



## Appeals Policy – Senior Fleet Command Enquiries

The following policy dictates how internal enquiries are concluded from Senior Fleet Command level, and how they can be appealed from the receiving officer in question of the enquiry.

Internal Enquiries made by Senior Fleet are processed through investigating the brought about issue, gathering evidence where possible to come to an outcome that, as always with Fleet Policy, betters the organisation and the member populous. These investigations can on occasion bear no involvement of the Fleet's JAG department, with varying reasons given the circumstance.

The decision that is made at the end may not always be considered fair from the receiving party, and therefore an appeal may be requested. When finished, the enquiry is emailed out to Senior Fleet, the party in which the enquiry is concerned over, and the Fleet's Head of JAG – whereby the 'legal' department of the Fleet is now made aware of such enquiry, and outcome of.

With the internal enquiry having come from Senior Fleet, which includes the Fleet Commanding Officer who would head up an appeal of any other Fleet enquiry, there are no officers higher in position to conduct such appeals – unless after review the Head of JAG is in a position to take on this duty. With some cases the reasons previously outlined in the enquiry may well continue to prevent JAG from taking an active role.

Should this be the case there is a process for appeal using outside resources. With that in mind Senior Fleet Command, by having to follow this Fleet Policy, must adhere to allowing said appeals. In order for this to work both sides must prepare their case, as follows:

- Senior Fleet Command would elaborate and provide further details where possible into the enquiry already submitted.
- The party concerned and asking for appeal would prepare their return; evidence given where possible and prepare such reply in response to the appeal.

All prepared documentation for the appeal will remain confidential to each party, not discussed or shared in any way. Once both parties are ready they inform the JAG. At this point each party now chooses an OUTSIDE FLEET REPRESENTATIVE; someone to act unbiased towards the opposition party and will make decisions based on the facts, and only the facts, presented to them in both party's cases.

When each party has a representative, the Fleet's Head of JAG now takes over the running of the appeal; submitting to both outside Fleet representatives each case, and working alongside each to make a uniformed decision; either



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the Senior Fleet's original conclusion stands, or they retract all allegations until further investigation and evidence arises.

The discussion between both outside representatives and Fleet's JAG MUST, by order of this policy, remain unbiased towards each party and their case, acting for the betterment of the organisation and their members regardless of who sits on each party's bench. No discussion may occur between each representative, JAG, or the parties during this appeal.

In the event that the 'jury' agree with the Senior Fleet Command; the original conclusion stands and must be adhered to – either waiting on the deadline as originally set, or acting upon immediately should the date have already passed.

In the event that the 'jury' rule in favour of the recipient(s) of the enquiry the Senior Fleet Command Team must retract their original enquiry. Beyond this a decision on a parole/probationary review time is left with the Fleet Commanding Officer alone. But this scheduled review time MUST, by order of this Policy, be no shorter than that of 2 months and have pre-set stipulations agreed with through JAG (and if required, the Training and Personnel Development Director) in order to review and/or tutor the recipient. At the end of this, an appraisal review is conducted and the original decision for which the appeal was requested either stands, or the recipient officer(s) carry on with the organisation as previously set forth.