



Cambridgeshire  
Police & Crime  
Commissioner

## **Appointment of Independent Members to sit on Misconduct Panels**

### **Further Information**

1. On 1 April 2004 the complaints system for the police changed with the establishment of the Independent Police Complaints Commission. The new system has been introduced because of a general consensus that the current system does not enjoy public confidence.
2. Police and Crime Commissioner are required to compile and maintain lists of independent people to sit on misconduct panels. This follows a ministerial decision that there should be a change in the composition of a panel for a misconduct hearing so that in disciplinary cases arising from a complaint or some other cases of misconduct, one of the three members of the panel should be independent of the police.
3. The Police and Crime Commissioner's in the Eastern Region (Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Norfolk and Suffolk) have decided to continue a regional list of independent members to meet the arrangements.
4. 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 evidenced based judgements about an officer's conduct and deciding on an appropriate sanction.
5. Persons appointed must be over 18 years of age and will be expected to:-
  - (i) make themselves available to attend hearings in any of the above areas;
  - (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 communication skills, good judgement and a commitment to fairness and equality;

**A Job Description and Person Specification are attached.**

6. The following persons will not appoint:

- 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);
- Former police authority members and officers (from any police authority);
- 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).

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

8. **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 Lynsey Brown, South Cambridgeshire Hall, Cambourne Business Park, Cambourne, Cambridge, CB23 6EA or [Lynsey.brown@cambs.pnn.police.uk](mailto:Lynsey.brown@cambs.pnn.police.uk) and marked Confidential.

The closing date for the return of applications is 14<sup>th</sup> February 2014.

Interviews are likely to be held during the week commencing 3<sup>rd</sup> March 2014.

Applications will not be acknowledged unless accompanied by a stamped addressed envelope.