting	Proven	PC	Written Warning
16/06/2015	Meeting	Not proven	PS	NFA
22/07/2015	Meeting	Proven	PC	NFA
22/07/2015	Meeting	Proven	PC	NFA
04/09/2015	Meeting	Not	PC	NFA

		proven		
04/09/2015	Meeting	Proven	PC	Management Advice
15/10/2015	Meeting	Proven	PC	Management Advice
20/10/2015	Meeting	Proven	PC	Management Advice
23/11/2015	Meeting	Proven	PC	Management Advice
04/12/2015	Meeting	Proven	PC	Management Advice
16/12/2015	Meeting	Proven	PC	Written Warning
16/12/2015	Meeting	Proven	PC	Management Advice
16/12/2015	Meeting	Proven	PC	Management Advice
09/02/2016	Meeting	Proven	PC	Management Advice
19/03/2016	Meeting	Proven	PS	NFA
23/03/2016	Meeting	Proven	PC	Management Advice
24/03/2016	Meeting	Not proven	PC	NFA
19/04/2016	Meeting	Proven	PS	NFA
28/07/2016	Meeting	Proven	PC	Management Advice
14/09/2016	Meeting	Proven	PC	NFA
20/10/2016	Meeting	Not proven	PC	NFA
20/10/2016	Meeting	Not proven	PC	NFA
20/10/2016	Meeting	Not proven	PC	NFA
27/02/2017	Meeting	Not proven	PC	NFA
20/09/2017	Meeting	Proven	PS	Written Warning
19/10/2017	Meeting	Not proven	PS	NFA
19/10/2017	Meeting	Proven	PC	Management Advice
26/10/2017	Meeting	Proven	PS	Management Advice
14/11/2017	Meeting	Not proven	PC	NFA
14/11/2017	Meeting	Not proven	PC	NFA
27/11/2017	Meeting	Not proven	PC	NFA
13/08/2018	Meeting	Proven	PC	Written Warning
19/09/2018	Meeting	Proven	PC	Management Advice
24/09/2018	Meeting	Not proven	PC	NFA
03/10/2018	Meeting	Not proven	PC	NFA
03/10/2018	Meeting	Not proven	PC	NFA
07/11/2018	Meeting	Proven	PS	Written Warning
07/12/2018	Meeting	Not proven	PC	NFA
19/12/2018	Meeting	Proven	PC	Written Warning
28/03/2019	Meeting	Proven	PC	Management Advice
02/03/2020	Meeting	Not proven	PS	NFA
04/03/2020	Meeting	Proven	PC	Final Written Warning

04/03/2020	Meeting	Not proven	PC	NFA
29/04/2020	Meeting	Proven	PC	Written Warning
16/10/2020	Meeting	Proven	PC	Management Advice
22/10/2020	Meeting	Proven	PC	Written Warning
04/05/2021	Meeting	Not proven	PC	RPRP
20/09/2021	Meeting	Proven	PS	Written Warning
07/03/2022	Meeting	Proven	PC	Written Warning
30/01/2023	Meeting	Proven	PC	Written Warning
17/02/2023	Meeting	Proven	PC	Written Warning
31/03/2023	Meeting	Proven	PC	Written Warning
31/07/2023	Meeting	Proven	PC	Written Warning
18/08/2023	Meeting	Proven	PC	Written Warning
05/09/2023	Meeting	Proven	PS	Written Warning
06/12/2023	Meeting	Proven	Ch. Insp	Written Warning
12/02/2024	Meeting	Proven	PC	Written Warning
05/03/2024	Meeting	Proven	PC	Written Warning
22/03/2024	Meeting	Proven	Insp	Final Written Warning
05/08/2024	Meeting	Proven	PC	Written Warning
08/10/2024	Meeting	Proven	PC	Written Warning
04/11/2024	Meeting	Not proven	PC	NFA
04/11/2024	Meeting	Proven	PC	Written Warning
19/02/2025	Meeting	Proven	PC	Written Warning
16/04/2025	Meeting	Proven	PC	Written Warning
24/06/2025	Meeting	Proven	PC	Written Warning

How many are on misconduct proceedings now?

One

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?

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?

Date	Proceedings	Finding	Rank	Outcome
07/05/2015	AMH	GM	PC	Dismissed
18/08/2015	Hearing	GM	PS	Dismissed
27/01/2016	Hearing	GM	PC	Dismissed
06/06/2016	AMH	GM	PS	Dismissed
27/10/2016	Hearing	Not proven	PC	NFA
23/11/2016	Hearing	Not proven	PC	NFA
19/12/2016	Hearing	GM	PC	Final Written Warning
17/03/2017	AMH	GM	PC	Dismissed
19/04/2017	Hearing	Not proven	PS	NFA
24/10/2017	AMH	GM	PC	Dismissed
01/03/2018	AMH	GM	Supt	Dismissed

23/10/2018	Hearing	Not proven	PC	NFA
19/02/2019	Hearing	GM	PC	Dismissed
12/06/2019	AMH	GM	PC	Dismissed
25/06/2019	Hearing	GM	PC	Dismissed
09/12/2019	Hearing	GM	PC	Dismissed
23/01/2020	AMH	GM	PC	Dismissed
24/06/2020	AMH	GM	PC	Dismissed
01/09/2020	Hearing	GM	PC	Dismissed
20/10/2020	AMH	GM	PC	Dismissed
01/06/2021	Hearing	Misconduct	PS	Written Warning
28/10/2021	AMH	GM	PC	Dismissed
13/01/2022	AMH	GM	PC	Final Written Warning
10/03/2022	AMH	GM	PC	Would have been dismissed
26/04/2022	Hearing	GM	PC	Dismissed
07/11/2022	AMH	GM	SC	Would have been dismissed
06/12/2022	Hearing	GM	PC	Would have been dismissed
05/01/2023	AMH	GM	PC	Dismissed
20/03/2023	Hearing	GM	PC	Dismissed
23/03/2023	Hearing	GM	PC	Would have been dismissed
27/03/2023	Hearing	GM	PC	Would have been dismissed
05/04/2023	AMH	GM	SC	Would have been dismissed
28/06/2023	Hearing	GM	PC	Dismissed
26/10/2023	AMH	GM	PC	Would have been dismissed
29/11/2023	AMH	GM	SC	Would have been dismissed
11/12/2023	Hearing	GM	SC	Dismissed
16/02/2024	AMH	GM	PC	Dismissed
06/03/2024	AMH	GM	PC	Would have been dismissed
03/04/2024	Hearing	GM	PC	Would have been dismissed
29/04/2024	AMH	GM	PC	Would have been dismissed
29/04/2024	AMH	GM	PC	Would have been dismissed
20/05/2024	Hearing	Not proven	PC	NFA
12/08/2024	Hearing	GM	PC	Dismissed
11/12/2024	AMH	Not proven	PC	Referred back to Part 4 proceedings

How many are on gross misconduct proceedings now?

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

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

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?

We only record 'Death in Service' within leaver reason. We do not go into further details when we have a Death in Service,

We are therefore unable to answer these questions.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 04/08/2025