Appointment of Legally Qualified Persons to advise Police Misconduct Panels

Police Gross Misconduct Hearings are, since the recent change in legislation, (the Police (Conduct) (Amendment) Regulations 2024) chaired by senior officers or staff. The role of the LQP is to provide expert advice and guidance to the Chair and Panel, and to assist them with procedural issues and points of law.

As part of a joint recruitment and appointment process, applications from suitably qualified individuals are sought to be appointed for the following police force areas:

* Hampshire
* Kent
* Surrey
* Sussex
* Thames Valley

Appointees will serve a four-year term, and up to 10 new appointments may be made to ensure sufficient availability for hearings across the region.

Applications are sought from qualified legal professionals who have experience in the field or knowledge of the specific regulations, and can demonstrate integrity and independence of mind, commitment to equality, diversity and inclusion, sound judgement and an objective approach to issues presented. We are committed to building and supporting a diverse pool of LQPs to serve across our region to reflect the diversity of communities that the police serve.

Eligible applicants must be able to demonstrate compliance with s50 of The Tribunals, Courts and Enforcement Act 2007.

We are interested to hear from all legal professionals, especially those with experience in areas such as, but not limited to, equality and diversity.

Hearings can last up to a week and it is expected that appointed LQPs will make themselves reasonably available to undertake this work. Training is provided and attendance is required, in advance of LQPs being admitted to the SE Region list.

Successful applicants will have to complete security checks to ensure they are suitable for appointment. Personnel under the direction and control of a Chief Constable or who work for a Police and Crime Commissioner are not eligible to apply. Applicants must satisfy the judicial-appointment eligibility condition on a 5-year basis, as set out in section 50 of the Tribunals, Courts and Enforcement Act 2007.

Remuneration will be provided by way of a daily sitting fee of £511.56. An hourly fee of £85 is paid for necessary preparation time for a hearing. Please see the Handbook for more information.

For more information about the application process, [please download the information pack here.](https://www.hampshire-pcc.gov.uk/wp-content/uploads/2025/04/Information-Pack-FINAL.docx)

The closing date for completed applications is midnight on 25th May 2025.

Interviews will be held on 16th, 17th & 18th July 2025 at the Police Federation Building in Leatherhead, Surrey