



POLICY	Issue: 2.0
Service Confidence Policy	Date: 22/07/2008

1. Policy Statement

- 1.1 There will be occasions when verifiable confidential or source sensitive information or intelligence comes to the notice of investigators that questions the suitability of individuals to continue in their current post or make application for other posts.
- 1.2 Such material will ideally be subject of conventional criminal and misconduct investigations. However, there will be instances when criminal or misconduct proceedings are not appropriate, yet the information or intelligence is such as to raise serious corporate concerns that require immediate management action, both for the protection of individuals and for the organisation. In such cases individuals will be considered for transfer to a less vulnerable post if they lose the confidence of the organisation to continue in their current role.
- 1.3 This policy is in line with ACPO recommendations, which have been drafted in consultation with various bodies including relevant staff associations.
- 1.4 The purpose of this policy is to create a framework within which the police service can address any loss of confidence in the appropriateness of an individual to continue to work in a particular post and to set out the suitable responses to the situation. Prosecution or misconduct procedure will always remain the preferred course of action and the Service Confidence process will only be invoked if, having regard to all the circumstances, neither of these is appropriate or achievable. It must be emphasised that this procedure will only be invoked when criminal prosecution or misconduct procedures are not suitable.

2 Policy Aims

- 2.1 This policy is intended to enable the CNC to deal with the issue of loss of confidence in a particular individual to perform their current role or specific duties. This process is not intended to be prescriptive, but to provide general and nationally consistent guidelines to deal with the issues.
- 2.2 The key aims of this policy are to:
 - Establish an ethical framework for dealing with those situations where management action is necessary without overt criminal or misconduct outcomes and where confidential or source sensitive material raises serious concerns about the appropriateness of an individual to occupy a particular post or undertake particular functions.
 - Establish the need to apply fairness, objectivity and proportionality in the application of this process.

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This policy is enacted by the following management system documents:

CNC/PP/0572

Service confidence

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