# Independent Members for Police Misconduct Hearings and Police Appeals Tribunals

Susan Dungworth, Northumbria's Police and Crime Commissioner (PCC), is seeking to recruit three new independent Members for Police Misconduct Hearings and Police Appeals Tribunals in addition to her current Independent Members.

Independent Panel Members (IPM) play an important role in upholding the high standards of behaviour and conduct in policing by taking part in police misconduct hearings.

Since May 2024, the Chief Constable has had increased powers to terminate the employment of police officers found guilty of gross misconduct. Sitting alongside them on the new format panels are two Independent Panel Members (IPMs) where previously only one was required.

The IPM role does not require legal expertise but will benefit from people who have experience at a senior leadership level in such areas as complaints, people management and HR.

We are looking for individuals to be a member of Police Misconduct Panels and Police Appeal Tribunals for Northumbria and assist those Panels in coming to fair and evidence-based decisions about a particular officer's conduct and appropriate outcomes arising from those decisions.

Further, we require individuals to provide an independent and impartial voice on such panels and to provide assurance to the community that conduct matters are treated seriously and that misconduct proceedings are being properly investigated and adjudicated.

Allocation to hearings is rotated to ensure that our pool of IPMs carry out the role in a fair and equitable way.

Independent Members are paid a daily allowance and are entitled to claim for travel expenses incurred on Independent Panel Member business.

As well as being supported through training and development sessions, Independent Members will be invited to sit on approximately three panel hearings per year in the Northumbria area although there may be opportunities to sit on panels in other force regions.

Hearings can be from one day to five days (depending on the complexity of the case being heard). In addition to the hearings there is also a level of preparatory work to be untaken e.g. reading relevant papers, reports and background information. Independent Members are asked for their availability in advance.

Please read the full application pack before requesting an application form.

**The application process**

To apply for this role, please request an application form by emailing enquiries@northumbria-pcc.gov.uk

Completed application forms should be submitted by midday on the 23rd November 2026 to: Email: enquiries@northumbria-pcc.gov.uk

After the closing date, all applications will undergo a shortlisting process to be carried out on 24th November 2026 and selected applicants will be invited to attend an interview.

Interviews are expected to take place on 2nd December 2026.

Successful applicants will be taken through the vetting process to ensure their suitability to do this role. Upon successful completion of this process, applicants will be required to sign a Memorandum of Understanding and undertake mandatory training.

If you have any queries, please email Scott Duffy at enquiries@northumbria-pcc.gov.uk