**Accelerated Misconduct Hearing – PC 2154 Lee Orr**

Counsel for the Appropriate Authority – Mr Waite

CNC legal representative – Erin Kyle-Davidson

PC Orr’s CNPF representative – PC Darren Adams

At 1000hrs on Wednesday 25th October 2023, I chaired an accelerated misconduct hearing under Regulation 49(4) of the police (Conduct) Regulation 2020, in relation to PC 2154 Lee Orr, a serving CNC officer based at Hunterston.

On 17th September 2023, the Appropriate Authority certified PC Orr’s case as a special case which meets the conditions for an accelerated misconduct hearing.

PC Orr’s Police Federation representative, acting as his police friend, confirmed that PC Orr has declined to attend the hearing. He has made a submission, which is included in the bundle.

Background

On Saturday 3rd September 2022, PC Orr was off duty, he was intoxicated and was arrested following an altercation with door staff at a public house in Prestwick.

On 16th August 2023, PC Orr was convicted at the Ayr Sherriff Court of assault. It was acknowledged in open court that he was a serving police officer.

PC Orr was fined £600 and ordered to pay a victim surcharge of £40.

Finding

I am satisfied, on the balance of probabilities, that the officer’s underlying behaviour, and his criminal conviction, amount to a serious breach of the conduct regulations in respect of Discreditable Conduct. His conduct undermines public trust and confidence in policing and undermines the standards members of the police service must uphold whether on duty or, as in PC Orr’s case, off duty.

Having read PC Orr’s submission to the hearing, he does not raise anything that alters my judgement.

This serious breach of the standards in respect of discreditable conduct, amounts to gross misconduct.

Sanction

PC Orr is dismissed without notice.

Simon Chesterman OBE QPM

Chief Constable

25th October 2023