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STATUTORY RULES OF NORTHERN IRELAND

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**2016 No. 42**

**The Police (Performance and Attendance)  
Regulations (Northern Ireland) 2016**

**PART 3**

First stage

**Procedure at first stage meeting**

**14.**—(1) The following provisions of this regulation apply to the procedure to be followed at the first stage meeting.

(2) The meeting shall be conducted by the line manager.

(3) A human resources professional or a police officer may attend the meeting to advise the line manager on the proceedings.

(4) Any other person specified in the notice referred to in regulation 13(1) may attend the meeting if the member concerned consents to such attendance.

(5) The line manager shall—

- (a) explain to the member concerned the reasons why the member's attendance is unsatisfactory or why the line manager considers that the member's performance is unsatisfactory;
- (b) provide the member concerned with an opportunity to make representations in response;
- (c) provide his police friend (if he has one) with an opportunity to address the meeting in accordance with regulation 8(3)(a).

(6) If, after considering any representations made in accordance with paragraph (5)(b) or (c), the line manager finds that the performance or attendance of the member concerned has been unsatisfactory, he shall—

- (a) inform the member concerned in what respect his performance or attendance is considered unsatisfactory;
- (b) inform the member concerned of the improvement that is required in his performance or attendance;
- (c) inform the member concerned that, if a sufficient improvement is not made within such reasonable period as the line manager shall specify (being a period not greater than 12 months), he may be required to attend a second stage meeting in accordance with regulation 19 and the line manager shall specify the date on which this period ends;
- (d) inform the member concerned that he will receive a written improvement notice; and
- (e) inform the member concerned that if the sufficient improvement referred to in sub-paragraph (c) is not maintained during any part of the validity period of such notice remaining after the expiry of the period specified in accordance with sub-paragraph (c), he may be required to attend a second stage meeting in accordance with regulation 19.

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**Status:** This is the original version (as it was originally made). This item of legislation is currently only available in its original format.

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(7) The line manager may, if he considers it appropriate, recommend that the member concerned seeks assistance in relation to any matter affecting his health or welfare.

(8) The line manager may postpone or adjourn the meeting to a specified later time or date if it appears to him necessary or expedient to do so.