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## **Disciplinary Policy**

This document will outline the disciplinary measures you should follow whilst handing out punishments to constables. At all times within your role, you are expected to keep to the standards set out in this document whilst involved in AxielPD Command related tasks. If at any time you fail to follow this document, this could result in your position being terminated. Should you feel it necessary to skip parts of the procedure, depending on the severity of the constables offence, please contact the MPS Gold Command Team.

### **Disciplinary No #1:**

The first disciplinary that should be given out to any constable deserving of one, should be a verbal warning. This can be given at the roadside, and is a less formal option to the punishment side of things. This does need to be logged.

### **Disciplinary No #2:**

The second disciplinary should be a hearing with 1x (other) command member present. This should be done in an office based environment, to ensure maximum formality. This is essentially a “written warning” which must be logged.

### **Disciplinary No #3:**

The third disciplinary should be a logged role removal. As a command member, you should remove the relevant role contrary to the officer's actions. After a week of the role being removed, a constable may organise a retraining in order to get this role back. When a constable requests the retraining, our Training Management Team will assign the constable a tutor, this being a Sergeant, in order for them to complete said training.

### **Disciplinary No #4:**

The fourth disciplinary should be the same as the third. A logged role removal. As a command member, you should remove the relevant role contrary to the officer's actions. However this time, after 2 weeks of the role being removed, a constable may organise a retraining in order to get this role back. When a constable requests the retraining, our Training Management Team will assign the constable a tutor, this being a Sergeant, in order for them to complete said training.



**Disciplinary No #5:**

The fifth disciplinary measure will be suspension based. Should a constable reach 5 disciplinary actions taken against them, a member of the MPS Silver Command Team(+) may authorise a 3 month suspension of the constable's position within the Metropolitan Police. This must be logged. After the 3 month mark is reached, the suspension can be re-evaluated.

**Disciplinary No #6:**

The final disciplinary action should be authorised by a member of the MPS Gold Command Team. This would be a logged permanent suspension from the Metropolitan Police Service. This would be able to be appealed after 6 months.

*End of document.*

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