

Is this a public complaint?
(As defined by The Police (Complaints and Misconduct) Regulations 2004)

Yes

Test 1. Is the alleged conduct, if proved, likely to result in a criminal or misconduct hearing? (Consider consulting IIC)

Yes

Test 2. Is the alleged conduct, if proved, not criminal but likely to result in dismissal, requirement to resign or reduction in rank? (Consider consulting IIC)

Yes

Test 3. Is there any prospect of obtaining the evidence that would lead to a criminal or misconduct hearing resulting in dismissal, requirement to resign or reduction in rank? (Consider consulting IIC)

Yes

Investigation.
All Papers (including initial investigation) to IIC Borough Support (police officers) or HR (police staff) **within 21 days** or reasons for delay via e-mail. Complainant updates 4 weekly

No

No

Obtain informed consent of complainant to local resolution. **MUST** be on form 3352 unless exceptional circumstances apply

Obtain informed consent of complainant to local resolution. **MUST** be on form 3352 unless exceptional circumstances apply.

B/OCU and HR responsibilities

DPS responsibilities

Immediate Local Resolution

All Papers (including initial investigation) to IIC Borough Support **within 21 days.**

Inform complainant of the procedural requirements (see 3352, section 7) and confirm agreement.

Receive papers from B/OCU – Report pro-forma (with consent and all documentation) to IPCC.

IPCC Consent to use LR:
Inform complainant of the procedural requirements and confirm agreement. (See 3352, section 7). Send Letter 1.

No

Take action as agreement with complainant. Serve officer/police staff Form 163D. Confirm completed and inform about right of appeal. Send Letter 2.

Yes

Investigation.
File to IPCC within 120 days

Take action as agreement with complainant. Serve officer Form 163D. Confirm completed and inform about right of appeal. Send Letter 2.