

PFCC Decision Report

Please ensure all sections below are completed

Report reference number: 045 - 19 Classification (e.g. Not protectively marked/restricted):
Title of report: INDEPENDENT MEMBERS OF MISCONDUCT PANELS - REAPPOINTMENT
Area of county / stakeholders affected: Countywide
Report by : Darren Horsman Date of report: 31.1.2019 Enquiries to: Darren.Horsman@Essex.pnn.police.uk

1. Purpose of the report

To gain agreement for the reappointment of the Independent Members of Misconduct Panels

2. Recommendations

The Police, Fire and Crime Commissioner is required to maintain a list of independent persons to sit on misconduct hearings under the Police (Conduct) Regulations 2012. The six commissioners in the Region maintain a joint list.

To agree the re-appointment, for a further term of five years, of the current Independent Members serving on the list who wish to be re-appointed.

3. Benefits of the proposal

The Independent Members identified in the Appendix have all served for an initial term, have undertaken a number of hearings and completed relevant training. Reappointment for a further five year term will provide a consistent provision at the expected standard supporting the operational requirements of Essex Police complaints and disciplinary processes.

If this decision does not progress we will not have sufficient Independent Members to fulfil our commitment to hold Misconduct Panels so will need to recruit new members.

This decision will also mean we will be unable to continue with our regional agreements to share a list of Independent Members.

4. Background and proposal

The Independent Members identified in the Appendix here have already served one term on the regional list of Independent Members for misconduct hearings. They were recruited to the regional list through an open and transparent process. National guidelines support the appointment of Independent Members for up to two terms.

The re-appointed for a further term of five years with take effect from 1 June 2019. The Member Misconduct Oversight Panel continuously keeps under review the need for any further recruitment to the regional list of Independent Members.

5. Alternative options considered and rejected

The Member Misconduct Oversight Panel considered going out for a new round of recruitment instead of re-appointing the existing Independent Members. It considered the current performance of the members including the number of hearings they had undertaken, feedback from relevant groups and evidence of ongoing professional development.

Having looked at their current performance and sought feedback from the Independent Members it was decided that the reappointment of the current group for five years would be the best option.

6. Police and Crime Plan

This fulfils a statutory obligation and supports the transparency and scrutiny of the police complaints system directly impacting public confidence in the police complaints system.

7. Police operational implications

All Professional Standards Departments in the region have been engaged by the Member Misconduct Oversight Panel. This decision will support the operational activity of Essex Police.

8. Financial implications

There are no additional financial implications. The Independent Members do receive payment for the hearings they do attend and this will continue at the existing levels.

9. Legal implications

There are no additional legal implications.

10. Staffing implications

If this decision is taken there will be no additional staffing implications. However if this decision isn't agreed and we decide to undertake a new recruitment process

Redaction

If the report is for publication, is redaction required:

1. Of Decision Sheet?	YES	<input type="checkbox"/>	2. Of Appendix?	YES	<input checked="" type="checkbox"/>
	NO	<input checked="" type="checkbox"/>		NO	<input type="checkbox"/>

If 'YES', please provide details of required redaction:

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APPENDIX NOT TO BE PUBLISHED AS IT CONTAINS PERSONAL INFORMATION
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Date redaction carried out:

Treasurer / Chief Executive Sign Off – for Redactions only

If redaction is required, the Treasurer or Chief Executive is to sign off that redaction has been completed.

Sign:

Print:

Chief Executive/Treasurer

Date signed:

Decision and Final Sign Off

I agree the recommendations to this report:

Sign: Dane Gardner

Print: JANE GARONCE

~~PFCC~~ Deputy PFCC

Date signed: 21 / 03 / 2019

I do not agree the recommendations to this report because:

.....
.....

Sign:

Print:

PFCC/Deputy PFCC

Date signed: