

## Unsatisfactory Performance – Police Officers

### Information

#### Introduction

Police officers who are performing unsatisfactorily will be dealt with under the:

- The Police (Performance) Regulations 2020; or

If the issue came to light before the 1<sup>st</sup> February 2020, the Police (Performance) Regulations 2012 should be used;

- The Police (Performance) Regulations 2012

The Home Office guidance can be accessed by the link below and should be complied with when considering informal or formal action against an officer for unsatisfactory performance.

Police (Performance) Regulations 2020

- Home Office Statutory Guidance: Conduct, Efficiency and Effectiveness (Section 5 relates to performance and attendance issues)

Police (Performance) Regulations 2012

- Home Office Guidance: Police Officer Misconduct, Unsatisfactory Performance and Attendance Management Procedures (Chapter 3 provides guidance on unsatisfactory performance and attendance procedures and Chapter 4 provides guidance about attendance management)

#### PDR rating

- The PDR rating given to an officer may require consideration to be given to informal or formal action being taken against the officer under the Police Performance Regulations. Details of the impact of PDR ratings on UPP for police officers are provided in the PDR policy.

### Information and Toolkit

#### UPP System for new cases

- An IT based UPP system supports managers in progressing any cases that arise under the Police (Performance) Regulations. This includes standard letters and notices.