



POLICY	Issue: 3.0
Police Officer Misconduct Policy	Date: 04/06/2009

Policy Statement

The public is entitled to expect the highest standards of conduct from police officers at all times. Police Officers will be expected, at all times, to carry out their duties in accordance with the provisions of this Policy and the Standards of Professional Behaviour, as detailed under Police (Conduct) Regulations 2008. They should remember that a breach of its standards could lead to a loss of public confidence, trust or support.

Where this Policy is being applied in any decision or proceedings relating to misconduct, it shall be applied in a reasonable and objective manner. Due regard shall be paid to the degree of negligence or deliberate fault and to the nature and circumstances of an officer's conduct. Any conduct which brings, or is likely to bring, discredit to the Civil Nuclear Constabulary (the Constabulary) or Police Service, should be the subject of sanction. Accordingly, any allegation of conduct that could, if proved, bring discredit or be likely to bring discredit to the Constabulary should be investigated in order to establish whether or not a breach of the Standards has occurred.

The Constabulary's Misconduct procedures apply to all activities carried out in the course of the individual's employment with the Constabulary - including social events and training courses held outside normal working hours and/or away from Constabulary premises.

This policy also applies where unsatisfactory conduct occurs when the individual is not at work. Action may be taken where such conduct might cause embarrassment to, or bring the Constabulary or the police service into disrepute; be prejudicial to the effective performance of the individual's duties; or adversely affect working relationships with colleagues and/or members of the public.

Issues relating to misconduct will be addressed by the individual's immediate supervisor/ line manager in the first instance unless of a more serious nature warranting action at a more senior level. Where a breach, if proven, is likely to result in a misconduct hearing it will normally be investigated by Professional Standards department.

The Deputy Chief Constable and the Head of Professional Standards will exercise a monitoring role in relation to the working practices of the Constabulary and the maintenance of the highest standards of professional conduct.

Document Reference	CNC/POL/2.4.4	Page 1 of 2
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Aims of the Policy

The main aims of this Policy are:

- To communicate the standards expected of all police officers both on and off duty;
- To ensure that Civil Nuclear Constabulary (CNC) deal properly and effectively with misconduct allegations;
- To engender a culture of learning and development for individuals and the organisation.

This policy is enacted by the following management system documents:

CNC/PP/0599	Police Officer – Standards of Professional Behaviour
CNC/PP/0031	Complaints against Police Officers and Staff
CNC/PP/0027	Police Officer – Misconduct
CNC/PP/0593	Police Officer – Gross Misconduct
CNC/PP/0594	Police Officer – Misconduct Meetings
CNC/PP/0595	Police Officer – Misconduct Hearings
CNC/PP/0596	Police Officer – Special Cases
CNC/PP/0597	Police Officer – Appeals to the Police Appeals Tribunal
CNC/PP/0598	Police Officer – Suspension from duty

Document Reference	CNC/POL/2.4.4	Page 2 of 2
Uncontrolled when printed unless subject to controlled issue Refer to Index of Policies for current version		