



## **Public and Panel Questions to the Commissioner**

**27 September 2024**

### **Report by the Clerk to the Police and Crime Panel**

Below is a schedule of the questions received prior to this meeting and where possible responses have been included. Responses will be tabled at the meeting that were not available at the time of despatch. Written questions must be received two weeks before a meeting of the Panel and the Commissioner or Panel Chair is invited to provide a response by noon of the day before the meeting.

Questions relating to operational matters of Sussex Police are passed to a relevant officer at Sussex Police for a response, with a brief summary of such questions provided below. For the current meeting, four questions have been received from two correspondents for response from the Commissioner.

#### **Written question from Nigel Jacklin of Normans Bay, East Sussex.**

**Regarding my question asked at the Panel meeting on [24 March 2023](#) (page 13), is it possible to receive an update on these statistics, specifically the following:**

***"During the same reporting period, 10 x gross misconduct hearings were held by Sussex Police with the following outcomes recorded: 2 x dismissals, 5 x resignations [although all officers/staff would have been dismissed had they still been in post], 2 x final written warnings issued, and 1 x allegation not proven."***

**If these are to be published at a later date as part of a formal report (or have already been published), I'm happy to wait or be directed as appropriate.**

Thank you for your question.

I am happy to provide you with an update regarding the outcomes of the previous misconduct hearings held by Sussex Police in 2022/23 and 2023/24.

#### 2022/23

During 2022/23, 19 x gross misconduct hearings were held by Sussex Police with the following outcomes recorded: 7 x dismissals, 6 x resignations [although all these officers would have been dismissed had they still been in post], 4 x final written warnings issued, and 2 x allegations not proven.

2023/24

During 2023/24, 20 x gross misconduct hearings were held by Sussex Police with the following outcomes recorded: 5 x dismissals, 8 x resignations [although all these officers would have been dismissed had they still been in post], 5 x final written warnings issued, and 2 x allegations not proven.

Further information about the full outcomes of the previous misconduct hearings held by Sussex Police can be viewed through the following link:  
<https://www.sussex.police.uk/foi-ai/sussex-police/misconduct-outcomes/previous-misconduct-hearing-outcomes/>

*[N.B. Please note that whilst the respective gross misconduct hearings took place between 2022/23 and 2023/24, the complaint submission and investigative work all took place prior to the reporting period].*

As was shared with you previously, it is also worth emphasising that any police officers, special constables and police staff members who are dismissed from policing after investigations under the Police (Conduct) Regulations 2020 or Police (Performance) Regulations 2020 are added to the barred and advisory lists. This includes those individuals who resign during the gross misconduct process.

The barred and advisory lists were introduced as part of the Government's commitment to raising public confidence in the police service by enhancing police integrity, improving the transparency of the police discipline system and increasing the accountability of those dismissed from policing. Both lists are held and administered by the College of Policing. Further information can be viewed through the following link: <https://www.college.police.uk/ethics/barred-list>

I hope this updated information is useful to you.

## **2. Written questions from Dominic Watts of Crawley, West Sussex.**

**I am perplexed as to how the Chief Constable of Sussex Police can retire (and be rehired next month by the PCC), an Acting Chief Constable be appointed and the people of Sussex (and the UK) were not told.**

**Could I please ask the PCC:-**

- 1. Why were the public not told?**
- 2. Why did Sussex Police wait 9 days to inform the public via the BBC? Surely Sussex Police have a duty to let Sussex residents know that their Chief Constable has retired?**
- 3. Is there something to hide? Not very transparent and almost as if the PCC/Police have something to hide.**

Thank you for your questions.

There is no formal obligation in the Police Reform and Social Responsibility Act 2011 to inform members of the public regarding the proposed appointment of the chief constable of the police force for that area.

The Retire and Rejoin Scheme is open to all police officers in England and Wales and Chief Constable Shiner formally asked me, in my capacity as Sussex Police & Crime Commissioner, if she could participate in this scheme in June 2024. This is a nationally recognised scheme to encourage chief officers and other experienced members of staff to stay longer in post for the benefit of the communities they serve.

As required by the Police Regulations 2003, re-appointment into the same rank [as chief constable] is subject to a confirmation hearing at the Police & Crime Panel meeting [as is set out within the abovementioned legislation]. The guidance for the retire and rejoin process also suggests a break in service of at least one calendar month between formal retirement and re-appointment.

The confirmation hearing for Mrs Shiner will be held at the Panel meeting on 27 September 2024. I have provided a report to the Panel regarding my proposed re-appointment to the position of Chief Constable for Sussex Police in advance of this meeting. A copy of this report can be viewed on the Sussex Police & Crime Panel website through the following link:

<https://sussexpcp.gov.uk/meetings/previous-meetings/2024-meetings/>

It is a requirement for every police force area in England and Wales to have a chief constable and a deputy chief constable. Deputy chief constables regularly provide cover for chief constables during periods of annual leave, sickness or other absences and that is what has happened in Sussex on this occasion to maintain the continuity of senior leadership.

As such, the Deputy Chief Constable has become the Acting Chief Constable and Assistant Chief Constable Simon Dobinson has become the Temporary Deputy Chief Constable for the period 1 September to 30 September 2024 inclusive.

The public facing details of the senior leadership team for Sussex Police have been updated on the Force website to reflect these temporary changes as follows:  
<https://www.sussex.police.uk/police-forces/sussex-police/areas/au/about-us/senior-leaders/>

I hope this further information is useful to you.