STATUTORY INSTRUMENTS

2020 No. 1087

POLICE

The Ministry of Defence Police (Conduct, Performance and Appeals Tribunals) Regulations 2020

Made	-	-	-	-
Laid before Parliament				
Coming into force				

6th October 2020 8th October 2020 2nd November 2020

THE MINISTRY OF DEFENCE POLICE (CONDUCT, PERFORMANCE AND APPEALS TRIBUNALS) REGULATIONS 2020

- 1. Citation and commencement
- 2. General interpretation
- 3. Conduct Regulations
- 4. Performance Regulations
- 5. Appeals Tribunals Regulations
- 6. Revocations and transitional provisions Signature

SCHEDULE 1 — The Conduct Regulations PART 1 — Preliminary matters

- 1. Regulation
- 2. Interpretation and delegation
- 3. Application
- 4. Standards of Professional Behaviour
- 5. The harm test
 - PART 2 General
- 6. Police friend
- 7. Legal and other representation
- 8. Provision of notices or documents
- 9. Outstanding or possible criminal proceedings
- 10. Suspension
- 11. Record of disciplinary proceedings
 - PART 3 Investigations

- 12. Application of this Part
- 13. Severity assessment
- 14. Appointment of investigator
- 15. Investigation
- 16. Written notices
- 17. Representations to the investigator
- 18. Timeliness of investigation
- 19. Interviews during investigation
- 20. Report of investigation
 - PART 4 Misconduct proceedings
- 21. General
- 22. National security: power to give directions in relation to misconduct hearings
- 23. Referral of case to misconduct proceedings
- 24. Presenting of case by the Director General or the Ombudsman
- 25. Joint misconduct proceedings
- 26. Withdrawal of misconduct proceedings
- 27. Persons conducting misconduct proceedings
- 28. Role of chair of misconduct hearing
- 29. Notice of referral to misconduct proceedings
- 30. Procedure on receipt of notice
- 31. Witnesses and documents to be supplied
- 32. Misconduct pre-hearing
- 33. Timing of misconduct meeting
- 34. Notice of misconduct proceedings and panel
- 35. Public notification of misconduct hearings
- 36. Attendance of officer concerned at misconduct proceedings
- 37. Participation of the Director General, Ombudsman and investigator at misconduct proceedings
- 38. Reporting restrictions, participation and exclusions from proceedings
- 39. Attendance of complainant, interested persons and others at misconduct proceedings
- 40. Procedure at misconduct proceedings
- 41. Outcome of misconduct proceedings
- 42. Notification of outcome
- 43. Record of misconduct proceedings
- 44. Appeal from misconduct meeting: officers other than senior officers
- 45. Appeal meeting
- 46. Finding of the appeal
 - PART 5 Accelerated Misconduct Hearings
- 47. General
- 48. National security: power to give directions in relation to accelerated misconduct hearings
- 49. Referral of case to accelerated misconduct hearing
- 50. Remission of case
- 51. Notice of referral to accelerated misconduct hearing
- 52. Notice of accelerated misconduct hearing
- 53. Public notification of accelerated misconduct hearing
- 54. Procedure on receipt of notice
- 55. Persons conducting accelerated misconduct hearing
- 56. Documents to be supplied
- 57. Attendance of officer concerned at accelerated misconduct hearing

- 58. Participation of Director General, Ombudsman and investigator at accelerated misconduct hearing
- 59. Reporting restrictions and participation at accelerated misconduct hearing
- 60. Notice to complainant and interested persons of accelerated misconduct hearing
- 61. Procedure at accelerated misconduct hearing
- 62. Outcome of accelerated misconduct hearing
- 63. Notification of outcome
- 64. Record of accelerated misconduct hearing
 - PART 6 Reflective practice review process
- 65. Interpretation and application
- 66. General
- 67. Referral to reflective practice review process
- 68. Fact-finding stage
- 69. Discussion stage
- 70. Reflective review development report
- 71. Failure to engage with the reflective practice review process

SCHEDULE 2 — Modifications to the Conduct Regulations in their application to former officers

- 1. Interpretation
- 2. Modification to regulation 2 (interpretation and delegation)
- 3. Modification: insertion of Part 1A
- 4. Modification to regulation 6 (police friend)
- 5. Modification to regulation 7 (legal and other representation)
- 6. Modification to regulation 8 (provision of notices or documents)
- 7. Modification: omission of regulation 10 (suspension)
- 8. Modification to regulation 11 (record of disciplinary proceedings)
- 9. Modification to regulation 13 (severity assessment)
- 10. Modification to regulation 14 (appointment of investigator)
- 11. Modification to regulation 15 (investigation)
- 12. Modification to regulation 16 (written notices)
- 13. Modification to regulation 19 (interviews during investigation)
- 14. Modification: insertion of regulation 19A
- 15. Modification to regulation 20 (report of investigation)
- 16. Modification to regulation 21 (general)
- 17. Modification to regulation 22 (national security: power to give directions in relation to misconduct hearings)
- 18. Modification to regulation 23 (referral of case to misconduct proceedings)
- 19. Modifications to regulation 24 (presenting of case by the Director General or the Ombudsman)
- 20. Modification to regulation 25 (joint misconduct proceedings)
- 21. Modification to regulation 26 (withdrawal of misconduct proceedings)
- 22. Modification to regulation 27 (persons conducting misconduct proceedings)
- 23. Modification to regulation 28 (role of chair of misconduct hearing)
- 24. Modification to regulation 29 (notice of referral to misconduct proceedings)
- 25. Modification to regulation 30 (procedure on receipt of notice)
- 26. Modification to regulation 31 (witnesses and documents to be supplied)
- 27. Modification to regulation 32 (misconduct pre-hearing)
- 28. Modification: omission of regulation 33 (timing of misconduct meeting)
- 29. Modification to regulation 34 (notice of misconduct proceedings and panel)
- 30. Modification to regulation 35 (public notification of misconduct hearings)

- 31. Modification to regulation 36 (attendance of officer concerned at misconduct proceedings)
- 32. Modification to regulation 37 (participation of the Director General, Ombudsman and investigator at misconduct proceedings)
- 33. Modification to regulation 38 (reporting restrictions, participation and exclusions from proceedings)
- 34. Modification to regulation 39 (attendance of complainant, interested persons and others at misconduct proceedings)
- 35. Modification to regulation 40 (procedure at misconduct proceedings)
- 36. Modification to regulation 41 (outcome of misconduct proceedings)
- 37. Modification to regulation 42 (notification of outcome)
- 38. Modification to regulation 43 (record of misconduct proceedings)
- 39. Modification: omission of regulations 44 to 46 (appeals)
- 40. Modification to regulation 47 (general)
- 41. Modification to regulation 49 (referral of case to accelerated misconduct hearing)
- 42. Modification to regulation 50 (remission of case)
- 43. Modification to regulation 51 (notice of referral to accelerated misconduct hearing)
- 44. Modification to regulation 52 (notice of accelerated misconduct hearing)
- 45. Modification to regulation 53 (public notification of accelerated misconduct hearing)
- 46. Modification to regulation 54 (procedure on receipt of notice)
- 47. Modification to regulation 55 (persons conducting accelerated misconduct hearing)
- 48. Modification to regulation 56 (documents to be supplied)
- 49. Modification to regulation 58 (participation of Director General, Ombudsman and investigator at accelerated misconduct hearing)
- 50. Modification to regulation 61 (procedure at accelerated misconduct hearing)
- 51. Modification to regulation 62 (outcome of accelerated misconduct hearing)
- 52. Modification to regulation 63 (notification of outcome)
- 53. Modification: omission of Part 6 (reflective practice review process)

SCHEDULE 3 — Standards of Professional Behaviour

- 1. Honesty and Integrity
- 2. Authority, Respect and Courtesy
- 3. Equality and Diversity
- 4. Use of Force
- 5. Orders and Instructions
- 6. Duties and Responsibilities
- 7. Confidentiality
- 8. Fitness for Duty
- 9. Discreditable Conduct
- 10. Challenging and Reporting Improper Conduct

SCHEDULE 4 — The Performance Regulations PART 1 — Introduction

- 1. Regulations
- 2. Application
- 3. Interpretation and delegation PART 2 General
- 4. Police friend

- 5. Legal and other representation
- 6. Provision of notices or documents
- 7. Procedure at meetings under these Regulations
- 8. Nominated persons
- 9. Reference to certain periods
- 10. Suspension of certain periods
- 11. Meeting following investigation by the Director General
- 12. Provision of information to the Director General
- 13. Meeting following referral under the Conduct Regulations
 - PART 3 First stage
- 14. Circumstances in which a first stage meeting may be required
- 15. Arrangement of first stage meeting
- 16. Procedure at first stage meeting
- 17. Procedure following first stage meeting
- 18. Appeal against the finding and outcome of a first stage meeting
- 19. Arrangement of first stage appeal meeting
- 20. Procedure at first stage appeal meeting
 - PART 4 Second stage
- 21. Circumstances in which a second stage meeting may be required
- 22. Arrangement of second stage meeting
- 23. Circumstances in which a second stage meeting may be required without a first stage meeting
- 24. Procedure at second stage meeting
- 25. Procedure following second stage meeting
- 26. Appeal against the finding and outcome of a second stage meeting
- 27. Arrangement of second stage appeal meeting
- Procedure at second stage appeal meeting PART 5 — Third stage
- 29. Assessment following second stage meeting
- 30. Arrangement of a third stage meeting
- 31. Circumstances in which a third stage meeting may be required without a prior first or second stage meeting
- 32. Arrangement of a third stage meeting without a prior first or second stage meeting
- 33. Appointment of panel members
- 34. Right of officer concerned to object to panel members
- 35. Procedure on receipt of notice of third stage meeting
- 36. Witnesses
- 37. Timing and notice of third stage meeting
- 38. Postponement and adjournment of a third stage meeting
- 39. Participation of Director General and investigator at third stage meeting
- 40. Attendance of complainant or interested person at third stage meeting
- 41. Attendance of others at a third stage meeting
- 42. Exclusion from a third stage meeting
- 43. Procedure at a third stage meeting
- 44. Finding
- 45. Outcomes
- 46. Assessment of performance or attendance following third stage meeting where a written improvement notice has been issued
- 47. Assessment of performance or attendance following third stage meeting where a final written improvement notice has been issued or extended
- 48. Third stage meeting under regulation 47

SCHEDULE 5 — The Appeals Tribunals Regulations

- 1. Regulations
- 2. Interpretation and general provision as to written notices or documents
- 3. Circumstances in which an MDP officer may appeal to a tribunal Conduct Regulations
- 4. Circumstances in which an MDP officer may appeal to a tribunal Performance Regulations
- 5. Circumstances in which a former MDP officer may appeal to a tribunal
- 6. Appointment and composition of police appeals tribunal
- 7. Notice of appeal
- 8. Notice of appeal out of time
- 9. The respondent
- 10. Presenting of case by Director General or Ombudsman
- 11. Procedure on notice of appeal
- 12. Extensions of time limits
- 13. Review of appeal
- 14. Determination of an appeal
- 15. National security: power to give directions in relation to appeals
- 16. Power to request disclosure of documents
- 17. Notice of the hearing
- 18. Legal and other representation
- 19. Procedure and oral evidence at hearing
- 20. Statements in lieu of oral evidence
- 21. Attendance at hearing
- 22. Attendance of complainant and interested person at hearing
- 23. Attendance of Director General and the Ombudsman at hearing
- 24. Exclusion from hearing
- 25. Statement of tribunal's determination

Explanatory Note