



INDEPENDENT MEMBERS OF POLICE MISCONDUCT PANELS – RE-APPOINTMENT

1. Purpose

- 1.1 The purpose of this report is to provide information regarding the re-appointment of Independent Members for Police Misconduct Hearings

2. Recommendations

- 2.1 The Police and Crime Commissioner signs the Decision Notice (CPCC 2019-002) to re-appoint 14 Independent Members for a period of five years from the 1st June 2019 and for the Cambridgeshire Office of the Police and Crime Commissioner to maintain the list of Independent Members on behalf of the Eastern Region Police and Crime Commissioners.

3. Background

- 3.1 The Police (Conduct) Regulations 2012 (the “Regulations”) provides that Police and Crime Commissioners maintain a list of persons nominated to police misconduct hearings held under the Regulations.
- 3.2 In 2014, the Eastern Region (Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Norfolk and Suffolk) Police and Crime Commissioners acted together to compile and maintain a list of such persons (known Independent Members) to sit on misconduct hearings held across the Region.
- 3.3 Accordingly 18 Independent Members were selected and appointed subject to terms set out in a Memorandum of Understanding to serve across the Region. The term of appointment, commencing on 1st June 2014, was for an initial five year period, subject to a further period of service, if agreed following review.

4. Issues for consideration

- 4.1 During 2018, the Member Misconduct Oversight Panel (MMOP), comprising officers from each of the offices of Police and Crime Commissioners across the Region, considered the arrangements for the recruitment of further Independent Members and/or the re-appointment of the current Independent Members.
- 4.2 Among the issues the MMOP considered were:
- the wishes of the current Independent Members in being re-appointed;
 - the number of hearings undertaken by each of the Independent Members;
 - the attendance of Independent Members at a training event in November 2017;

- feedback from the Professional Standards Departments (PSDs) across the Region as to the performance of any of the Independent Members from the misconduct hearings.

- 4.3 It became clear following a survey of the Independent Members wishes that, of the current 15 members serving and active, 14 of their number wished to be considered for re-appointment.
- 4.4 The number of hearings carried out by those 14 Independent Members over the first five years of appointment (as based on June 2018 data) ranged from between five and 10 hearings. This is in line broadly with thinking at the time of their appointment as to the number of cases anticipated.
- 4.5 All 14 Independent Members who wished to be re-appointed attended the training event in November 2018.
- 4.6 No negative feedback was received from any of the PSDs across the Region as to the performance of any of the 14 Independent Members.
- 4.7 In the light of these factors, the MMOP took the view that all 14 Independent Members should be recommended for appointment and further that there was no pressing need to progress to a recruitment process to secure further Independent Members. In this latter regard, the number of Independent Members required and the need for further recruitment would be kept under continuous review by the MMOP.
- 4.8 Accordingly it is now recommended that the 14 Independent Members as named below be re-appointed with effect from 1st June 2019 for a further five year term. Re-appointment decisions will be required from each of the participating Police and Crime Commissioners in the Region.

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| Jane Bevan | Paul Harvey | Victoria Miller |
| Diane Carter | Shirley Hurdle | Simon Paley |
| William Couves | John Jones | Rebecca Stephens |
| Peter Gratton | Sandra Marcantonio | Margaret Walsh |
| Richard Gutowski | Elizabeth McEwan | |

- 4.9 As soon as each of the six Police and Crime Commissioners across the Region have made their final decision to appoint, new terms and conditions of appointment will be issues to each Independent Member who has been re-appointed.
- 4.10 The Independent Members are entitled to allowances and expenses as set out in their terms and conditions of appointment whenever they sit on a misconduct hearing.

BIBLIOGRAPHY

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| Source Document | The Police (Conduct) Regulations 2012 http://www.legislation.gov.uk/uksi/2012/2632/contents/made |
| Contact Officer | Aly Flowers, Senior Policy Officer, Cambridgeshire Office of the Police and Crime Commissioner |

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