



Scottish Police Federation
5 Woodside Place Glasgow G3 7QF

**Joint Central Committee
Conduct Subject Committee**

Ref: CS/DJK/LS

MINUTES

17 January 2019

1. Attendance

North Area Committee	Sandy Smart
North Area Committee	David Threadgold
North Area Committee	Martyn Turner
East Area Committee	Michelle Ritchie
East Area Committee	David Reid
East Area Committee	Graham Ross
East Area Committee	Euan Sinclair
West Area Committee	Stuart Finnie
West Area Committee	Lynne Gray
West Area Committee	Gordon Cumming
West Area Committee	Lorna Hogarth
West Area Committee	Paul McWhinnie
West Area Committee	Campbell Smith
Deputy General Secretary	David Kennedy (meeting Chairman)
Assistant to the General Secretary (Conduct)	Amanda Givan
Business Administrator	Lesley Stevenson

The Chairman opened the meeting by welcoming everyone and invited all to take an active part.

Apologies were received from Heather Macdonald and Andy Horne.

Ilya Zharov, Head of Review and Policy with Police Investigations and Review Commissioner attended the meeting to discuss his role and the work of his department.

2. Minutes of Previous Meeting

The Minute of the previous meeting had been circulated with JCC Circular 45 of 2018 and was noted.

3. Legal Assistance

It was noted that since the last meeting, there had been 18 applications for legal advice and assistance for criminal matters; six for on duty and 12 for off duty issues. There were also a further seven applications for legal advice in respect of misconduct matters; two for on duty and five for off duty.

4. Complaints against the Police

The AGSC said that a SPA Complaints and Conduct Committee meeting was held on 13 December 2018 but she had been unable to attend. She circulated the report that had been issued at the meeting which had given a considerable amount of detail in respect of complaints against the police. The next meeting of this Committee is scheduled for 29 January 2019.

It was reported that there were currently five suspended officers in the East Area, four in the North and five in the West.

The AGSC asked members to inform her if they had any concerns about how complaints were being conducted in the areas. The meeting Chair said there was advice available on the SPF website.

5. Conduct

The AGSC reported that since the last meeting there had been no hearings in the East. There had been one Misconduct meeting resulting in a verbal warning and 3 improvement actions given. Two officers elected to resign. There were currently 11 conduct on duty matters and 5 off duty matters being monitored and 10 criminal on duty matters and nine off duty criminal matters being monitored. A total of 5 officers were currently suspended.

It was noted that there had been one gross misconduct hearing in the North resulting in the officer being dismissed without notice. There were currently six on duty conduct matters being monitored and 12 off duty conduct matters and 14 on duty criminal matters and 15 off duty criminal matters being monitored.

In the West area there was one officer who resigned prior to a hearing, one dismissed without notice and one required to resign. In respect of misconduct, there had been one meeting resulting in a written warning. There were currently 21 on duty conduct matters and 12 off duty conduct matters being monitored and 37 on duty criminal matters and 17 off duty criminal matters being monitored.

The AGSC provided all members with a Conduct Form Pad.

It was noted that Performance was to be added onto the next Agenda.

6. Police Appeals Tribunal

It was reported that one PAT had been submitted that week. Another case had concluded resulting in the officer's appeal not being upheld.

7. Police Investigations and Review Commissioner (PIRC)

The AGSC reported that she met with both the Head of Investigations and Head of Review and Policy on 13 November 2018. It was noted that PIRC said witness interviews were carried out so frequently due to the poor quality of statements provided by officers. PIRC said it was clear that many officers hadn't been fully apprised of the circumstances of the meeting and in most cases, hadn't been provided with the guidance leaflet, despite this having been forwarded to the SPOC.

The AGSC said she was to meet the Head of Investigations on 21 January and asked that any issues be sent to her prior to the meeting.

8. Competent Business

The AGSC said that a Performance hearing in the North Area had been held and the officer was dismissed. The decision was being appealed due to significant procedural issues. She said that anyone who was asked to assist a member (even in early stages of the performance process) should consult with a FTOB and ensure that any representations made were submitted and a copy retained as they may be relevant, should the process continue to advanced stages.

The AGSC said that this was the last meeting of this Committee prior to the reconstitution at the next Area meetings and thanked all for the work they had done whilst on the Committee. It was noted that training would be carried out for new representatives.

9. Closure

Date of next meeting: TBC

The Committee was informed that future meeting dates would be forwarded to the Resource Deployment Manager to be added to SCOPE.

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