

## Terms and Conditions

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### Age

You must be over 18 years old

### Tenure of office

Appointments are made for a term of five years with a full review of suitability at the end of that time. Subject to that review, a further period may be agreed. The Office of the Police and Crime Commissioner operates a joint list of Independent Members of Misconduct Panels with other Police and Crime Commissioners and there may be opportunities to serve on Misconduct Panels in other Police Forces.

### Allowance

An allowance of £211.50 will be paid for each full day a Member attends a Panel hearing or a training event. A rate of £15 may be claimed for each hour spent in preparatory work in advance of a hearing.

### Disqualifications

The following will disqualify you from applying for the position of Independent Member (Misconduct Panels):

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).

## **Training**

All new Independent Members will be required to attend a one-day training course before they are allowed to sit on a Misconduct Panel.

## **Termination of Appointment**

The Chief Executive may terminate the appointment of an Independent Member having considered a report of misconduct or poor performance provided that the Independent Member is given the opportunity to make oral or written representations.