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POLICE MISCONDUCT HEARINGS

A misconduct hearing takes place when it is believed a police officer has breached the standards of professional behaviour.

Police Officer misconduct hearings are governed by legislation which was most recently amended by The Police (Conduct) (Amendment) Regulations 2024 and came into force on 7th May 2024.

Previously, since May 2015, a misconduct hearing was heard by a panel which was led by a Legally Qualified Chair ('LQC'). A panel would consist of three persons: the Chair (LQC), a police officer of the rank of superintendent or above, and an Independent Panel Member ('IPM').

A misconduct panel now consists of a Chair who will be a Chief Officer from the force, a Legally Qualified Person who will support the Chair and Panel and two Independent Panel Members.

In the Northwest Region (i.e. Cheshire OPCC, Cumbria OPFCC, Greater Manchester Combined Authority, Lancashire OPCC and Merseyside OPCC) a list of IPMs and LQPs are maintained and appointed to hearings on a rolling programme to maintain fairness and impartiality.

Further details on the selection process of misconduct panels and Police Appeal Tribunals, can be found here [Selection of Misconduct Panels and PATs](#)

Nature of Cases

A Police Misconduct Hearing (PMH) is convened to hear allegations of misconduct by police officers. The facts will be heard by the panel, including where available, witness testimony and the panel will make a finding. The panel will decide whether the conduct of the police officer concerned amounts to misconduct, gross misconduct or neither and impose any disciplinary action as appropriate.

If the officer is found to have committed gross misconduct the available sanctions are:



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- Reflective Practice
- Written warning
- Final written warning
- Dismissal with notice
- Dismissal without notice

The maximum sanction at this hearing would be dismissal from the police service without notice.

The Northwest Region recently recruited new LQPs and IPMs under the 2024 Regulations. For any details of recruitment for these roles in future, they will be advertised on each of our PCCs website vacancy pages.

You can find out more information about Police Misconduct Hearings in any of the 5 Regions, including details on upcoming hearings and the outcomes of previous hearings via each police force's website.