



Scottish Police Federation  
5 Woodside Place Glasgow G3 7QF

**Joint Central Committee  
Conduct Subject Committee**

Ref: CS/DJK/LS

**MINUTES**

18 April 2017

**1. Attendance**

North Area Committee	John Crawford (by VC)
North Area Committee	Sandy Smart (by VC)
North Area Committee	David Threadgold (by VC)
East Area Committee	Amanda Givan
East Area Committee	
East Area Committee	Scott Meechan
West Area Committee	Lorna Hogarth
West Area Committee	Gary Mitchell
West Area Committee	Jenny Shanks
Deputy General Secretary	David Kennedy (meeting Chairman)
Business Administrator	Lesley Stevenson

Apologies were received from Stuart Finnie, Stevie Herd and Jim Foy.

Superintendent Andy McDowell and Chief Inspector Andy Bell attended the meeting and gave an update on the Professional Standards Department.

At the conclusion of their input, the Chairman opened the meeting by welcoming everyone to the Conduct Subject Committee meeting and invited everyone to take an active part.

**2. Minutes of Previous Meeting**

The Minute of the previous meeting had been circulated with JCC Circular 5 of 2017 and was noted.

**3. Legal Assistance**

It was noted that since the last meeting, there had been six on duty criminal cases, 11 off duty criminal cases and one conduct case submitted.

**4. Complaints against the Police**

No figures were available due to the change in the SPA system. The Committee discussed future SPA complaint meetings and agreed that it was worthwhile for SPF to attend.

## **5. Conduct**

The Committee was informed that that the total number of live cases being monitored by the leads was 191. There were 46 in the North, 72 in the East and 73 in the West.

Since the last meeting there had been six gross misconduct hearings across the country; one in the North which resulted in dismissal without notice, two in the East which resulted in one dismissal and one required to resign; and three in the West which resulted in one demotion in rank, one written warning and one verbal warning.

There had been a further eight misconduct meetings; one in the North which resulted in management advice, one in the East which resulted in a verbal warning and six in the West resulting in management advice and warnings.

## **6. Performance**

It was noted that Performance Regulations as an alternative to Conduct Regulations still remain largely unused at divisions. It was also noted that in the East area, Performance Regulations were used more in relation to attendance issues. The Committee agreed that training would be required in the future if Performance Regulations were used more often.

## **7. Police Appeals Tribunal**

There were no current live tribunals.

## **8. Police Investigations and Review Commissioner (PIRC)**

It was noted that Mr John McSparran was now Head of Investigations for PIRC as Irene Scullion had retired. The Committee agreed that it would be worthwhile to invite PIRC to attend a Conduct meeting in the near future.

## **9. Vetting**

The Committee was informed that just as the Vetting SOP was being issued, a legislative change was made. The law which previously exempted the office of constable from the Rehabilitation of Offenders Act had been largely removed, effectively meaning that certain offences after a much shorter period of time would be considered spent and not necessarily preclude someone for consideration of a position for that reason alone. The SOP has now been amended and will require to be consulted on again. It was noted that DCC Livingstone had expressed his concerns about this matter in a letter to the Scottish Government.

The Deputy General Secretary raised the issue of warnings and said that the problem was still ongoing. A Judicial Review may be required in the future. He asked that any examples be sent to him so that he can record them.

## **10. Anti-Corruption Unit Re-Integration Reference Group**

Amanda Givan attended the first meeting of this Group on 12 January and had only received the Minute and an Action Log the previous day. She said that she had been asked

if the SPF had any officers who had been subject to CCU investigation and who would be willing to attend this Group to provide their personal experience. The information of anyone interested should be sent to her in the first instance.

No date for the next meeting had been set.

## **11. Competent Business**

There were no items.

The Committee discussed the Conduct Secretary, Jim Foy currently being off on long term sick leave. The Deputy General Secretary asked that Area Leads provide help and assistance to each other when required in the meantime until the matter was resolved.

## **11. Closure**

Date of next meeting: 1 August 2017

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