

Appointment of Independent Members to sit on Misconduct Panels

Further Information

1. Police and Crime Commissioners are required to compile and maintain lists of independent people to sit on police misconduct panels. This follows a government decision that there should be an independent person on each panel which hears police misconduct cases.
2. The Police and Crime Commissioners in the Northern Region (North Yorkshire, South Yorkshire, West Yorkshire, Cleveland, Durham, Humberside and Lincolnshire) operate a joint list of independent members and members may have the opportunity to sit on panels outside of West Yorkshire.
3. The main role of independent members will be to provide an impartial voice on misconduct panels and to assist panels in coming to fair and evidence based judgements about a police officer's conduct and deciding on an appropriate sanction.
4. Persons appointed must be over 18 years of age and will be expected to:-
 - (i) make themselves available to attend hearings;
 - (ii) prepare for hearings by reading papers in advance;
 - (iii) attend and participate effectively in hearings;
 - (iv) constructively challenge accepted facts and views;
 - (v) undergo training for the role as required;
 - (vi) maintain the highest standards of professional conduct and ethics;
 - (vii) have good analytical and communications skills, good judgement and a commitment to fairness and equality;

5. The following persons will not be appointed;

- Serving and former police officers;
- Serving and former police staff;
- Serving and former special constables;
- Current and former Police and Crime Commissioners (from any Force area);
- Current and former PCC staff (from any Force area);
- Undischarged bankrupts;
- Anyone whose estate has been sequestrated and the sequestration has not been recalled or reduced or a discharge has not been obtained;
- Anyone who has made a composition or arrangement with, or granted a trust deed for their creditors and has not paid off the debts in full or five years have not yet passed since the terms of the deed of composition or arrangement or trust deed were fulfilled;
- Anyone who is subject to a disqualification order under the Company Directors Disqualification Act 1986, or to an order made under Section 429(2)(b) of the Insolvency Act 1986 (failure to pay under county court administration order).

6. The initial term of office will be five years.

Independent Members may claim fees and expenses for sitting on misconduct panels. Details are attached (Appendix A).

Members will be invited to sit on approximately five misconduct panels per year in the West Yorkshire area. There may also be opportunity to sit on misconduct panels in other police forces.

7. **How to apply:**

Complete the enclosed application form, giving a full description of why you wish to become an Independent Member to serve on misconduct panels and your relevant skills and experience, and send it to:

Business Support Manager, Office of the Police and Crime Commissioner,
Ploughland House, 62 George Street, Wakefield, WF1 1DL or
contact@westyorkshire.pcc.pnn.gov.uk and marked Confidential.

The closing date for the return of applications is 3 November 2014.

Interviews will be held during the week commencing 10 November 2014.

Successful applicants must be available to attend a full-day training event on 20 November 2014 (which will be paid).