

MISCONDUCT & UNSATISFACTORY PERFORMANCE PROCEDURES

All Officers should be aware that where they are subject to Police Misconduct or Unsatisfactory Performance procedures, it is advised that they should consider immediately contacting either their own District Federation Representative or one of the Federation Officers at the Federation office, Stockton. A number of your Representatives have been trained in the duties of a Federation 'Friend'. This is a colleague who can give advice on procedures relating to Misconduct and Unsatisfactory Performance. In addition, if requested, they can also attend interviews and act on your behalf at any subsequent misconduct or unsatisfactory performance hearing.

In respect of misconduct, the Federation gives the following advice;

All Officers who become aware that a complaint has been made against them, or are subject of a criminal investigation you should immediately seek advice from your Federation Representative or a Solicitor before making any statements, written or verbal, or answering any questions. If at any time an individual feel's 'pressed' by Investigating Officers to answer questions etc. a polite reply should be given stating that they have been advised to first consult a 'Friend'. They should also state that they wish a 'Friend', or in appropriate cases their Legal Advisor, to be present at any interview. Officers who are called upon to attend for interview should ascertain first whether they are under investigation and if so consider asking a 'Friend' to accompany them.

In the case of alleged criminal matters, the Federation Solicitors, Russell Jones & Walker have years of experience in Police misconduct matters and in most cases their advice is free. All Officers should be aware that if they choose to make use of their own Solicitor the Federation **WILL NOT** pay their costs and Russell Jones & Walker will not normally take over a case which has been started by another Solicitor. We do also have access to amny other retained solicitors in matters where conflict arsie.

If in doubt seek advice from any of the named representatives via the link on this website. It costs nothing and may help to resolve or progress the issue.

NB: Please note that the JBB Secretary, Chairman, and Deputy Secretary can be contacted outside of normal office hours via the Control Room Inspector.