

Police and Crime Commissioner for Surrey – Decision Making Record

Report Title: Appointment of Independent Members to sit on Misconduct Panels
Decision number: 142/2016
Author and Job Role: Sam Meyer, Policy Officer
Protective Marking: Part One

Executive Summary:

The Surrey Police and Crime Commissioner (PCC) is required to appoint Independent Misconduct Members to sit on the misconduct panels held by Surrey Police.

Background:

The Police Reform Act 2002 and the Police (conduct) Regulations 2004 provide that, in certain circumstances, an Independent Member will sit on police misconduct panels.

In June 2004 Surrey Police Authority appointed its Independent Members for a period of five years. In 2008 four Independent Members were appointed for a further term of five years until 2013. The terms of these Members were then extended again until the end of the previous Commissioner's tenure.

Following a review it was felt that the new Commissioner should have the opportunity to recruit new Members to the role. Advertisements were placed on the Office website and in the local papers and a good number of applicants applied. These were short-listed by officers in the Commissioner's staff and seven were invited to interview.

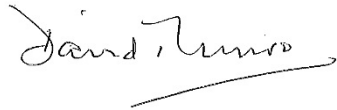
The Deputy Head of Surrey Police's Professional Standards Department, the Chief Executive of the Commissioner's Office, and the Policy Officer responsible for administering the panels conducted the interviews. Following their assessment five have now been offered positions as independent misconduct members.

Recommendation:

The PCC is recommended to appoint the five members for a period of five years, commencing on 1 September 2016, subject to them passing the necessary vetting, reference and training requirements.

Police and Crime Commissioner Approval:

I approve the recommendation(s):



Signature:

Date: 25/07/2016

All decisions must be added to the decision register.

Areas of consideration

Consultation

Consulted with Surrey Police's Professional Standards Department, colleagues from Kent and Sussex police and crime commissioner's offices and the Association of Police and Crime Commissioners.

Financial implications

No implications beyond already established costs.

Legal

The Police and Crime Commissioner is required to maintain a list of Independent Members to sit on police misconduct panels.

Risks

Failure to maintain a list of Independent Members to sit on police misconduct panels will mean the Police and Crime Commissioner is breaching his legal requirements.

Equality and diversity

An independent "public" representative on the misconduct panels plays an important role in countering any potential allegations that Surrey Police has not considered equality and diversity issues in hearing serious disciplinary cases.

Risks to human rights

An independent “public” representative on the misconduct panels plays an important role in countering any potential allegations that Surrey Police has not considered human rights in hearing serious disciplinary cases.