

Job Description

Job Title: Legally Qualified Persons for Police Misconduct Hearings

In January 2023, the then Home Secretary launched a review into the process of police officer dismissals, designed to ensure that the system is fair and effective at removing those officers who are not fit to serve. Following completion of this, the Government announced a series of reforms to strengthen the disciplinary system on 31 August 2023 and published the [final report on 18 September](#).

Recruitment to this role supports Tranche 1 of these reforms, which changes the panel composition for Misconduct Hearings from the end of April 2024. Whilst the changes are definitive and any potential changes are anticipated to be minor amends, it is important to note that this role profile could be subject to amendment in accordance with any national direction under the reforms.

Main Purpose of the role:

To be a member of police misconduct panels and assist those panels in coming to fair and evidence-based decisions about a particular officer's conduct and appropriate outcomes arising from those decisions.

To provide independent and impartial advice on such panels and to provide assurance to the community that conduct matters are treated seriously and that misconduct proceedings are being properly investigated and adjudicated.

To consider the impact of officer misconduct on public confidence in policing at all times, with specific attention to maintaining the public's trust in the police service's ability to keep them safe.

Main responsibilities:

- To attend and participate effectively as a panel member in misconduct hearings as required.
- To prepare for such hearings by considering in advance relevant papers, reports and background information.
- To carefully consider all the evidence before the panel and draw appropriate conclusions from that evidence.
- To question those giving evidence and challenge constructively in these hearings where appropriate.

- To utilise training offered that is relevant to the role, and to take a proactive approach to considering what additional personal development would be appropriate.
- To keep abreast of general developments affecting policing, both locally and nationally, that may have an impact on the role of independent member of a misconduct panel.
- To maintain the highest standards of professional conduct, ethics and the Nolan Principles.

Location:

Misconduct Panels may be convened at locations throughout the North West area.

Person Specification:

The Police & Crime Commissioner is looking for a person who can evidence that they satisfy the eligibility conditions and have the following competencies:

	Competencies, skills & experience	Essential or Desirable
1	Be a qualified barrister or solicitor (with a current practicing certificate) of at least 5 years standing	Essential
2	Experience of chairing legal proceedings or similar experience, whilst ensuring a commitment to public interest, impartiality and fair treatment.	Essential
3	Experience of having appeared regularly before courts of law or tribunals as an advocate.	Essential
4	Ability to advise on management of proceedings whilst working constructively with others.	Essential
5	Experience of evaluating evidence and information and making objective, unbiased, sound decisions.	Essential
6	Experience of report writing, writing deliberations or case notes.	Essential
7	Excellent communication skills and be able to listen with patience and courtesy.	Essential
8	Experience of using ICT applications including secure forms of communication and video conferencing technology.	Essential

9	Significant experience of absorbing and analysing complex information.	Essential
10	Ability to demonstrate awareness of equality and diversity issues that may arise in policing.	Essential
11	Experience of, or familiarity with police disciplinary procedures or legislation.	Desirable
12	Ability to demonstrate previous committee or judicial work or service on a Board or Council.	Desirable

Availability – The majority of misconduct hearings are provisionally scheduled for 2-5 days. To prepare for hearings by considering, in advance, relevant papers, reports and background information.

Term

The term period for this appointment is an initial period of 5 years. The appointment can be mutually agreed to be extended for a second term additional period of 5 years. At this point the PCC can extend annually by mutual agreement. Any extension may require a reapplication process.