



## Metropolitan Police Authority

## Responding to the report of The Morris Inquiry

## The Morris Inquiry Recommendations

Recommendations	Priority for Action	MPA Committee lead	Proposed Action
<b>Enhancing the office of constable</b>			
1. That the office of constable should be retained for all police officers.	HIGH	PSC (HR)	Home Office Ministers have indicated rejection of this recommendation by supporting the Taylor Review proposals.  <b>PROPOSAL that a report on Taylor will be prepared for a future meeting, so that the committee can consider if it wishes to promote the Morris recommendation further.</b>
2. That employment law should be extended to police officers within the framework of the office of constable.	HIGH	HR (PSC)	As for 1 above
b) That the terms and conditions should include disciplinary, capability and grievance procedures in line with the ACAS Code of Practice on Disciplinary and Grievance Procedures. The current regulatory framework for complaints and discipline for police officers would no longer apply.			Covered by Taylor Review
c) That the office of constable is enhanced by the addition of a Code of Conduct, similar to the Civil Service Code and the Code of Ethics for the Police		(PSC)	Covered also by Taylor Review

Service in Northern Ireland, which would form part of the terms and conditions of all police officers and police staff. This would replace the current Code of Conduct for police officers.			
d) That a provision dealing with unlawful discrimination should be included in the new Code of Conduct. Additional provisions may also be appropriate.		(EODB)	
e) That disciplinary cases involving serious criminal allegations should continue to be dealt with under the special procedure, which requires cases to be referred to the Crown Prosecution Service out of region, but that more routine matters should be dealt with in the same way as similar allegations against members of the public, that is, by referral to the local Crown Prosecution Service lawyer.	HIGH	PSC	Covered by Taylor review
<b>People issues managing difference</b>			
7. That the MPS takes urgent steps to eliminate the discriminatory management practice which has led to a disproportionate number of investigations of black and minority ethnic officers.	HIGH	PSC (EODB)	<b>PROPOSAL That the research study commissioned by MPS will be reported to PSC at a future meeting, as a basis for action. There should also be consultation with IPCC</b>
<b>Governance, accountability and scrutiny</b>			
9. That the Metropolitan Police Authority enters into greater dialogue with other police authorities to establish best practice in discharging the oversight role.	HIGH	PSC	Proposals made to PSC in April 2005
10. That the Metropolitan Police Authority keeps under review the protocol with the MPS on the provision of information to the Authority on complaints and conduct cases, in order to ensure that it meets its responsibility for scrutiny.	MED	PSC	Proposals made to PSC April 2005 with a view to reporting on revised protocol in June 2005
11. That the Metropolitan Police Authority reviews the resources it is able to devote to supporting its role in overseeing complaints and conduct cases, with a view to increasing activity further, particularly in relation to dip-sampling of files.	HIGH	CoP / MPA – as part of general resource review	Proposals made to PSC April 2005

		(PSC)	
13. That the Metropolitan Police Authority should convene and chair a case conference involving the Commissioner and all relevant stakeholders (including, in particular, those individuals and organisations who have given evidence to this Inquiry on this point) to establish what progress has been made in implementing the recommendations of the Viridi Inquiry Report and to determine what, if any, further action should be taken.	HIGH	PSC	<p>The Viridi Part 2 Inquiry is now complete and its report has been presented to MPA.</p> <p>There is an investigation supervised by IPCC and conducted by South Wales Police which has still to report.</p> <p><b>PROPOSAL that as soon as that report is presented, the Chair of PSC should convene the case conference recommended.</b></p>
16. That the Independent Advisory Group and the MPS agree a protocol in relation to disclosure of documentation and the rationale for decisions to Independent Advisory Group members. This must be based on the presumption that Independent Advisory Group members see everything that is available to the investigating officers. Where possible, this should be before decisions are taken.	MED	EODB for report to MPA (PSC)	
<b>Professional standards</b>			
17. That the Commissioner orders a fundamental review of the Directorate of Professional Standards, to be personally assured that the policies governing the practices and procedures of the directorate hold senior managers fully to account for the conduct and management of discipline investigations.	HIGH	PSC	<p>The Commissioner intends that this review will be carried out as part of the MPS Service Review.</p> <p><b>PROPOSAL That the committee should consider emerging findings from the Service Review as it relates to DPS at its meeting in June, and that the IPCC should be consulted and involved in discussions.</b></p>
a) That the MPS creates a policy database and reference source that is cogent and succinct, by reducing the number of policies, which impact on the process of discipline and conduct.	MED		
b) That the Commissioner takes steps to ensure that the Directorate of Professional Standards appreciates the importance of scrutiny to public confidence.	HIGH		

c) That the MPS puts in place recruitment processes which are transparent and provide for equality of opportunity. These processes must ensure that people of the right calibre are recruited to posts within the Directorate of Professional Standards and must be extended to all ranks including the most senior positions.	MED	(HR)	
d) That the MPS puts in place processes to ensure that those recruited receive the appropriate training to undertake the roles to which they are assigned.	MED	(HR)	
e) That the MPS takes steps to ensure that the future profile of the Directorate of Professional Standards reflects the diversity of the MPS as a whole.	HIGH	(HR) (EODB)	
f) That a system of time-limited tenure of posts is considered.	MED	(HR)	
18. That the MPS and the Metropolitan Police Authority adopt our recommended model of case management.	HIGH	PSC	Proposal made to PSC April 2005
19. That the Home Office, the Independent Police Complaints Commission, the Association of Police Authorities and the Association of Chief Police Officers' Professional Standards Committee consider the introduction of a national model.	MED	PSC	
20. That the MPS works with appropriate stakeholders to implement the recommendations in the Review of Operation Lancet.	HIGH	PSC	MPS (to be covered in Service Review)
a) That investigations by the Directorate of Professional Standards should be run along the lines of the normal investigative process for criminal cases and arrangements should be made to put the necessary systems in place as a matter of urgency.	MED		
b) That the MPS gives clear guidance to Directorate of Professional Standards' officers on the use of powers of arrest where the real objective is to search the premises of an officer under investigation.	MED		
c) That, except in the most serious cases (such as	MED		

allegations of criminal behaviour) where doing so is clearly inappropriate, the MPS should always explore options for early informal resolution.			
d) That the Independent Police Complaints Commission should consider issuing detailed guidance as to the proper parameters for disclosure in disciplinary proceedings, including an appropriate timescale for responses to disclosure requests.			IPCC
e) That, when more than one officer is involved in a case, regular and frequent assessments are made of the facts with a view to determining who, if anyone, is actually culpable and which officers are peripheral to the central facts.	HIGH		
f) That the MPS reviews the existing criteria for suspension to provide greater clarity on when suspension should be used.	Done		
g) That the MPS takes steps to ensure that, in each case when suspension is considered, it accords with the recommendation of the Review of Operation Lancet that the use of suspension always needs to be proportionate to both the allegation and the risk.	Done		
h) That the MPS examines the adequacy of welfare support to officers under investigation.	MED		
i) That, when an officer is under investigation, the MPS should:			
i. give the officer a copy of any media release before it is issued;	MED		
ii. tell the officer when information is likely to be released to the media; and	MED		
iii. provide the officer with advice for dealing with media intrusion, doorstepping, etc.	MED		
j) That no comment is made about an officer's guilt or innocence by the MPS until it has been established by the appropriate decision-making body, and no	HIGH		

embargoed interviews should be given.			
k) That the MPS reviews its policy in relation to correcting errors in media reporting about its officers and staff.	MED		
l) That the MPS take steps to ensure that discipline matters relating to individuals are kept confidential and not discussed with third parties in a public forum.	HIGH		
m) That measures are put in place to ensure that officers under investigation (other than covert investigations) are kept informed of developments and that officers are told of the detail of any charges at the time they are told of a decision to discipline them.	MED		
n) That officers under investigation be provided with a written record of the outcome of such an investigation and a summary of the reasons for that outcome.	MED		
o) That the conduct of disciplinary hearings should be reviewed to make them less akin to a criminal court.	HIGH		
p) That, in sensitive cases, or where there are vulnerable witnesses, thought should be given to the layout of the room and other practical considerations, such as allowing those involved to be accompanied by a friend or partner, so that the process is less daunting for all those involved.	MED		
q) That the MPS strengthens its guidance on Assistant Commissioner Reviews by including provisions:	MED		
i. making it clear that the reviewing officer should have access to all available documentation as of right; and	MED		
ii. for the reviewing officer to be satisfied that he or she has all the necessary information required to make a proper decision.	MED		
r) That the relevant Committee of the Association of Chief Police Officers should consider issuing guidance on Chief Constable (Assistant Commissioner) Reviews.	MED		ACPO
<b>The capacity to deliver building capacity - lessons</b>			

for the future			
34. That there should be a full case review of Operation Helios which is independent of the MPS. The review should include examining the issue of race discrimination.	HIGH	PSC	There is an ongoing investigation into complaints made against officers involved in Operation Helios, supervised by the IPCC. <b>PROPOSAL Until that investigation is complete and decisions made as to any disciplinary action, it would be inappropriate to undertake any further review. This recommendation will be brought back for consideration when it is permissible so to do.</b>
35. That the MPS avoids entering into agreements in relation to professional standards and conduct matters that are ultra vires.	HIGH	PSC	
36. That where Gold Groups are established in relation to disciplinary matters:	HIGH	PSC	
i. their purpose and powers are set out in writing so that all involved are clear about their role and lines of accountability; and			
ii. clear guidelines are established about the make-up of a Gold Group as, for example, it is not appropriate for representatives of complainants or other parties involved to be members of such a Gold Group or to be present at any meetings.			
37. That the MPS provides Chief Inspector Pendry with written responses to the questions she has posed in her submission to the Inquiry.	HIGH	PSC (HR)	<b>PROPOSAL There is an outstanding Employment Tribunal case with a hearing awaited. In order not to compromise that case, the Commissioner will provide a confidential briefing for the Chairs of PSC and HR Committee.</b>

Abbreviations:

ACPO: Association of Chief Police Officers

APA: Association of Police Authorities

CoP: Co-ordination & Policing Committee

DTI: Department of Trade & Industry

EODB: Equal Opportunities & Diversity Board

HO: Home Office

HR: Human Resources Committee

IPCC: Independent Police Complaints Commission

MPA: full Authority

MPS: Metropolitan Police Service

PNB: Police negotiating Board

PSC: Professional Standards & Complaints Committee