

This briefing document has been circulated to provide an overview of the new police officer Standards of Professional Behaviour, Unsatisfactory Performance Procedures and Misconduct Procedures. It is anticipated that these standards and procedures will come into effect in April 2008, following the introduction of the Police (Performance) Regulations 2008 and the Police (Conduct) Regulations 2008.

The Standards of Professional Behaviour, regulations and guidance have been developed by a working party consisting of representatives of the staff associations, ACPO, Home Office, Association of Police Authorities and the IPCC.

### **Standards of Professional Behaviour**

They replace the police code of conduct. The Standards reflect the expectations that the police service and the public have of the how police officers should act whether on or off duty. The standards cover: -

- Honesty and Integrity
- Authority, Respect and Courtesy
- Equality and Diversity
- Use of Force
- Orders and Instructions
- Duties and Responsibilities
- Confidentiality
- Fitness for Duty
- Discreditable Conduct
- Challenging and Reporting Improper Conduct

### **Performance and Conduct**

The new procedures for dealing with unsatisfactory performance and misconduct share common aims, these are:

- to embed a culture of learning and improvement rather than blame and punishment
- to ensure the confidence of staff
- to enable managers to manage effectively
- to put managers in the driving seat
- to ensure public confidence, fairness and the interests of complainants in these procedures

### **What will it mean in practice?**

- Early interventions and resolutions
- Open and inquisitorial enquiries (less confrontational)
- Opportunity to evidence your case (meeting based)
- Structured and clear processes
- Reinforcement & development of professional responsibilities

### **Who do the changes affect?**

The standards and new procedures apply to all police officers up to the rank of Chief Superintendent, including special constables. Probationers are subject to separate performance monitoring and are subject to the misconduct element only.

### **Where can I find out more information?**

In March 2008 The NPIA On-Line Reference Guide will be made available for use by all police personnel. This covers the Standards of Professional Behaviour and the new procedures for dealing with unsatisfactory performance and misconduct. This will be found by accessing [www.ncalt.com](http://www.ncalt.com).

The NPIA are also designing Workshops for police managers and supervisors which are due to be delivered before the proposed changes come into effect.