



Jersey

# **POLICE (COMPLAINTS AND DISCIPLINE PROCEDURE) (JERSEY) ORDER 2000**

## **Official Consolidated Version**

This is an official version of consolidated legislation compiled and issued under the authority of the Legislation (Jersey) Law 2021.

Showing the law from 11 January 2024 to Current



Jersey

## POLICE (COMPLAINTS AND DISCIPLINE PROCEDURE) (JERSEY) ORDER 2000

### Contents

---

#### Article

#### *Preliminary*

|   |  |   |
|---|--|---|
| 1 | Interpretation .....   | 5 |
| 2 | Discipline Code and offences against discipline .....                            | 6 |
| 3 | Informal resolution of complaints .....  | 6 |
| 4 | Suspension .....   | 7 |
| 5 | Conduct of investigations where there are outstanding criminal proceedings ..... | 8 |

#### *Formal investigation of complaints and other matters*

|    |  |   |
|----|--|---|
| 6  | Appointment of officer to investigate report or allegation ..... | 8 |
| 7  | Notice of investigation of complaint, report or allegation ..... | 8 |
| 8  | Report on investigation .....                                    | 9 |
| 9  | Procedure on receipt of investigating officer's report .....     | 9 |
| 10 | Withdrawal of disciplinary charge .....                          | 9 |

#### *Disciplinary hearings*

|    |  |    |
|----|--|----|
| 11 | Limitation on punishments .....  | 10 |
| 12 | Notice of decision to prefer disciplinary charge .....   | 10 |
| 13 | Notice of disciplinary hearing .....   | 10 |
| 14 | Procedure on receipt of notice .....   | 11 |
| 15 | Advancement of disciplinary hearing date .....   | 11 |
| 16 | Hearing of disciplinary charges preferred otherwise than at the direction of the Authority ..... | 11 |
| 17 | Documents to be given to member concerned .....  | 11 |
| 18 | Documents to be supplied to presiding authority .....  | 12 |
| 19 | Representation at disciplinary hearing .....   | 12 |
| 20 | Conduct of disciplinary hearing .....  | 12 |
| 21 | Procedure at disciplinary hearing .....  | 12 |
| 22 | Attendance of member concerned at disciplinary hearing .....                                     | 13 |
| 23 | Attendance of complainant at disciplinary hearing .....  | 13 |
| 24 | Attendance of others at disciplinary hearing .....   | 14 |
| 25 | Exclusion of public from disciplinary hearing .....  | 14 |
| 26 | Evidence at disciplinary hearing .....   | 14 |

|    |  |    |
|----|--|----|
| 27 | Remission or return of hearing of disciplinary charge .....      | 14 |
| 28 | Record of disciplinary hearing .....                             | 15 |
| 29 | Punishments .....  | 15 |
| 30 | Personal record to be considered before punishment imposed ..... | 16 |
| 31 | Notification of finding.....                                     | 16 |
| 32 | Records of disciplinary proceedings.....                         | 16 |

*Appeals*

|    |  |    |
|----|--|----|
| 33 | Initiation of appeal .....                       | 17 |
| 34 | Procedure on notice of appeal .....              | 17 |
| 35 | Procedure at appeal hearing .....                | 18 |
| 36 | Appeal hearing to be in private .....            | 18 |
| 37 | Evidence at appeal hearing .....                 | 18 |
| 38 | Attendance of complainant at appeal hearing..... | 19 |
| 39 | Determination of appeal without hearing .....    | 19 |
| 40 | Statement of panel's decision .....              | 19 |
| 41 | Effect of decision on appeal .....               | 20 |

*Supplemental*

|    |   |    |
|----|---|----|
| 42 | Personal record of member concerned ..... | 20 |
| 43 | Delegation.....                           | 20 |
| 44 | Administration for panel .....            | 21 |
| 45 | Revocations .....                         | 21 |
| 46 | Citation .....                            | 21 |

**SCHEDULE 1** **22**

|                 |  |    |
|-----------------|--|----|
| DISCIPLINE CODE |  | 22 |
| 1               | Interpretation .....                     | 22 |
| 2               | Honesty and integrity .....              | 22 |
| 3               | Fairness and impartiality .....          | 22 |
| 4               | Politeness and tolerance .....           | 22 |
| 5               | Use of force and abuse of authority..... | 22 |
| 6               | Performance of duties .....              | 22 |
| 7               | Lawful orders .....                      | 22 |
| 8               | Confidentiality .....                    | 23 |
| 9               | Criminal offences.....                   | 23 |
| 10              | Property.....                            | 23 |
| 11              | Sobriety.....                            | 23 |
| 12              | Appearance.....                          | 23 |
| 13              | General conduct .....                    | 23 |

**SCHEDULE 2** **25**

|                    |    |
|--------------------|----|
| ENACTMENTS REVOKED | 25 |
|--------------------|----|

**ENDNOTES** **26**

|                                      |    |
|--------------------------------------|----|
| Table of Legislation History.....    | 26 |
| Table of Renumbered Provisions ..... | 26 |
| Table of Endnote References.....     | 26 |





Jersey

## **POLICE (COMPLAINTS AND DISCIPLINE PROCEDURE) (JERSEY) ORDER 2000**

**THE HOME AFFAIRS COMMITTEE**, in pursuance of Article 15 of the [Police \(Complaints and Discipline\) \(Jersey\) Law 1999](#), orders as follows –

Commencement [[see endnotes](#)]

---

### *Preliminary*

#### **1 Interpretation**

(1) In this Order, unless the context requires otherwise –

“appointed officer” means the member of the Force or police officer from some other force appointed under Article 7(2) of the Law to seek to resolve a complaint informally or, if no appointment is made, the Chief Officer;

“chairman of the panel” means the Jurat appointed as such pursuant to Article 33(5);

“Code” means the Discipline Code referred to in Article 2;

“complainant” means the person by or on whose behalf a complaint is submitted;

“complaint” has the same meaning as in Article 3 of the Law;

“interested party” means a witness or any person involved in the conduct which is the subject of the case or who otherwise has a direct interest in the case;

“investigating officer” means –

(a) in relation to a complaint, the member of the Force or police officer from some other force appointed pursuant to Article 7(4) of the Law; and

(b) in relation to a report or allegation, the member of the Force or police officer from some other force appointed pursuant to Article 6 of this Order;

“Law” means the [Police \(Complaints and Discipline\) \(Jersey\) Law 1999](#);

“member concerned” means a member of the Force in relation to whose conduct there has been a complaint, report or allegation;

“member of the Force” does not include the Chief Officer or Deputy Chief Officer;

“original hearing” means, in relation to an appeal, the hearing of the disciplinary charge at the conclusion of which the appellant was found guilty of an offence against discipline;

“panel”, in relation to an appeal, means the panel set up by the Bailiff pursuant to Article 14(2) of the Law;

“presiding authority” means, in relation to a hearing of a disciplinary charge preferred at the direction of the Authority, the tribunal and, in relation to any other hearing of a disciplinary charge, the Chief Officer or the police officer from some other force to whom the case is remitted pursuant to Article 27;

“presiding officer” means, in relation to a hearing of a disciplinary charge preferred at the direction of the Authority, the chairman of the tribunal and, in relation to any other hearing of a disciplinary charge, the Chief Officer or the police officer from some other force to whom the case is remitted pursuant to Article 27;

“prison” has the same meaning as in the [Prison \(Jersey\) Law 1957](#);

“tribunal” means a tribunal constituted pursuant to Article 13(1) of the Law to hear a disciplinary charge preferred at the direction of the Authority.<sup>1</sup>

- (2) Any reference in this Order to a report or allegation or to a report and allegation does not include a complaint.

## **2 Discipline Code and offences against discipline**

- (1) The Discipline Code in Schedule 1 shall have effect.
- (2) A member of the Force commits an offence against discipline if the member of the Force’s conduct does not meet the standard set out in the Code.<sup>2</sup>

## **3 Informal resolution of complaints**

- (1) For the purpose of informally resolving a complaint, the appointed officer shall, as soon as practicable –
  - (a) seek the views of the complainant and the member concerned about the matter; and
  - (b) subject to paragraphs (3) and (4), take such other steps as may appear to the appointed officer to be appropriate.
- (2) Without prejudice to paragraph (1), the member concerned shall be given the opportunity to respond to the complaint, at the member’s option, orally or in writing.
- (3) Where, having obtained the views of the complainant and the member concerned, it appears to the appointed officer that the complaint had in fact been satisfactorily dealt with at the time it was brought to the appointed officer’s notice, the appointed officer may treat it as having been informally resolved.
- (4) The appointed officer shall not, for the purpose of informally resolving a complaint, tender an apology on behalf of the member concerned unless the member has admitted the conduct in question.

- (5) Upon resolving a complaint informally, the appointed officer shall record the outcome in writing and, where the appointed officer is not the Chief Officer, give a copy of the record to the Chief Officer.

#### 4 Suspension

- (1) Where –
- (a) a member of the Force has been charged with a criminal offence; or
  - (b) there has been a complaint, report or allegation which indicates that a member of the Force may have committed an offence against discipline, whether or not it has been investigated,
- the Chief Officer may suspend him or her from membership of the Force and from his or her office of constable.<sup>3</sup>
- (2) The Chief Officer may exercise the power to suspend the member concerned under this Article at any time from the time when the member is charged with a criminal offence or the time the Chief Officer receives the complaint, report or allegation until –
- (a) the Chief Officer decides not to prefer a disciplinary charge in respect of the conduct which was the subject of the criminal charge, complaint, report or allegation or directs that all disciplinary charges be withdrawn;
  - (b) the member concerned has been charged with an offence against discipline and all such charges against the member have been dismissed;
  - (c) the time limit for appeal against the decision finding the member concerned guilty of an offence against discipline has expired; or
  - (d) a decision has been made on an appeal against that finding or the punishment imposed in respect of it.
- (3) Where the member concerned is suspended under this Article, the member shall be suspended until whichever occurs first of one of the events described in paragraph (2)(a) to (d) or a decision of the Chief Officer to end the suspension.
- (4) Where the member concerned is suspended under this Article the member may not, without the consent of the Chief Officer, give notice of resignation nor resign under notice previously given.<sup>4</sup>
- (5) Where the member concerned who is suspended is required to resign under Article 29, the member shall remain suspended during the period of the member's notice.
- (6) Where the member concerned is suspended under this Article, the member shall not be entitled to any allowance in respect of the period of suspension.<sup>5</sup>
- (7) Subject to paragraph (8), where the member concerned is suspended under this Article, the member shall not be entitled to pay in respect of any period when –
- (a) the member is detained in pursuance of a sentence of a court in a prison or other institution to which the [Prison \(Jersey\) Law 1957](#), applies or is in custody (whether in prison or elsewhere) between conviction by a court and sentence; or
  - (b) the member has absented himself or herself from duty and the member's whereabouts are unknown to the Chief Officer.

- (8) Where the member concerned returns to duty following his or her suspension under this Article and –
- (a) it has been decided that the member shall not be charged with a disciplinary offence;
  - (b) the member has been so charged and all the charges have been withdrawn or dismissed; or
  - (c) the member has been found guilty of an offence against discipline and punished by a reduction in rate of pay or by a fine, reprimand or caution,
- the member shall receive, as from the date of the member's suspension, the pay to which, but for paragraph (7), the member would have been entitled.
- (9) <sup>6</sup>

## **5 Conduct of investigations where there are outstanding criminal proceedings**

Where there are criminal proceedings outstanding against the member concerned which relate to conduct which is the subject of a complaint, report or allegation, no proceedings shall take place under this Order in respect of the complaint, report or allegation, except the exercise of the power to suspend under Article 4, unless the Chief Officer believes that, in the exceptional circumstances of the case, it would be appropriate for them to take place.

### *Formal investigation of complaints and other matters*

## **6 Appointment of officer to investigate report or allegation**

- (1) Where the Chief Officer receives a report or allegation which indicates that a member of the Force may have committed an offence against discipline, the Chief Officer may appoint a member of the Force or police officer from some other force to investigate the case.<sup>7</sup>
- (2) The Chief Officer may ask the chief officer of some other force to provide a police officer of the chief officer's force for appointment under this Article.
- (3) No officer may be appointed under this Article unless the officer is –
  - (a) of at least the rank of inspector; and
  - (b) of at least the rank of the member concerned.
- (4) This Article is subject to the powers of the Authority to approve the appointment of an investigating officer pursuant to Article 9 of the Law.

## **7 Notice of investigation of complaint, report or allegation**

The investigating officer shall, as soon as is practicable (without prejudicing the investigating officer's or any other investigation of the matter) cause the member concerned to be given written notice –

- (a) that there is to be an investigation into the case;
- (b) of the nature of the complaint, report or allegation;



- (c) informing the member that he or she is not obliged to say anything concerning the matter, but that the member may, if the member so desires, make a written or oral statement concerning the matter to the investigating officer or to the Chief Officer;
- (d) informing the member that if he or she makes such a statement it may be used in any subsequent proceedings under this Order;
- (e) informing the member that he or she has the right to seek advice from the member's staff association; and
- (f) informing the member that he or she has the right to be accompanied by any person other than an interested party, to any meeting, interview or hearing.

## **8 Report on investigation**

At the end of an investigation, the investigating officer shall –

- (a) in the case of an investigation supervised by the Authority, give a written report to the Authority and send a copy of the report to the Chief Officer and, in the case of a criminal allegation, to the Attorney General;
- (b) in the case of an investigation which is not so supervised, give a written report to the Chief Officer.

## **9 Procedure on receipt of investigating officer's report**

- (1) The Chief Officer shall consider whether a disciplinary charge shall be preferred against the member concerned –
  - (a) in the case of a supervised investigation, after Article 11(1) and (2) of the Law have been complied with and any criminal proceedings are concluded; or
  - (b) in the case of an unsupervised investigation, after the Chief Officer has received the investigating officer's report and either the Attorney General has informed the Chief Officer that criminal proceedings will not be initiated or such proceedings are concluded.
- (2) The Chief Officer shall, in any case, prefer a disciplinary charge where the member concerned has received 2 written warnings about the member's conduct within the previous 12 months and, in a statement made under Article 7, has admitted that the member has committed an offence against discipline.
- (3) In a case where no disciplinary charge is preferred against the member concerned, no reference to the case shall be made on the member's personal record.

## **10 Withdrawal of disciplinary charge**

- (1) At any time before the beginning of a disciplinary hearing, the Chief Officer may direct that any disciplinary charge preferred be withdrawn, unless the Chief Officer has a duty to proceed with it under Article 12(2) or (5) of the Law.
- (2) The Chief Officer shall give the member concerned written notice of the withdrawal of a disciplinary charge.
- (3) In a case where all disciplinary charges are withdrawn, no reference to the case shall be made on the personal record of the member concerned.

*Disciplinary hearings***11 Limitation on punishments**

- (1) No punishment of a kind described in Article 29 shall be imposed on a member of the Force otherwise than upon a finding at a disciplinary hearing that the member of the Force is guilty of an offence against discipline.<sup>8</sup>
- (2) A member of the Force may not be dismissed, required to resign or reduced in rank upon a finding described in paragraph (1) unless the member of the Force has been given an opportunity to elect to be legally represented by an advocate or solicitor at the disciplinary hearing.<sup>9</sup>

**12 Notice of decision to prefer disciplinary charge**

- (1) Where the Chief Officer decides or is required to prefer a disciplinary charge the Chief Officer shall ensure that –
  - (a) as soon as practicable, the member concerned is given written notice of the decision complying with paragraph (2); and
  - (b) not less than 21 days before the date of the disciplinary hearing, the member concerned is supplied with the copies of documents required by paragraph (3).
- (2) Written notice of a decision shall specify the conduct which it is alleged constituted an offence against discipline and the paragraph of the Code in respect of which that offence is alleged to have been committed.
- (3) The documents of which copies are to be supplied to the member concerned are –
  - (a) any written statement the member may have made to the investigating officer;
  - (b) an account of any verbal statement the member may have made to the investigating officer; and
  - (c) any other relevant statement, document or other material obtained during the course of the investigation, other than the report of the investigating officer prepared pursuant to Article 8.

**13 Notice of disciplinary hearing**

- (1) The Chief Officer shall give the member concerned not less than 21 days' written notice of the time, date and place of the disciplinary hearing.
- (2) The Chief Officer shall, in every case where the Chief Officer is of the opinion that a disciplinary hearing should have available the punishments of dismissal, requirement to resign or reduction in rank, give the member concerned, at the same time as the Chief Officer gives notice pursuant to paragraph (1), written notice of –
  - (a) the opportunity to elect to be legally represented at the hearing; and
  - (b) the effect of Article 11(2) and Article 19.

#### **14 Procedure on receipt of notice**

- (1) The member concerned shall be invited to state in writing, within 14 days of the date on which the member is notified that the last of the documents to be supplied to the member pursuant to Article 12(1)(b) has been so supplied –
  - (a) whether or not the member accepts that the member has committed an offence against discipline;
  - (b) in a case where the member is given notice pursuant to Article 13(2), whether the member wishes to be legally represented at the disciplinary hearing; and
  - (c) whether the member proposes to call any witnesses to relevant facts at the hearing and the names and addresses of any such witnesses whose attendance the member wishes the Chief Officer to secure.
- (2) Where, pursuant to paragraph (1)(c), the member concerned states that the member wishes the Chief Officer to secure the attendance of witnesses the Chief Officer shall –
  - (a) order any witness who is a member of the Force to attend at the disciplinary hearing; and
  - (b) cause any other witness to be given due notice that their attendance is desired and of the time and place of the hearing.<sup>10</sup>
- (3) Nothing in this Article shall require a disciplinary hearing to be adjourned where a witness is unable or unwilling to attend the hearing.

#### **15 Advancement of disciplinary hearing date**

Notwithstanding Article 13(1), a disciplinary hearing may take place less than 21 days after notice is given pursuant to that provision, if the Chief Officer considers it appropriate in the circumstances, where –

- (a) at the time the member concerned receives notice pursuant to Article 12(1)(a), the member is detained pursuant to a sentence of a court in a prison; and
- (b) having been supplied with the documents required by Article 12(1)(b), the member concerned does not elect to exercise any right to be legally represented at the hearing.

#### **16 Hearing of disciplinary charges preferred otherwise than at the direction of the Authority**

Subject to Article 27, a disciplinary charge preferred otherwise than at the direction of the Authority given under Article 12(3) of the Law shall be heard by the Chief Officer.

#### **17 Documents to be given to member concerned**

- (1) Where the member concerned accepts, in accordance with Article 14, that he or she has committed an offence against discipline the Chief Officer shall cause a summary of the facts of the case to be prepared and a copy of it given to the member concerned at least 14 days before the disciplinary hearing.

- (2) If the member concerned does not agree the summary of facts, the member may give a response within 7 days of receipt of the copy of the summary.
- (3) Where the member concerned does not accept that he or she has committed an offence against discipline, no summary of facts shall be prepared.

## **18 Documents to be supplied to presiding authority**

The Chief Officer shall supply the presiding authority with –

- (a) a copy of the notice given under Article 12(1); and
- (b) where a summary of facts has been prepared under Article 17, a copy of that summary and of any response from the member concerned.

## **19 Representation at disciplinary hearing**

- (1) Where the member concerned has not been given an opportunity to elect to be legally represented or has not so elected, the case against the member shall be presented by a member of the Force, other than the Chief Officer, or by a police officer from some other force provided by the chief officer of that force for the purpose.
- (2) Where the member concerned has given notice in accordance with Article 14 that he or she wishes to be legally represented, the case against the member may be presented by an advocate or solicitor, whether or not the member concerned is actually so represented.
- (3) The member concerned may, in any case, conduct his or her case in person.
- (4) Where the member concerned has been given an opportunity to elect to be legally represented and has so elected, the member may be represented at the disciplinary hearing, at his or her option, by an advocate or solicitor.
- (5) Where the member concerned has not been given an opportunity to elect to be legally represented or has not so elected, the member may be represented at the disciplinary hearing only by another member of the Force or police officer from some other force.

## **20 Conduct of disciplinary hearing**

- (1) The presiding authority may from time to time adjourn a disciplinary hearing if it appears to be necessary or expedient to do so for the due hearing of the case.
- (2) A decision of a tribunal shall not indicate whether it was taken unanimously or by a majority.

## **21 Procedure at disciplinary hearing**

- (1) Except as provided by this Order, the procedure at a disciplinary hearing shall be determined by the presiding authority.
- (2) The presiding authority shall review the facts of the case and decide whether or not the member concerned is guilty of the offence against discipline with which he or she is charged, but shall not find the member guilty unless –

- (a) the member has admitted the offence; or
  - (b) the case is proved by the person presenting it on the balance of probabilities.
- (3) Where the member concerned is found guilty of an offence against discipline, the Chief Officer or, in accordance with Article 13(4) of the Law, the chairman of the tribunal after consultation with the other members of the tribunal, as the case may be, shall determine whether, in all the circumstances, it would be reasonable to impose any punishment and, if so, what that punishment should be.

## **22 Attendance of member concerned at disciplinary hearing**

- (1) The Chief Officer shall order the member concerned to attend the disciplinary hearing.
- (2) If the member concerned fails to attend the disciplinary hearing, it may be proceeded with and concluded in the member's absence.
- (3) Where the member concerned informs the presiding authority in advance that the member is unable to attend due to ill-health or some other unavoidable reason, the disciplinary hearing may be adjourned.
- (4) Where, owing to the absence of the member concerned, it is impossible to comply with any of the procedures set out in this Order, that procedure shall be dispensed with.

## **23 Attendance of complainant at disciplinary hearing**

- (1) This Article applies where the disciplinary charge being heard arises from a complaint.
- (2) Subject to paragraph (3), the complainant shall be allowed to attend the disciplinary hearing and may, at the discretion of the presiding authority, be accompanied by a personal friend or relative.
- (3) Where the complainant or any person allowed to accompany him or her is called as a witness at the disciplinary hearing, the complainant and any accompanying person shall not be allowed to attend before he or she gives his or her evidence.
- (4) Where the member concerned gives evidence then, after the person presenting the case has had an opportunity of cross-examining the member, the presiding officer shall put to the member concerned any questions which the complainant requests should be so put and might have been properly so put by the person presenting the case, or at the presiding officer's discretion, may allow the complainant to put such questions to the member concerned.
- (5) Except as provided in paragraph (4), the complainant and any person allowed to accompany the complainant shall neither intervene in, nor interrupt, the disciplinary hearing and, if the complainant or such person behaves in a disorderly or abusive manner or otherwise misconducts himself or herself, the presiding officer may exclude the complainant or such person from the remainder of the hearing.

**24 Attendance of others at disciplinary hearing**

- (1) Except as provided in Article 23 and the following paragraphs of this Article, a disciplinary hearing shall be in private.
- (2) The presiding officer may allow any advocate, solicitor or other such persons as the presiding officer considers desirable to attend the whole or such part of the disciplinary hearing as the presiding officer may think fit, subject to the consent of the member concerned and the person presenting the case against the member.
- (3) Any member of the Authority shall be entitled to attend the hearing of a disciplinary charge which arises from a complaint or from any investigation supervised by the Authority pursuant to Article 9 of the Law.
- (4) The member concerned may be accompanied at the hearing by any person other than an interested party.
- (5) The presiding officer may allow witnesses to be accompanied at the hearing by a personal friend or relative.

**25 Exclusion of public from disciplinary hearing**

Where it appears to the presiding officer that a witness may, in giving evidence, disclose information which, in the public interest, ought not to be disclosed to a member of the public, the presiding officer shall require any member of the public, including the complainant and any person allowed to accompany the complainant or any witness, to withdraw while the evidence is given.

**26 Evidence at disciplinary hearing**

- (1) The presiding authority shall determine any question as to whether any evidence is admissible and as to whether any question should or should not be put to a witness.
- (2) With the consent of the member concerned, the presiding authority may allow any document to be adduced in evidence during the disciplinary hearing notwithstanding that a copy of it has not been supplied to the member concerned in accordance with Article 12(1).

**27 Remission or return of hearing of disciplinary charge**

- (1) The presiding officer shall remit the disciplinary hearing of a case to the police officer from some other force of the rank specified in paragraph (4) who, at the presiding officer's request, has agreed to act as the presiding officer in the matter –
  - (a) if the presiding officer is an interested party otherwise than in the presiding officer's capacity as such; or
  - (b) if –
    - (i) there would not be available, on a finding that the member concerned is guilty of an offence against discipline, any of the punishments referred to in Article 13(2), because the member concerned was not given notice of the opportunity to elect to be legally represented at the hearing, and

- (ii) it appears to the presiding officer that those punishments ought to be available and, accordingly, that it would be desirable for there to be another hearing at which the member concerned could, if the member so wished, be so represented.<sup>11</sup>
- (2) The presiding officer may remit the disciplinary hearing of a case in the manner described in paragraph (1) if, either before or during the hearing, the presiding officer considers remission appropriate.
- (3) Where a case is remitted pursuant to paragraph (1)(b), the presiding officer –
  - (a) shall cause written notice to be given to the member concerned inviting the member to elect, within 14 days of receipt of the notice, to be legally represented at the disciplinary hearing before the officer to whom the case is remitted; and
  - (b) shall not give to the officer to whom the case is remitted any indication of the presiding officer's assessment of the case or of the punishment which might be imposed.
- (4) For the purposes of paragraph (1), the police officer from some other force shall be of at least the rank of assistant chief constable or of an equivalent rank in any other police force in the British Islands.<sup>12</sup>

## **28 Record of disciplinary hearing**

The presiding officer at a disciplinary hearing shall –

- (a) ensure that a verbatim record of the proceedings at the hearing is taken; and
- (b) if the member concerned so requests within the time limit for any appeal specified in Article 14(3) of the Law and after the member has given notice of appeal in accordance with Article 33 of this Order, give the member a transcript of the record or a copy of it.

## **29 Punishments**

- (1) Subject to Article 11 and, in the case of the hearing of a disciplinary charge preferred at the direction of the Authority, the requirement for consultation in Article 13(4) of the Law, the presiding officer may impose any of the following punishments, that is to say –
  - (a) dismissal from the Force;
  - (b) requirement to resign from the Force, as an alternative to dismissal, taking effect either forthwith or on such date as may be specified in the decision;
  - (c) reduction in rank;
  - (d) reduction in rate of pay;
  - (e) fine;
  - (f) reprimand;
  - (g) caution.<sup>13</sup>
- (2) Any punishment imposed under paragraph (1), except a requirement to resign, shall have immediate effect.

- (3) The member concerned may be dismissed, required to resign or reduced in rank without the member being legally represented if the member –
  - (a) fails without reasonable cause to give notice in accordance with this Order that the member wishes to be legally represented;
  - (b) gives notice in accordance with this Order that the member does not wish to be legally represented; or
  - (c) gives notice in accordance with this Order that the member wishes to be legally represented but, at any time, withdraws such notice.
- (4) A reduction in rate of pay imposed under paragraph (1) shall not be such as to reduce the member's rate of pay below the minimum of the scale of pay for the member's rank in the Force.<sup>14</sup>
- (5) A fine imposed under paragraph (1) shall be such that, if it were recovered by way of deductions from the pay of the member concerned during the period of 13 weeks following the imposition of the punishment, the aggregate sum which might be so deducted in respect of any one week (whether on account of one or more fines) would not exceed 1/7th of the member's weekly pay.

### **30 Personal record to be considered before punishment imposed**

Where the question of the punishment to be imposed is being considered –

- (a) the presiding officer and, in the case of the hearing of a disciplinary charge preferred at the direction of the Authority, the other members of the tribunal –
  - (i) shall have regard to the record of service in the Force of the member concerned, as shown on the member's personal record, and
  - (ii) may receive evidence from any witness whose evidence, in the opinion of the presiding officer and, as the case may be, those members or, in the opinion of the member concerned, would assist in determining the question; and
- (b) the member concerned or his or her representative shall be given an opportunity to make oral or, if appropriate, written representations concerning the question or to adduce evidence relevant to it.<sup>15</sup>

### **31 Notification of finding**

- (1) At the conclusion of a disciplinary hearing, the presiding officer shall inform the member concerned orally of the decision on the disciplinary charge and of any punishment imposed.
- (2) The presiding officer shall, within the 3 days following the conclusion of the disciplinary hearing, cause the member concerned to be given written notice of the decision and any punishment imposed and a summary of the reasons for them.

### **32 Records of disciplinary proceedings**

- (1) The Chief Officer shall maintain a book of record of disciplinary proceedings brought against members of the Force.<sup>16</sup>



- (2) The Chief Officer shall enter every case brought against a member of the Force in the book of record, together with the finding on the case and a record of the decision in any further proceedings in connection with the case.<sup>17</sup>

### *Appeals*

#### **33 Initiation of appeal**

- (1) An appeal may only be made in accordance with Article 14 of the Law and this Order.
- (2) The Chief Officer shall be the respondent on an appeal.
- (3) Notice of an appeal shall be in writing and given to the Authority within the time specified in Article 14(3) of the Law or allowed pursuant to Article 14(4) of the Law and a copy of it shall be given to the respondent.
- (4) An application for extension of the period within which an appeal must be made shall be in writing and made to the Authority and a copy of it shall be sent to the respondent.
- (5) The Bailiff, when setting up a panel pursuant to Article 14(2) of the Law, shall, at the same time, appoint one of the members as chairman of the panel.

#### **34 Procedure on notice of appeal**

- (1) As soon as practicable after receipt of a copy of a notice of appeal, the respondent shall give the panel –
  - (a) a copy of the report of the presiding authority who made the decision appealed against;
  - (b) a transcript of the proceedings at the original hearing;
  - (c) any documents which were made available to the presiding authority at the original hearing.
- (2) The respondent shall, at the same time that he or she gives the documents described in paragraph (1) to the panel, give a copy of the transcript of the proceedings at the original hearing to the appellant.
- (3) Subject to paragraph (4), the appellant shall, within 28 days of the date on which the appellant receives the copy of the transcript of the proceedings at the original hearing, give the panel a statement of the grounds of appeal and any supporting documents.
- (4) The appellant shall, at the same time that he or she gives the statement and documents described in paragraph (3) to the panel, give a copy of them to the respondent.
- (5) Where the panel is satisfied, on the written application of the appellant that, by reason of the special circumstances of the case it is just and right so to do, it may extend the period referred to in paragraph (3).
- (6) The respondent shall, not later than 21 days from the date on which the respondent receives the copy referred to in paragraph (4), give the panel a statement of the respondent's response to the appeal and any supporting documents.

- (7) The respondent shall, at the same time as the respondent complies with paragraph (6), give the appellant a copy of the statement and supporting documents (if any).

### **35 Procedure at appeal hearing**

- (1) Where an appeal is to be determined at a hearing, the chairman of the panel shall cause the appellant and respondent to be given notice of the date of the hearing not less than 28 days, or such shorter period as may, with the agreement of both parties, be determined, before the hearing begins.
- (2) Where an appeal hearing is held, the respondent shall have the same rights to be represented as are afforded to the appellant by Article 14(5) of the Law.
- (3) The panel may proceed with the appeal hearing in the absence of either party, whether represented or not, if it appears to be just and proper to do so, and may adjourn it from time to time as may appear necessary for the due hearing of the case.
- (4) Except as provided in this Order, the procedure at an appeal hearing shall be determined by the panel.

### **36 Appeal hearing to be in private**

- (1) Subject to paragraphs (2) and (4) and Article 39, an appeal hearing shall be held in private.
- (2) The panel may allow such person or persons as it considers desirable to attend the whole or such part of the hearing as it may think fit.
- (3) Notwithstanding that the panel has allowed a person to attend the appeal hearing, where it appears to the panel that a witness may in giving evidence disclose information which, in the public interest, ought not to be disclosed to a member of the public, the panel shall require any member of the public present to withdraw while that evidence is given.
- (4) A member of the Authority shall be entitled to attend an appeal hearing.

### **37 Evidence at appeal hearing**

- (1) The panel shall determine any question as to whether any evidence is admissible, or whether any question should or should not be put to a witness.
- (2) The panel may require oral evidence to be given on oath.
- (3) A panel may admit evidence by way of a written statement made by a person, notwithstanding that the person may not be called as a witness, so, however, that evidence shall not be admissible under this Article if it would not have been admissible had it been given orally.
- (4) For the purposes of this Article, a written statement purporting to be made and signed by a person and witnessed by another person shall be presumed to have been made by that person unless the contrary be shown.
- (5) Nothing in this Article shall prejudice the admission of written evidence which would be admissible apart from this Article.

- (6) The chairman of the panel shall either cause a verbatim record of the evidence given at the appeal hearing to be taken and kept for a period of not less 7 years from the date of the end of the hearing or cause a transcription of the record to be made.

### **38 Attendance of complainant at appeal hearing**

- (1) This Article applies in relation to an appeal hearing where the decision appealed against arose from a complaint and the appeal is not against punishment only.
- (2) The chairman of the panel shall cause notice of the date of the appeal hearing to be given to the complainant at the same time as it is given to the appellant and respondent pursuant to Article 35(1).
- (3) Subject to paragraphs (4) and (5), the panel shall allow the complainant to attend the appeal hearing while witnesses are being examined or cross-examined on the facts alleged and, if the panel considers it appropriate so to do, on account of the age of the complainant or otherwise, shall allow the complainant to be accompanied by a personal friend or relative who is not to be called as a witness at the hearing.
- (4) Where the complainant is to be called as a witness at the appeal hearing, the complainant and any person allowed to accompany the complainant shall not be allowed to attend before the complainant gives evidence.
- (5) Where it appears to the panel that a witness may, in giving evidence, disclose information which, in the public interest, ought not to be disclosed to a member of the public, it shall require the complainant and any person allowed to accompany the complainant to withdraw while that evidence is given.
- (6) Where the appellant gives evidence, then, after the person representing the respondent has had an opportunity of cross-examining the appellant, the chairman of the panel shall put to the appellant any questions which the complainant requests should be so put and might have been properly so put by way of cross-examination and, at the chairman of the panel's discretion, may allow the complainant himself or herself to put such questions to the appellant.
- (7) Except as provided in paragraph (6), the complainant and any person allowed to accompany the complainant shall neither intervene in nor interrupt the appeal hearing and, if the complainant or such person should behave in a disorderly or abusive manner or otherwise misconduct himself or herself, the chairman of the panel may exclude the complainant or such person from the remainder of the hearing.

### **39 Determination of appeal without hearing**

The panel may, with the agreement of the appellant and respondent, determine an appeal without a hearing.

### **40 Statement of panel's decision**

- (1) The chairman of the panel shall –
  - (a) prepare a written statement of the panel's decision on the appeal and of the reason for it;

- (b) give the statement to the Chairman of the Authority; and
  - (c) give a copy of the statement to the appellant and respondent.
- (2) Where the decision appealed against arose from a complaint, the Chairman of the Authority shall notify the complainant of the outcome of the appeal.

#### **41 Effect of decision on appeal**

- (1) Where an appeal is allowed the decision of the panel shall take effect by way of substitution for the decision appealed against and as from the date of the decision appealed against.
- (2) Where the effect of the decision of the panel is to reinstate the appellant in the Force or in the appellant's rank, the appellant shall, for the purpose of reckoning service for pension and, to such extent (if any) as may be specified in the decision, for the purpose of pay, be deemed to have served in the Force or in his or her rank, continuously from the date of the decision appealed against to the date of the appellant's reinstatement.<sup>18</sup>
- (3) Where the effect of the decision of the panel is to reinstate the appellant in the Force and the appellant was suspended for a period immediately preceding the date of the decision appealed against, the decision shall deal with the suspension.<sup>19</sup>

#### *Supplemental*

#### **42 Personal record of member concerned**

- (1) Where, at any hearing, the only punishment imposed on a member of the Force is a caution, no reference to the disciplinary charge or punishment shall be made on the member of the force's personal record.<sup>20</sup>
- (2) If a member of the Force so requests –
- (a) a punishment of a fine or reprimand may be expunged from the member of the Force's personal record after 3 years free from punishment; and
  - (b) any other punishment, other than a requirement to resign or dismissal, may be expunged after 5 years free from punishment.<sup>21</sup>

#### **43 Delegation**

- (1) Subject to paragraph (2), the Chief Officer may delegate to the Deputy Chief Officer –
- (a) the Chief Officer's powers under Articles 4 and 6;
  - (b) all or any of the Chief Officer's duties under this Order to give any notice, cause any document to be prepared, give a copy of any document to any person or secure the attendance of any person at a hearing; and
  - (c) the Chief Officer's duties and powers under Articles 9 and 10.
- (2) The Chief Officer may not delegate any duty imposed on him or her by the Law.

- (3) In the event of the absence, incapacity, suspension or vacancy in the office of the Deputy Chief Officer, any function delegated to the Deputy Chief Officer under paragraph (1) shall be discharged by another member of the Force appointed by the Chief Officer for the purpose.

#### **44 Administration for panel**

The Judicial Greffier shall be clerk to a panel and, accordingly, any document required to be given to a panel shall be delivered to the Judicial Greffier.

#### **45 Revocations**

- (1) Subject to paragraph (2), the enactments specified in column 1 of Schedule 2 are revoked to the extent specified in column 2 of that Schedule.
- (2) The enactments revoked shall continue to have effect in relation to conduct which is the subject of a complaint, report or allegation received before this Order comes into force.

#### **46 Citation**

This Order may be cited as the Police (Complaints and Discipline Procedure) (Jersey) Order 2000.

**SCHEDULE 1<sup>22</sup>**

(Article 2(1))

**DISCIPLINE CODE****1 Interpretation**

In this Schedule “officers” means members of the Force.

**2 Honesty and integrity**

It is of paramount importance that the public has faith in the honesty and integrity of officers. Officers should, therefore, be open and truthful in their dealings; avoid being improperly beholden to any person or institution and discharge their duties with integrity.

**3 Fairness and impartiality**

Officers have a particular responsibility to act with fairness and impartiality in all their dealings with the public and their colleagues.

**4 Politeness and tolerance**

Officers should treat members of the public and colleagues with courtesy and respect, avoiding abusive or deriding attitudes or behaviour. In particular, officers must avoid: favouritism of an individual or group; all forms of harassment, victimization or unreasonable discrimination; and overbearing conduct to a colleague, particularly to one junior in rank or service.

**5 Use of force and abuse of authority**

Officers must not use more force than is reasonable, nor should they abuse their authority.

**6 Performance of duties**

Officers should be conscientious and diligent in the performance of their duties. Officers should attend work promptly when rostered for duty. If absent through sickness or injury, they should avoid activities likely to retard their return to duty.

**7 Lawful orders**

The Force is a disciplined body. Unless there is good and sufficient cause to do otherwise, officers must obey all lawful orders and abide by the provisions of the Police (Complaints and Discipline Procedure) (Jersey) Order 2000 and the [States of Jersey Police Force \(General Provisions\) \(Jersey\) Order 2016](#). Officers should support their colleagues in the

execution of their lawful duties, and oppose any improper behaviour, reporting it where appropriate.

## **8 Confidentiality**

Information which comes into the possession of the Force should be treated as confidential. It should not be used for personal benefit and nor should it be divulged to other parties except in the proper course of police duty. Similarly, officers should respect as confidential information about the policy and operations of the Force unless authorized to disclose it in the course of their duties.

## **9 Criminal offences**

Officers must report any proceedings for a criminal offence taken against them. Conviction of a criminal offence may of itself be an offence against discipline.

## **10 Property**

Officers must exercise reasonable care to prevent loss or damage to property (excluding their own property but including police property).

## **11 Sobriety**

Whilst on duty, officers must be sober. Officers should not consume alcohol when on duty unless specifically authorized to do so or it becomes necessary for the proper discharge of police duty.

## **12 Appearance**

Unless on duties which dictate otherwise, officers should always be well turned out, clean and tidy whilst on duty in uniform or in plain clothes.

## **13 General conduct**

Whether on or off duty, officers should not behave in a way which is likely to bring discredit upon the Force.

**Notes:**

- (a) The primary duties of those who hold the office of constable are the protection of life and property, the preservation of the King's peace, and the prevention and detection of criminal offences. To fulfil these duties they are granted extraordinary powers; the public and the Force therefore have a right to expect the highest standards of conduct from them.
- (b) This Code sets out the principles which guide officers' conduct. It does not seek to restrict officers' discretion: rather it aims to define the parameters of conduct within which that discretion may be exercised. However, it is important to note that any breach of the principles in this Code may result in the preferment of disciplinary charges which, if proved, in a serious case, could involve dismissal.
- (c) This Code applies to the conduct of officers in all ranks whilst on duty, or whilst off duty if the conduct is serious enough to indicate that an officer is not fit to be such. It will be applied in a reasonable and objective manner. Due regard will be paid to the degree of negligence or deliberate fault and to the nature and circumstances of an officer's conduct. Where off-duty conduct is in question, this will be measured against the generally accepted standards of the day.



**SCHEDULE 2**

(Article 45(1))

**ENACTMENTS REVOKED**

| 1   | 2  |
|---|--|
| enactment   | extent of revocation   |
| Police Force (General Provisions) (Jersey) Order 1974                   | In Article 1, the definition “the discipline code”.<br><br>In Article 8(1), the words “Subject to paragraph (2) of this Article,”.<br><br>Article 8(2).<br><br>Articles 23 to 44 and the Schedule. |
| Police Force (General Provisions) (Amendment No. 4) (Jersey) Order 1988 | Articles 2 to 7.   |
| Police Force (General Provisions) (Amendment No. 5) (Jersey) Order 1994 | The whole Order.   |
| Port Control Unit (General Provisions) (Jersey) Order 1983              | Articles 13 to 30 and the Schedule.  |

## ENDNOTES

### Table of Legislation History

| Legislation  | Year and No                      | Commencement   |
|--|----------------------------------|--|
| Police (Complaints and Discipline Procedure) (Jersey) Order 2000                   | <a href="#">R&amp;O.131/2000</a> | 1 January 2001                                       |
| Police (Complaints and Discipline Procedure) (Amendment) (Jersey) Order 2005       | <a href="#">R&amp;O.124/2005</a> | 21 October 2005                                      |
| Police (Complaints and Discipline Procedure) (Amendment No. 2) (Jersey) Order 2005 | <a href="#">R&amp;O.147/2005</a> | 27 October 2005                                      |
| Police (Complaints and Discipline Procedure) (Amendment No. 3) (Jersey) Order 2006 | <a href="#">R&amp;O.33/2006</a>  | 19 April 2006  |
| States of Jersey Police Force (Consequential Amendments) (Jersey) Regulations 2014 | <a href="#">R&amp;O.88/2014</a>  | 1 August 2014<br>( <a href="#">R&amp;O.87/2014</a> ) |
| States of Jersey Police Force (General Provisions) (Jersey) Order 2016             | <a href="#">R&amp;O.133/2016</a> | 26 December 2016                                     |

### Table of Renumbered Provisions

| Original  | Current                                  |
|-----------|--|
| 1(3), (4) | spent, omitted from this revised edition |

### Table of Endnote References

|                             |  |
|-----------------------------|--|
| <sup>1</sup> Article 1(1)   | amended by R&O.124/2005, R&O.147/2005, R&O.88/2014 |
| <sup>2</sup> Article 2(2)   | amended by R&O.88/2014                             |
| <sup>3</sup> Article 4(1)   | amended by R&O.88/2014                             |
| <sup>4</sup> Article 4(4)   | amended by R&O.88/2014, R&O.133/2016               |
| <sup>5</sup> Article 4(6)   | amended by R&O.88/2014, R&O.133/2016               |
| <sup>6</sup> Article 4(9)   | deleted by R&O.133/2016                            |
| <sup>7</sup> Article 6(1)   | amended by R&O.88/2014                             |
| <sup>8</sup> Article 11(1)  | amended by R&O.88/2014                             |
| <sup>9</sup> Article 11(2)  | amended by R&O.88/2014                             |
| <sup>10</sup> Article 14(2) | amended by R&O.88/2014                             |
| <sup>11</sup> Article 27(1) | amended by R&O.124/2005, R&O.147/2005              |
| <sup>12</sup> Article 27(4) | added by R&O.124/2005, amended by R&O.147/2005     |
| <sup>13</sup> Article 29(1) | amended by R&O.88/2014                             |
| <sup>14</sup> Article 29(4) | amended by R&O.88/2014                             |
| <sup>15</sup> Article 30    | amended by R&O.88/2014                             |
| <sup>16</sup> Article 32(1) | amended by R&O.88/2014                             |
| <sup>17</sup> Article 32(2) | amended by R&O.88/2014                             |
| <sup>18</sup> Article 41(2) | amended by R&O.88/2014                             |

<sup>19</sup> *Article 41(3)*

*amended by R&O.88/2014*

<sup>20</sup> *Article 42(1)*

*amended by R&O.88/2014*

<sup>21</sup> *Article 42(2)*

*amended by R&O.88/2014*

<sup>22</sup> *Schedule 1*

*amended by R&O.33/2006, R&O.88/2014, R&O.133/2016, revised on 11 January 2024 by Law Revision Board item [2023/1](#)*