

Application to Adjourn

1. The Panel heard an application from Ms Randall on behalf of PC Olajide to adjourn the PART2/Outcome proceedings to produce further 'mitigation' material in the form of medical evidence going to the degree to which the Officer's judgement may have been impaired at the time of the proven misconduct.
2. The AA opposed the application.
3. The Panel considered 5 documents in support of the application, consisting of Occupational Health reports and medical reports relating to PC Olajide's [REDACTED].
4. The Panel considered the application balancing any potential prejudice or unfairness to the Officer, the principles of natural justice and overall mitigation.
5. Ms Randall acknowledged that this issue had not previously been raised at any stage in the proceedings to date. Ms Randall submitted that the finding of facts determination by the Panel and its formulated rationale as to dishonesty, has prompted the submission to adjourn to place before the Panel evidence that the Officer's judgement may potentially have been impaired and to what degree, at the time the misconduct arose.
6. The Panel determined that any material as to potential impairment or Equality Act issues should have been raised during the proceedings themselves and flagged as early as the preliminary Hearing. The Panel do not accept its determination on the findings of facts introduced any matters in relation to dishonesty that were not already apparent during the hearing.
7. The Panel conclude that the provision of a Subject Expert Report as to the impact of the Officer's [REDACTED] at this juncture is not helpful as the Panel will take into consideration the 5 documents referenced and accept the contents therein ,

which describe in some detail the symptoms the Officer has suffered since at least January 2023:

[REDACTED]

8. The Panel concludes in the circumstances, that it is not necessary in the interests of Justice to adjourn and fairness to the Officer will be achieved by the Panel giving due regard to the medical reports setting out his diagnosis of a medical condition at the relevant time in these proceedings when considering outcome.
9. The hearing will resume and proceed with PART2/Outcome.