

## JOB REMIT

<b>Role</b>	Independent Panel Member
<b>Purpose of the Role</b>	
<p>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 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. Appointments will be for a 5-year term, with the possibility of a second term. We may consider further terms as approved locally.</p>	
<b>Main Duties and Key Accountabilities of the jobholder</b>	
<ul style="list-style-type: none"><li>• To attend and participate effectively as a panel member in misconduct hearings as required;</li><li>• To prepare for such hearings by considering in advance relevant papers, reports and background information;</li><li>• To carefully consider all the evidence before the panel and draw appropriate conclusions from that evidence;</li><li>• To question those giving evidence and challenge constructively accepted facts and views in these hearings where appropriate.</li><li>• 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;</li><li>• 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;</li><li>• To maintain the highest standards of professional conduct and ethics</li></ul>	
<b>Role Requirements</b>	
<b><u>Person Specification</u></b>	
<b>Able to demonstrate the competencies required for the role Independent Member</b>	
<b>Essential Criteria</b>	
<ul style="list-style-type: none"><li>• Be a good communicator with the confidence to voice your own opinions</li><li>• Have the ability to absorb and analyse a large amount of complex information, quickly and reach objective decisions</li><li>• Have the ability to participate in decision making as part of a group, while retaining an independence of mind</li><li>• Have the ability to command the respect of others at all levels</li><li>• Good understanding of the diverse and complex nature of London and its communities</li><li>• Be committed to the public service principles of accountability, probity, openness and equality of</li></ul>	

opportunity

- Must be conversant with IT, to be able to converse via email and to receive documentation electronically via secure email and device.
- Independent panel members must reside in London

**Desirable criteria**

- Previous experience of participating in disciplinary panels
- A understanding of employment law

Applicants will be assessed against the following qualities and abilities

**Analytical skills:**

The ability to absorb, interpret, understand and draw conclusions from large volumes of case material;

**Judgement:**

The ability to take a balanced, open minded and objective approach to issues in a case and assist the panel in reaching evidence based decisions that are robust and will withstand challenge;

**Communication:**

The ability to articulate views clearly and cogently whilst being receptive to the opinions of others;

**Influencing skills:**

The ability to persuade other panel members to an alternative viewpoint whilst maintaining respect and integrity; the ability to reach a consensus in circumstances where this might be challenging;

**Time management:**

An appropriate level of commitment to the process, ensuring that sufficient time is set aside to both attend and prepare for hearings.

**Integrity:**

An understanding of what is meant by high standards of conduct and ethics and a commitment to demonstrating that in your own behaviour;

**Diversity:**

A commitment to equality and diversity and in particular an understanding of this in the context of policing and employment

**Exclusions**

1. Anyone with unspent convictions of any description will be excluded.
2. Serving and retired police officers from any police force and current members of the London Police and Crime Panel
3. You must have the right to work in the UK and have been a resident of the UK for at least three years.

### **Additional Information**

Successful candidates will need to be security vetted and to complete a health declaration form prior to sitting on a misconduct panel.

There is no upper or lower age limit for candidates for this post. However, MOPAC aligns our age limits with that set by the Judicial Appointments Commission, as at February 2025 it is 75.

Sitting magistrates are ineligible for appointment.