



INFORMATION FROM CHAIRMAN, ANDY JACKSON

MISCONDUCT AND UNSATISFACTORY PERFORMANCE/ATTENDANCE MATTERS

As the Conduct and Performance Liaison Officer (CaPLO), it is my role to ensure that officers who are subject to alleged misconduct, gross misconduct or unsatisfactory performance/attendance procedures are provided with the necessary support to help them through the process. I have received specialist training in police misconduct and am supported by a number of workplace reps.

We recognise how worrying and stressful it can be when officers are investigated and we are passionate about helping you to the very best of our abilities.

From experience, it is the unknown that causes officers the most anxiety and we can ease that anxiety by fully explaining the process and providing effective advice and representation throughout.

Locally, an officer received assistance from us and a legal team with the legal costs totalling more than £30,000.

We strongly advise that any member served with a Regulation Notice indicating that there is to be an investigation into their actions sign the notice and indicate that they request a copy be forwarded to us. We will then be able to advise and represent them throughout the process.

Similarly, if an officer believes they may be subject to the unsatisfactory performance/attendance process we strongly advise that they contact us for advice and assistance.

If the investigation is a criminal matter, we can arrange for legal representation – dependent on qualifying criteria being met.

We provide representation for officers who attend misconduct meetings or gross misconduct hearings, as well as help and guidance on attendance at an inquest.

POST INCIDENT MANAGEMENT

We also provide full support to officers who may be involved in an incident of death or serious injury and we are on call 24/7 to respond to such a situation. This may require the use of a Post-Incident Management process.

I, along with several other reps, have received specialist training to represent any officer involved in such an incident.

The whole ethos around the Home Office guidance relating to performance and misconduct matters is that of learning and development. We always strive to ensure that any lessons learnt are communicated to officers to help them in the future. This includes organisational learning.

If you feel that you need any help on a misconduct or performance issue, please contact us at any time.