

## **Independent Adjudicator for Police Complaints**

### **New opportunity**

The Office for Police, Fire & Crime Commissioner in North Yorkshire is advertising for an exciting new opportunity of Independent Adjudicator for Police Complaints. The role will support an ambitious new service delivery model, the Complaints & Recognition Services, under which the handling and reviewing of police complaints from members of the public is managed fairly, proportionately, independently and transparently, so that public and police confidence in the complaints processing system can be maximised.

We are looking for an individual who:

- Is motivated to ensure that complaints against the police are handled fairly and are resolved legitimately with both the public and police.
- Can review a range of information to reach an outcome that is balanced, reasonable and proportionate
- Will bring their experience and impartiality to the world of Police Complaints and work alongside the Police, Fire and Crime Commissioner's (PFCC) team to ensure we provide a comprehensive and transparent review service
- Has well developed communication skills and emotional intelligence, is able to navigate sensitive cases and liaise effectively with parties to the complaint, including those whose vulnerability may be heightened.

### **Background**

The Policing and Crime Act 2017 triggers major reforms to the police complaints and discipline systems. The legal implementation phase will go live on 1 February 2020. Police and Crime Commissioners are given extended responsibilities under the 2017 Act, where their role includes oversight of the police complaints system. This is underpinned by an explicit duty to hold the Chief Constable to account for the handling of public complaints.

Under the reforms, most reviews at the request of complainants will now be handled by a person delegated to do so by the Police and Crime Commissioner. This new process will be entirely independent of the police force.

Julia Mulligan, the North Yorkshire PFCC, has been a long-term campaigner for reform of complaints and misconduct reform. She is introducing a new Complaints and Recognition service, which will deliver a clearer, more responsible and independent system of complaints.

## Role requirements

**In order to meet the requirements of the Policing and Crime Act 2017 the Office of the Police, Fire & Crime Commissioner for North Yorkshire is seeking an Independent Adjudicator for Police Complaint Reviews.**

The role will be responsible for dealing with reviews in accordance with the law, our policies and the Independent Office of the Police Conduct (IOPC) guidance.

To succeed in the role, you will have strong analytical skills, be able to assess the grounds of appeal and supporting information to enable you to reach an objective decision in line with applicable regulations and statutory guidance. We are looking for someone who has highly developed oral and written communication skills. Outcomes will need to be communicated to the complainant and to North Yorkshire Police clearly, sensitively and to provide assurance that a fair approach has been actively and consistently used throughout the assessment.

**This is an exciting new role for the right candidate. If that sounds like you, please click on 'apply now' to visit our website.**

## Terms of Appointment

Payment will be based on the following

- Day rate £350
- Half day (4.5 hours or less) £170

There would be the expectation that the person in the post would record their time using the OPFCC's information management resources, and then charge by the day, submitting their claim at the end of the month for payment on the 25<sup>th</sup> of the next month.

Flexible, agile working conditions apply, although the post-holder will be required to travel to the OPFCC office in Harrogate as necessary. Travelling and subsistence expenses will be payable in accordance with OPFCC Policy.

## Potential Conflicts of Interest

On appointment details must be given of any business or other interests or any personal connections. These could include financial interests or share ownership, membership of societies, activities associations or employment of a partner or friend.