



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

JCC Circular 20 of 2015

Ref: CS/DJK/LS

5 May 2015

Dear Colleague

Subject/Standing Committee Minutes April 2015 – Information

I refer to the above and attach herewith the Subject and Standing Committee Minutes from the meetings on 21/22 April 2015.

Whilst this circular is primarily for your information, should you have any comments on its content, please submit them to me no later than 10 days after its date of publication.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Calum Steele'.

Calum Steele
General Secretary



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee
Finance Standing Committee

Ref: CS /DJK/LS

MINUTES

22 April 2015

1. Attendance and Opening and Minutes of Previous Meeting

David Hamilton	North Area Committee
Brian Jones	East Area Committee
Malcolm MacDonald	West Area Committee
Calum Steele	General Secretary / Treasurer
David Kennedy	Deputy General Secretary
Brian Docherty	Chairman
Lesley Stevenson	Business Administrator

Apologies were received from Andrea MacDonald who was replaced by Malcolm Macdonald and the SPF Vice Chairman.

The FSC approved an amendment to the Minute of the meeting held on 21 January 2015 as follows:

From: It was noted that the Trustees had met on 31 October and approved the request from Malcolm Macdonald which was to increase the money given to dependent officers from £3500 to £7500.

To: It was noted that the Trustees had met on 31 October and approved the request from Malcolm Macdonald which was to increase the advanced sum of money given to subscribing members or their dependents from £3500 to £7500.

With this amendment the Minute was approved.

2. Scottish Government Grant Account

The General Secretary / Treasurer reported that the Grant in Aid for 2015/16 had been set at £374,000 and that he intended to speak to Scottish Government Officials about a more efficient method of funding. Members went on to discuss the use of Grant in Aid for funding Conference and meetings etc. and agreed that the General Secretary should explore the viability of the matter discussed.

3. SPF Voluntary Fund Account

The General Secretary told the Committee that work was progressing on finding a replacement for Patricia Smith. A consultant had been engaged and was assisting in this regard. It was considered that a degree of additional professional oversight on a one day per week basis, a part time qualified person to replace Patricia and a part time assistant would be the best arrangement to cater for ongoing work and future requirements in relation to VAT registration amongst other things.

The Chairman and General Secretary wished to record their thanks to Lesley, Susan and Doug for the work done in the interim period.

The General Secretary reported that payroll would be moving from Alexander Sloan & Co to Hardie Caldwell who would also take care of pension auto enrolment.

Due to the complexity of recent changes the annual accounts were still not finalised.

4. Trust Accounts

The General Secretary reported on operating cash and the money in the current account. He said he had spoken to investment brokers with a view to investing some of the trust monies. This was however caveated with the need to ensure that the balance was maintained between operating money and that which was invested.

5. Investments

It was noted that the portfolio was performing well and the General Secretary said he would circulate an updated report to the Committee and invite the investment broker to a future meeting. This was agreed.

6. SPF Accommodation

The General Secretary reported that the work at Woodside Place was complete and that officials and staff would be moving back in the next few days. He said the vast majority of the costs were attributable to structural work and cabling. He said he had been advised that further work would need to be done on the sandstone at the rear of the building but this was not time critical. This had been identified whilst the scaffolding was erected and was not within the original schedule of works. There is no risk to the integrity of the building but this will require to be addressed within the next number of years. The Secretary reported that the work was not undertaken whilst the scaffolding was in place as the temperatures were too low to affect repair.

Brian Jones said the building warrant for Livingston had still not been signed off and the Chairman said he would have Jones Lang La Salle look at this.

The Committee then discussed SPF buildings and contracts and how they should be managed.

7. Corporate Gifts

This item was removed from the agenda and it was agreed the SPF should hold a register.

8. Member Services

Malcolm Macdonald said that he had been asked a number of questions in relation to the Member Services package by a representative on behalf of other members. He said he had compiled responses with the assistance of the General Secretary. The Committee discussed the

issues highlighted. The Chairman said that any complaints should be addressed to the Vice Chairman and if necessary he would raise matters directly with the broker.

David Hamilton asked if the Committee, for reasons of openness and transparency, could have access to documents and other information that had allowed the Trustees to make the decision to stay with the current broker. The General Secretary explained a number of related issues and advised that when a full return to Woodside Place had taken place he would arrange FSC members to view the information.

9. Staffing

See item 3 above.

David Hamilton asked if the Staff Review had been completed and was advised that due to significant office bearer and staff changes in the East Area the review had been suspended but would be completed in the near future.

10. Competent Business

The General Secretary raised the question of the level of detail submitted along with expenses claims. The meeting agreed all expense claims should be validated by the representatives on the FSC prior to be sent to Woodside Place for settlement.

11. Closure

Date of next meeting: 29 July 2015

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



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Legislation and Regulation Standing Committee

Ref: CS/DJK/LS

MINUTES

22 April 2015

1. Attendance

Graham Sloan	North Area Committee
David Hamilton	North Area Committee
Brian Jones	East Area Committee
Grant McDowall	East Area Committee
Malcolm Macdonald	West Area Committee
Martin Bertram	West Area Committee
Brian Docherty	Chairman
Calum Steele	General Secretary
David Kennedy	Deputy General Secretary
Peter Jones	H&S Secretary
David Ross	SPF Policy Coordinator
Lesley Stevenson	Business Administrator

Apologies were received from the Equality Secretary, the SPF Vice Chairman and Andrea MacDonald.

2. Opening of Meeting

The Chairman opened the meeting by welcoming everyone and by thanking them for attending.

3. Minutes of Previous Meeting

The Minute of the last meeting had been circulated with JCC Circular 8 of 2015 and was approved.

4. Consideration of JCC Consultations

The Committee discussed the consultations on:

- Inquiries into Fatal Accidents & Sudden Deaths etc (S) Bill
- Equally Safe - Reforming the Criminal Law to Address Domestic Abuse and Sexual Offences
- Apologies (S) Bill: call for written evidence
- Criminal Justice (S) Bill

In relation to stop/search members agreed that it was vital that the ability of the public to consent to cooperating with the police (in search if necessary) was maintained. The General Secretary said he was considering preparing a briefing document for politicians demonstrating how important this aspect of policing was. In addition he was considering holding a physical briefing for politicians where he may bring an operational officer experienced in that field. He asked members to send him examples of successful consensual searches by 1 May 2015.

Members also discussed body cameras, whether or not they were effective and the associated costs and wider issues.

5. Competent Business

There were no items.

6. Closure

Date of next meeting: 29 July 2015

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



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Operational Duties Standing Committee

Ref: CS/DJK/LS

MINUTES

22 April 2015

1. Attendance

Graham Sloan	North Area Committee
David Hamilton	North Area Committee
Brian Jones	East Area Committee
Grant McDowall	East Area Committee
Malcolm Macdonald	West Area Committee
Martin Bertram	West Area Committee
Brian Docherty	Chairman
Calum Steele	General Secretary
David Kennedy	Deputy General Secretary
Peter Jones	H&S Secretary
Lesley Stevenson	Business Administrator

Apologies were received from the Equality Secretary, the SPF Vice Chairman and Andrea MacDonald.

2. Opening of Meeting

The Chairman opened the meeting by welcoming everyone and thanking them for attending.

3. Minutes of Previous Meeting

The Minute of the last meeting had been circulated with JCC Circular 8 of 2015. Following an amendment to remove the reference to a specific location the minute was approved.

4. Accelerated Careers Development Programme (ACDP)

There was no update. It was agreed that in future the ACDP, Police Diploma and Special Constabulary items would be taken under one heading.

5. Police Diploma

There was no update.

6. Special Constabulary

Brian Jones reported that he attended a meeting on 9 February at the Scottish Police College. Amongst the items discussed were inactive special constables; a rank structure for specials; misconduct procedures; standard entrance tests; working time and inclusion of specials in operational base levels. The SPF position on all, and the rationale for the position, was again rehearsed and endorsed.

7. CBRN

David Hamilton reported that the Home Office had not been impressed with the lack of rollout of the Initial Responders Program and an update was awaited. In response to a question it was confirmed the funding and expectation for CBRN came from UK sources and was not solely for the Police Service of Scotland.

Members raised a Force Memo regarding officers seeking to withdraw from CBRN duties. It was clear the Force had an issue with resilience in this regard but members were clear that officers engaged on these duties were volunteers and that that status should be respected.

8. Consideration of JCC Consultation

The General Secretary said that this had been discussed at the Legislation & Regulation Standing Committee and that the Minute of that meeting read:

“In relation to stop/search members agreed that it was vital that the ability of the public to consent to cooperating with the police (in search if necessary) was maintained. The General Secretary said he was considering preparing a briefing document for politicians demonstrating how important this aspect of policing was. In addition he was considering holding a physical briefing for politicians where he may bring an operational officer experienced in that field. He asked members to send him examples of successful consensual searches by 1 May 2015.”

9. Post Incident Procedures

It was agreed that the Deputy General Secretary would be the lead for the SPF on this matter.

It was explained that four training exercises were to take place across the country and a new PIM course was to be held at the SPC in May. The Deputy General Secretary would circulate the dates when he received them. He also said that he was working with Vice Chairman regarding an internal PIM course.

Members also discussed related legal issues including the primacy of the Crown, the accreditation of training, the PFOA and its connection with the PFEW.

10. Workforce Agreements (WFAs)

There was no update.

It was reported that the Working Practices Review Group was to meet the following Friday and the Deputy General Secretary and Malcolm Macdonald were to attend.

The Health & Safety Secretary told the Committee that the Metropolitan Police were being investigated by the HSE regarding working time recording.

11. Custody

The H&S Secretary gave an update on a meeting he attended the previous day and said he was attending a Custody Project Review group meeting the following week in place of the Vice Chairman.

Brian Jones reported on the situation at Craigmillar and Martin Bertram reported that there were weekly updates of custody services in the West.

The Chairman reported that custody vehicles were being examined to ensure that they were fit for purpose.

The Committee discussed the BOSS (body orifice security scanner) Chair.

David Hamilton reported that there was a shortage of support staff which was causing significant issues in the North area. The Chairman said he would raise this at a meeting with area ACC's and at the JCC if necessary.

The Deputy General Secretary said that he was to meet with Inspector Keith Harrison regarding shift patterns and Martin Bertram said this was part of an overall look at shifts by a Force Project Group.

12. Force Firearms Monitoring Group

There had been no meetings. It was noted that the next meeting would be held on 28 April and Malcolm Macdonald was to attend.

13. Communications

There was no update. Grant McDowall requested that the East be able to utilise a 'Mail Chimp' list and this was approved.

14. CWG - Compensation for Inspecting Ranks

Andrea MacDonald had written to the Chief Constable saying she was disappointed at his response to her request for compensation for the inspecting ranks relative to the Commonwealth Games. This was removed from the agenda.

15. Competent Business

A paper was circulated at the meeting which drew attention to the practice of overtime being 'offered' to members at less than regulation rates. The SC agreed to propose to the JCC that the following letter be published on the SPF website:

Dear Colleague

Message to supervisors re overtime compensation

First, can I immediately acknowledge your hard work under pressurised circumstances and say that the SPF stands ready to address any workplace issues you may have on this or any other matter.

The reason for this letter probably begins in the financially strict circumstances of Police Scotland but while I acknowledge that, it does not excuse the practice of offering overtime to constables or sergeants at less than regulatory rates. Unfortunately, we are receiving increasing numbers of such complaints and it is our duty to do something about them.

Can I ask that you report pressure from above to offer overtime at less than regulatory rates. It is the intention of the SPF to report such conduct to the Deputy Chief Constable (Designate) for his consideration of misconduct proceedings.

Yours sincerely

*Brian Docherty
Chairman*

A paper was circulated relative to 'Notifications'. It was agreed that the JCC be asked to examine a statement as follows to be agreed with PS:

Notification

No officer should be contacted when off-duty unless it is in relation to court or for some other urgent matter which cannot wait until the officer is next on-duty. This principle should be strictly adhered to in relation to alterations to rosters where the day in question is more than 5 days hence.

'Notification' should be recorded by a supervisor who should keep a record of when the officer received the notice, not merely when the notification was sent.

David Hamilton raised his concerns regarding C3 in the North Area. The H&S Secretary raised the issue of staffing and sickness at Bilston Glen. Members discussed reported numbers of staff required to reach an appropriate level and it was agreed that solid evidence of these matters would be required before it could be advanced to the Force Executive.

16. Closure

Date of next meeting: 29 July 2015

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



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Equality Subject Committee

Ref: CS/DJK/LS

MINUTES

21 April 2015

1. Attendance

North Area Committee	Graham Sloan (Chair of Meeting)
North Area Committee	Paul Reynolds
North Area Committee	Caroline Scobbie
East Area Committee	Andy Malcolm
East Area Committee	Allan Symington
West Area Committee	John Campbell
West Area Committee	Andy Hastie
West Area Committee	Fiona Morris
Equality Secretary	Jackie Muller
Business Administrator	Lesley Stevenson

Apologies were received from Nigel Bathgate and the Vice Chairman.

2. Opening of Meeting

The Chairman opened the meeting by welcoming all present.

3. Minute of Previous Meeting

The Minute of the previous meeting had been circulated with JCC Circular 8 2015 and was approved.

4. PNB SSC Equality Working Party

The Equality Secretary told the Committee that this group had met twice since the last meeting. It was noted that Terms of Reference had now been agreed.

She told the Committee that relative to the Children & Families Act, PNB Circular 2015/1 had been drafted and should be ratified at full PNB on 7th May. This incorporates all changes to be effective for police officers and is reflected in the recently published SOP. There are still some concerns regarding pensions and the General Secretary had been asked to look into this.

A PNB Circular was being drafted relative to the carry-over of annual leave following absence due to maternity or sickness.

Regarding part-time workers doing additional hours, it was noted that this was not being undertaken in Scotland. Officers were informed however to claim what they are entitled to meantime.

It was noted that data was still awaited relative to the Equal Pay Audit. The Equality Secretary told the Committee that the Occupational Maternity Pay issue was still being considered although the First Minister had given her support at Annual Conference. She told them that she had written to all politicians who attended conference and so far had received a response from only Willie Rennie.

It was noted that the next meeting of this Group would be held in June.

5. Scottish Police Staff Associations Equality Working Group

It was agreed that in future this item would be renamed Police Scotland (PS)/Scottish Police Authority (SPA) Equality & Diversity People & Development Governance Group.

A meeting of this group was due to be held the following Friday and the SPF/ASPS were unable to attend. The Equality Secretary had written to DCC Neil Richardson expressing disappointment at the lack of flexibility for meeting dates.

6. Maternity/Paternity/Adoption

The Equality Secretary reported that she had received the final draft of the SOP but still awaited the completed Equality Impact Assessment.

7. Disability

The Equality Secretary told the Committee that a mainstreaming report showed that disabled officers had reduced by 1% in the last two years. This issue was discussed by the Committee and the Equality Secretary said she had raised the matter with OHU.

Andy Malcolm asked about 'Fit for Work' and the Equality Secretary said that Police Scotland was not committed to engage but that it would be used where appropriate.

8. Training/Legal Updates

The Equality Secretary told the Committee that the modules were available and that a 2 day basic course would be held in the summer. There would be three modules on

- What is E&D
- Recording and
- General "Signposting".

In addition she would also try and do local spot training when able.

There were no legal updates available.

9. Monitoring/Positive Action

The Equality Secretary told the Committee that most of the forms had been returned and analysis would be undertaken in the near future.

10. Fitness Testing

The Equality Secretary informed the Committee that she had received a response to her letter from Police Scotland regarding the above issue. They are not prepared to acknowledge any discrimination and she proposed that she write again putting them on notice that the SPF would proceed to legal settlement if anyone raised a claim. The Committee agreed.

11. Area Updates

Draft area minutes had been circulated and were noted.

12. Sickness Monitoring & Attendance Management

There was no update. It was agreed that this item could be removed from future agendas.

13. Uniform/PPE

The Equality Secretary reported that she still awaited the Standard of Dress & Procurement SOP and EIAs.

14. National Police Promotion Process

It was noted that the SPF Vice Chair was dealing with this issue. The Equality Secretary undertook to find out where it sat and identify if any further work was required. The Committee discussed officers who had previously failed being asked to resubmit their forms. They also discussed standardisation for scoring and agreed that the matter needed addressing.

15. Correspondence

The Equality Secretary told the Committee that she had written to the Chief Constable and to the Scottish Police Authority regarding the lack of sharing equality impact assessments during consultation processes. A response was awaited.

She had also written to Police Scotland highlighting her concerns about equality impact from the new occupational health unit/employee assistance program providers.

16. Competent Business

There were no items.

17. Closure

Date of next meeting: 28 July 2015

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



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Health & Safety Subject Committee

Ref: CS/DJK/LS

MINUTES

21 April 2015

1. Attendance

North Area Committee	David Smith
North Area Committee	Steve Thomson
East Area Committee	Brian Jones
West Area Committee	Martin Bertram
Health & Safety Secretary	Peter Jones
Business Administrator	Lesley Stevenson

Apologies were received from the Vice Chairman, Wilkie McCloskey, Andy Hastie, Gary Mitchell and Linsey Burns.

2. Opening of Meeting

The Chairman opened the meeting and thanked everyone for their attendance.

3. Minute of Previous Meeting

The Minute of the previous Health & Safety Subject Committee meeting had been circulated with JCC Circular 8/2015 and was approved.

4. Joint UK H&S Meeting

Minutes of the previous meeting had been circulated prior to the meeting. A further meeting had been scheduled for 5/6 April and the H&S Secretary and Martin Bertram had attended. The Committee discussed the lack of skid training in the UK.

5. Association of Police Health & Safety Advisors (APHSA)

The Minute of the previous meeting had been circulated and was noted.

It was reported that the H&S Secretary had been unable to attend the last meeting of this group. He told the Committee that he had however spoken with emergency planning regarding water rescue and had met the previous day with Stephen Merchant, H&S Manager PSoS and discussed same. The matter will hopefully be progressed at the next H&S Board meeting.

6. Force Executive H&S Meeting

The Note of the previous meeting had been circulated and was noted.

The Committee discussed the water safety issue and the fact that kits were being removed from police cars. It was agreed that the H&S Secretary would circulate the ACPO Health, Safety and Wellbeing Report to the Committee. He would also ask Police Scotland to adopt the report.

7. Area Committee Updates

Steve Thomson told the Committee that the last NAC meeting was held on 30 March. The main issues discussed at that meeting were staff attending court after nightshifts. David Hamilton and Graham Sloan would be meeting S Wright the following Thursday. They also discussed the upcoming T in the Park event and Steve told the Committee that he had attended a Tactical briefing in Baluniefield.

Brian Jones told the Committee that the last EAC meeting was held on 7 April. He reported that the main item discussed was a shortage of staff at the control centre in Bilston. He said that the situation would be exacerbated when other major events such as the Edinburgh Marathon, Scottish Open and T in the Park took place. Members discussed resources generally and shift patterns in particular.

Martin Bertram told the Committee that the last WAC meeting was held on 15 April. Amongst the items discussed were the lack of refreshment breaks in custody suites, stress in the workplace, electric vehicles and snoods with cords. In relation to refreshment breaks, it was agreed that Steven Thomson and Brian Jones would speak to custody sergeants in their areas and report back to the H&S Secretary.

8. Uniform/PPE/OST

The Minute of the last meeting had been circulated and was noted. It was reported that the Standard of Dress SOP was awaited and that funding was to be provided for Surefire Ear Defenders and winter hats.

Bite back spray was to be issued to all dog handlers.

9. National Operational Planning

It was noted that the Open Championship would be held at St Andrews and Amanda Givan had been attending planning meetings. It was also noted that the heightened security level could impact on arrangements.

10. National Incidents Statistics

Latest statistics were unavailable. The H&S Secretary reported that he monitored SCoPE and that anything of note was passed to area leads for action. It was noted that the H&S Secretary would speak to the national Chairman regarding access to SCoPE for the East and West offices.

11. National Federation Training

It was reported that PSoS was to have all safety reps trained by modules delivered at area meetings. This training would cover Acc Investigation, inspections and the role of SPF safety

reps. Area leads were to be given the IOSH Managing H&S Course. Dates and venues are to be arranged.

12. SPF Custody Sub Group

The H&S Secretary updated the Committee on a meeting he had attended on 21 April 2015. Amongst the matters discussed were the rationalisation of the estate and the BOSS Chair (body orifice security scanner). It was noted that Wilkie McCloskey would be the single point of contact on the Custody Sub Group for the SPF.

13. Operational Support Division (OSD) SPF Sub Group

The H&S Secretary updated the Committee on a meeting he had attended on 21 April 2015 in regards to Specialist Services. He further updated the committee regarding the first meeting of the Roads Policing Division H&S Committee that Brian Jones attended. On receiving an update from Brian, following that meeting, the H&S Secretary said he had serious concerns relating to the attitude of senior officers in roads policing about health & safety and was to talk to ACC Higgins about this.

14. TTEWG

The Minute of the last meeting had been circulated and was noted. The Committee discussed mutual aid to Northern Ireland specifically regarding the provision of uniforms. The next meeting would be held on 6 May and the H&S Secretary was unable to attend.

15. Public Order Monitoring Group

There was no update.

16. Security

The Committee discussed the heightened security threat level.

17. Competent Business

Martin Bertram raised the matter of fire extinguisher testing and was advised that the matter was being dealt with by the SPF Vice Chairman.

18. Closure

Date of next meeting: 28 July 2015

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



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Conduct Subject Committee

Ref: CS/DJK/LS

MINUTES

21 April 2015

1. Attendance

North Area Committee	John Crawford
North Area Committee	Neil MacDonald
North Area Committee	Sandy Smart
East Area Committee	Amanda Givan
East Area Committee	Steven Herd
West Area Committee	Jim Foy
West Area Committee	Malcolm Macdonald
Deputy General Secretary	David Kennedy (meeting Chairman)
Business Administrator	Lesley Stevenson

Apologies were received from Phil Maguire.

2. Opening of Meeting

As the previous Conduct Secretary had taken up his new post as Deputy General Secretary and the election of his successor would not occur until the JCC meeting in May, the Subject Committee was required to nominate an interim Secretary for the conduct of the meeting. Jim Foy was proposed and seconded. There being no further nominations, Jim Foy was duly appointed. Following that, the Chairman opened the meeting by welcoming everyone to the Conduct Subject Committee meeting.

3. Nomination of Conduct Secretary

The Chairman informed the Committee that both Neil MacDonald and Jim Foy had intimated their intention to stand for the post of Conduct Secretary. The Conduct Committee, in accordance with the Rules, agreed to nominate both candidates from the Committee to the JCC.

4. Minutes of Previous Meeting

The Minutes of the previous meeting had been circulated JCC Circular 8 of 2015 and were approved.

5. Legal Assistance

The Chairman told the Committee that there had been 36 criminal cases since the last meeting.

The Chairman raised the question of the DAS Scheme, the solicitors to be used, the use of a call centre and a helpline for the future legal advice and assistance scheme.

6. Complaints Against the Police

The Conduct Secretary gave an update to the Committee informing them that the total number of complaint cases recorded by Police Scotland in the financial year to date had increased by 12.1%.

The number of complaint cases recorded in the North decreased by 15.7%

The number of complaint cases recorded in the East increased by 15.6%

The number of complaint cases recorded in the West increased by 30.3%

The Chairman told the Committee that the total number of allegations recorded in complaint cases in the financial year to date by Police Scotland was 5653 with each unique complaint case containing 1.44 allegations. Quality of service accounted for 14.7% of all allegations. The greatest number of assault allegations was recorded in Greater Glasgow accounting for 26.2% of the total.

In relation to 'custody' locations, taken here as cell, cell/passage, charge bar and detention rooms, allegations there account for 3.9% of the on duty total.

The Committee discussed resignations and Jim Foy said that he had spoken to Chief Supt. Ellie Mitchell regarding this matter. It was noted that it was crucial that members were aware that due to the 2014 Conduct Regulations, required to resign is no longer a disposal.

7. Conduct

The Chairman told the Committee that there had been no misconduct hearings since the last meeting although there had been two resignations prior to hearings. Currently there were 11 suspended officers in Police Scotland.

8. Performance

It was noted that there were currently no performance issues outstanding.

Jim Foy raised the matter of conduct training and was informed that the SPF Vice Chair was dealing with this issue. It was agreed that this matter would be further discussed at the Standing Committee meetings the following day.

9. Police Appeals Tribunal

It was noted that currently there were two PATs ongoing.

10. Police Investigations and Review Commissioner

It was noted that there were currently four investigations ongoing and 15 case handling reviews.

It was also noted that the Chairman would speak to PSoS regarding fatal accident inquiries.

11. National Vetting

There was no update. It was agreed that this item could be removed from future agendas.

12. Competent Business

John Crawford raised the issue of the longevity of warnings. The Chairman said that he had written to John Gillies regarding this. A response was awaited.

13. Closure

Date of next meeting: 28 July 2015

The Chairman gave thanks to the Committee for all their help whilst he had been Conduct Secretary. Members expressed their thanks to David Kennedy for all the work he had done on this Committee prior to his election as Deputy General Secretary.

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