



Scottish Police Federation
5 Woodside Place Glasgow G3 7QF

**Joint Central Committee
Conduct Subject Committee**

Ref: CS/DJK/LS

MINUTES

17 April 2018

1. Attendance

North Area Committee
North Area Committee
North Area Committee

John Crawford
Karen Harrison
David Threadgold (by VC)

East Area Committee
East Area Committee
East Area Committee

Heather MacDonald
David Reid
Graham Ross

West Area Committee
West Area Committee

Gary Mitchell
Gordon Cummings
Andy Smith
Phil Maguire
Adam Peppard
Chris Thomson
Paul McWhinnie

Deputy General Secretary
Assistant to the General Secretary (Conduct)

David Kennedy (meeting Chairman)
Amanda Givan

Business Administrator

Lesley Stevenson

Apologies were received from V Division due to problems with the VC facilities.

The Chairman opened the meeting by welcoming everyone to the first meeting of the new Conduct Subject Committee and invited everyone to take an active part.

Amanda Givan was proposed and seconded and duly elected as Secretary.

2. Minutes of Previous Meeting

The Minute of the previous meeting had been circulated with JCC Circular 7 of 2018 and was noted.

3. Legal Assistance

It was noted that since the last meeting, there had been 13 applications for legal advice and assistance for criminal matters; 10 for on duty and 3 for off duty issues. There was also a further 6 applications for legal advice in respect of misconduct matters; 4 for on duty and 2 for off duty.

It was noted that the number of criminal cases currently being monitored by the Area Conduct lead was 34 on duty and 23 off duty in the West, 9 on duty and 11 off duty in the North, and 5 on duty and 10 off duty in the East.

It was further noted that there were currently 16 officers suspended from duty throughout the force; 3 in the East area, 8 in the West Area and 5 in the North Area.

4. Complaints against the Police

The AGS(C) said that she had been unable to obtain the relevant figures for this meeting. She said she would seek to obtain these and circulate them when received.

5. Conduct

It was noted that there were currently 21 on duty and 10 off duty conduct matters being monitored by the Conduct lead in the West, 2 on duty and 8 off duty conduct matters being monitored in the North, and 11 on duty and 13 off duty matters being monitored in the East.

Since the last meeting there had been one gross misconduct hearing in the West resulting in a final written warning.

Since the last meeting, in the North there had been one misconduct meeting resulting in a written warning.

Since the last meeting, in the East there had been one misconduct meeting resulting in a verbal warning.

The AGSC said that in the last performance reporting period, 424 matters had been referred to PSD for consideration of a formal preliminary assessment under the 2014 Regulations. Of those 424 referrals, 69% were dealt with via alternative disposals such as improvement action, no action or sent back to Divisions to be dealt with under Performance Regulations. The Committee discussed this matter and agreed to monitor it.

6. Performance

The Committee discussed the apparent reluctance to use Performance Regulations in Divisions and agreed that refresher training on the Regulations was needed.

7. Police Appeals Tribunal

It was noted that there were currently two ongoing appeals, one in the East and one in the West.

8. Police Investigations and Review Commissioner (PIRC)

The AGSC told the Committee that she had arranged quarterly meetings with representatives from PIRC and was scheduled to meet them the following week. Issues she would be raising with them included the length of time investigations take and the lack of apparent updates to subject officers.

The Committee discussed their concerns about the length of time some interviews take and it was agreed that a Guidance Note would be helpful.

9. Competent Business

The AGSC said that the theme for Conference 2019 was "The Cost of Policing" and asked for suggestions for the Conduct input.

The Committee was informed that a new Form in respect of all new matters being investigated under the 2014 Conduct Regulations had been produced and would be circulated along with Guidance. Those present were also advised of the SPF Authorisation form which should be considered for completion whenever a member makes contact for advice or assistance.

The Committee was informed that the SPF had recently had a successful Judicial Review.

The Deputy General Secretary told the Committee that a 3/4 day residential training course was being devised for members on the Committee.

10. Closure

Date of next meeting: TBC

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