



Scottish Police Federation
5 Woodside Place Glasgow G3 7QF

**Joint Central Committee
Conduct Subject Committee**

Ref: CS/DJK/KB

MINUTES

29 September 2015

1. Attendance

| | |
|--------------------------|----------------------------------|
| North Area Committee | John Crawford |
| North Area Committee | Sandy Smart |
| North Area Committee | Brian Dick |
| East Area Committee | Amanda Givan |
| East Area Committee | Stevie Herd |
| West Area Committee | Gary Mitchell |
| West Area Committee | Stuart Finnie |
| Deputy General Secretary | David Kennedy (meeting Chairman) |
| Conduct Secretary | Jim Foy |
| Administrator | Kirsteen Brown |

Apologies were received from Graham Gosling who was replaced by Stuart Finnie and from Scott Meechan.

2. Opening of Meeting

The Chairman opened the meeting by welcoming everyone to the Conduct Subject Committee meeting.

3. Minutes of Previous Meeting

The Minutes of the previous meeting had been circulated with JCC Circular 36 of 2015 and were approved.

A presentation was then given by Chief Superintendent Clark Cuzen from the Counter Corruption Unit (CCU) on the Integrity Matters Programme. The Committee appreciated the input and looked forward to positive engagement with the CCU.

4. Legal Assistance

The Conduct Secretary confirmed that there had been 25 criminal cases submitted since the last meeting on 28 July 2015.

The Deputy General Secretary explained that the new procedure for access to legal advice and assistance goes live as of 1st October 2015.

He stated that the panel of Solicitors would remain the same but that other firms would be added to deal with local issues. The aim is that the local lawyers would attend and deal with local cases to reduce travelling times/costs. By bringing the legal advice/assistance in-house the JCC will have absolute discretion over funding issues; the current £50k indemnity will be removed; lawyer's fees will be capped and that having a Legal Administrator would be beneficial.

Discussions took place regarding the new process and how any appeal would be handled.

5. Complaints against the Police

The Conduct Secretary stated that the total number of complaint cases recorded by Police Scotland in the financial year to date is 1655, an increase of 49.1%.

The number of complaint cases in the North increased by 19.5% (355).

The number of complaint cases in the East increased by 26.9% (486).

The number of complaint cases in the West increased by 89.3% (814).

The total number of allegation recorded in the financial year to date is 2327 with each complaint averaging 1.41 allegations. Quality of service accounts for 19.3% of the total.

6. Conduct

The Conduct Secretary said that the total number of live cases being monitored by the leads was 417. There were 67 in the North, 87 in the East and 263 in the West.

He said that a new addition had been made to the conduct database and that all upcoming and completed meetings/hearings were being recorded.

The Conduct Secretary had a recent meeting with PSD on a review of force forms in relation to the misconduct process. As a result, several changes were to be made to these in the coming months in an effort to avoid duplication.

To date most senior officer's reports submitted in relation to misconduct meetings/hearings have been largely supportive. Any report that contains inappropriate information should be challenged and any irrelevant sections or sections commenting on the allegation/s should be removed.

The Conduct Secretary gave an update on hearings held since the last meeting. He said a fuller update on meetings and outcomes would be provided at the next meeting.

A two day training course regarding the 1996-2013 Regulations took place in Dundee with an input from Chief Superintendent John Pow. He had commented on the high standard of all presentations. The Conduct Secretary thanked those who attended for their hard work and diligence during the course.

The Committee was informed that there had been further problems encountered with 2014 conduct regulation process, such as insufficient notice being given and incorrect disposals being suggested. Work was ongoing in relation to this.

The Conduct Secretary explained the importance of officers following the correct procedure in relation to timescales and where this did not happen there was a danger of supporting documentation not being accepted by a Chair. He also said it was important that area leads received the assistance of trained divisional representatives. He reported that further training at both local and national level would be arranged.

7. Performance

There were no significant issues raised.

8. Police Appeals Tribunal

Two cases remained live at PAT and updates would follow in due course.

9. Police Investigations and Review Commissioner

There were currently nine ongoing investigations.

10. Longevity of Warnings

The Deputy General Secretary said this would be dealt with on a case by case basis. He had another meeting with Peter Blair arranged for later in the week and an update would follow.

11. Competent Business

There were no items.

12. Closure

Date of next meeting: 19 January 2016

The Chairman thanked everyone for their contribution and wished them a safe journey home.