

Independent Panel Members

Independent Panel members play an important role in upholding the high standards of behaviour and conduct in policing by taking part in police misconduct hearings.

From May 2024 Chief Officers will have increased powers to terminate the employment of police officers found guilty of gross misconduct. Sitting alongside them on the new format panels will be two Independent Panel Members (IPMs) where previously only one was required.

The IPM role does not require legal expertise but will benefit from people who have experience at a senior leadership level in such areas as complaints, people management and HR.

We are looking for individuals to be a member of Police Misconduct Panels across the North West Region 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.

Further, we require individuals to provide an independent and impartial voice 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.

In undertaking the role of IPMs, you will be required to always consider the impact of officer misconduct on public confidence in policing, with specific attention to maintaining the public's trust in the police service's ability to keep them safe.

Allocation to hearings is rotated to ensure that our pool of IPMs carry out the role in a fair and equitable way.

All IPMs must be willing to travel across the North West Region and attend hearings in Cheshire, Cumbria, Lancashire, Greater Manchester and Merseyside and be required to sit at least once a year.

The application process

To apply for this role, please complete the application form. Application forms should be completed and submitted by 12 noon on Wednesday 10th April 2024 to:

Email: Commissioner@lancashire-pcc.gov.uk



MERSEYSIDE POLICE
& CRIME COMMISSIONER



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Police & Crime
Commissioner
for Cheshire

or in writing to:

OPCC for Lancashire, CCP, County Hall, Preston, Lancashire, PR1 0LD

After the closing date, all applications will undergo a shortlisting process to be carried out w/c 22nd April 2024 and selected applicants will be invited to attend an interview.

Interviews will take place during w/c 29th April 2024, and w/c 4th June 2024.

Successful applicants will be taken through the vetting process to ensure their suitability to do this work. Upon successful completion of this process, applicants will be required to sign a Memorandum of Understanding and undertake mandatory training.