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COMISIYNYDD  
HEDDLU A THROSEDDU  
DYFED-POWYS  
POLICE AND CRIME  
COMMISSIONER

## REPORT / SUMMARY DECISION SHEET

**PURPOSE: COMMISSIONER DECISION**

**Timing: Urgent / Pressing / Routine**  
(Specify date required and why, where possible)

**Title: Independent Misconduct Panel Members**

**Category of Decision / Business Area Impact: Quality of Service**

**Executive Summary:** The Police Reform Act 2002 introduced a number of changes to the way in which complaints against the conduct of police officers are determined. Since April 2004 panel hearings for serious misconduct matters comprise of two police officers and an independent member of the public. The panel considers evidence from witnesses, hears submissions from parties to the hearing and makes informed decisions as to the outcome.

Previously appointed Misconduct Panel members have now served for two consecutive, five year tenures. As such a decision was made, in the interests of transparency and continued independence, to invite invitations from the public who are interested in becoming members of Independent Misconduct Panels for disciplinary proceedings.

A total of 31 applications were received; a number of which were invited to interview. Upon conclusion of the appointments process, 3 individuals have been selected to serve as independent members on Misconduct Panels, namely, Mr John Cross, Mrs Daphne Evans and Mr Andre Morgan. Whilst they will predominantly be engaged to sit on Dyfed-Powys Misconduct Panels, members will on occasion be called to sit on Panels held in South-Wales and Gwent. As such, to ensure consistency of approach and understanding of the role, a joint training event will be organised for Misconduct Panel Members appointed in the 3 policing areas.

Detailed information in respect of the role and responsibilities of the Misconduct Panel Members are outlined in the Information pack which is publically available.

**Recommendation:**

To approve the appointment of 3 new Independent Misconduct Panel Members

**Police and Crime Commissioner for Dyfed-Powys**

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the NOLAN Principles for Conduct in Public Life. The above has my approval.

**Signature:**

**Date:**

5/6/2014