

POLICE AND CRIME COMMISSIONER FOR NORTHUMBRIA

Key Decisions

Title and Reference

**Police Staff Appeals
(PCC/16/2013)**

Summary

The responsibility to act as the final decision making body for Police Staff disciplinary appeals and appeals on the resolution procedure – equal opportunities issues has transferred from the former Northumbria Police Authority's Appeals Committee to the Police and Crime Commissioner for Northumbria.

Recommendation/ Findings:

The Commissioner is requested to agree that either the Police and Crime Commissioner for Northumbria or the Deputy Police and Crime Commissioner for Northumbria, assisted by Legal and Human Resources Advisers, on receipt of all the relevant papers from the parties concerned, act as the final decision making body by way of an appeal hearing for police staff dismissals and resolution procedure – equal opportunities matters. Notification of the panel's decision and reasons for the decision to be sent to the appellant within five working days of the decision being made.

Police and Crime Commissioner for Northumbria

I hereby approve the recommendation above.

Signature



Date 20.03.13

Information and advice provided to the Police and Crime Commissioner for Northumbria

Police Staff Appeals

1. Purpose of the Report

- 1.1 To agree the procedure for the consideration and final decision making process for Police Staff dismissal appeals and appeals on the resolution procedure – equal opportunities issues.

2. Introduction and background

- 2.1 The former Northumbria Police Authority's Appeals Committee acted as the final decision making body for appeals on Police Staff matters where the force policies allow such right of appeal.

3. Issues for consideration

- 3.1 The responsibility for considering the Police Staff appeals has transferred to the Police and Crime Commissioner for Northumbria.
- 3.2 It is proposed that either the Police and Crime Commissioner for Northumbria or the Deputy Police and Crime Commissioner for Northumbria, assisted by Legal and Human Resources Advisers, on receipt of all the relevant papers from the parties concerned, act as the final decision making body by way of an appeal hearing for police staff dismissal appeals and appeals on the resolution procedure – equal opportunities issues. The suggested procedures for the hearings for dismissal and resolution procedure – equal opportunities issues appeals are attached.
- 3.3 Notification of the panel's decision and reasons for the decision should be sent to the appellant within five working days of the decision being made.

4. Financial Implications

- 4.1 It is considered the report has no financial implications.

5. Legal considerations

- 5.1 It is considered the report has no legal implications.

6. Equal Opportunities Implications

- 6.1 It is considered the report has no equal opportunities implications.

7. Background and supporting papers

- 7.1 Nil