



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

JCC Circular 37 of 2017

Ref: CS/DJK/LS

21 August 2017

Attachments: Minutes - Conduct, Equality & H&S
FSC, L&R & Op Duties

Dear Colleague

Subject/Standing Committee Minutes, 1/2 August 2017 – Information

I refer to the above and attach herewith, the Minutes of the Subject and Standing Committee meetings held on 1 and 2 August 2017.

Although this circular is primarily for your information, any comments/observations you may have on its content should be sent to me no later than 10 days after its date of publication.

Yours sincerely

Calum Steele
General Secretary



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Operational Duties Standing Committee

Ref: CS/DJK/LS

MINUTES

2 August 2017

1. Attendance, Opening and Minutes of Previous Meeting

Gordon Forsyth	North Area Committee
Steve Thomson	North Area Committee
Andy Malcolm	East Area Committee
Grant McDowall	East Area Committee
Martin Bertram	West Area Committee
Fiona Morris	West Area Committee
Andrea MacDonald	Chair
David Hamilton	Vice Chair
Calum Steele	General Secretary
David Kennedy	Deputy General Secretary
Amanda Givan	AGS (Conduct)
Nigel Bathgate	AGS (Equality)
Brian Jones	AGS (H&S)
Lesley Stevenson	Business Administrator

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

The Minute of the last meeting had been circulated with JCC Circular 19 of 2017 and was approved.

2. ACDP, Police Diploma & Special Constabulary

There was nothing to report on the substantive issues.

An update was given on a meeting the Chair and General Secretary had attended at the Scottish Police College. They met with the new Director of People and Development, Jude Helliker, and monthly meetings have been scheduled with her. The Vice Chair was to meet

Chief Superintendent Gillian McDonald in the near future as she is now in post at the Scottish Police College.

3. CBRN

The Vice Chair gave an update and said that there was a new operating model for bladed weapons. More cross discipline training was being carried out and work continued on this issue.

4. Consideration of JCC Consultation

There were no relevant consultations to the Committee at this time.

It was noted that the General Secretary, Chair, and Vice Chair were attending a 2026 Strategy Implementation Consultation Workshop the following week.

5. Post Incident Procedures (PIP)

The Deputy General Secretary said that the Force had agreed that post incident procedures should be used in more incidents and more representatives required training. It was noted the use of Post Incident Procedures (PIP) was to be extended to include critical incidents involving Death or Serious injury following Police Contact (Non Firearms) with effect from 26 July 2017.

6. Workforce Agreements (WFAs)

The Deputy General Secretary reported on the discussions there had been thus far and raised a number of particular issues. He said that the next meeting of this group would be held on 16 August and he would be attending.

The General Secretary reminded the meeting that formal processes between the force and the SPF had been agreed in respect of VSAs. He suggested Area Secretaries should write to their ACCs / Divisional Commander highlighting these processes to them and asking if they agreed it was important to abide by regulatory requirements when considering shift pattern changes.

7. Custody

The AGS (H&S) said that problems continued relative to resourcing within custody division. Members discussed backfilling, fire evacuation plans and the transporting of prisoners.

8. Force Armed Policing Monitoring Group

It was reported that the Chair and General Secretary attended the last meeting of this Group on 16 June.

Members were updated regarding the issues discussed at the meeting.

An issue had been raised by a representative from the West relative to claims from Specialist Firearms Officers for plain clothes allowance not being approved. The same individual raised concerns that Close Protection Officers were not receiving plain clothes allowance either and that the new covers for their body armour had not yet been issued.

A number of other issues that cannot be formally recorded were also discussed and shared with the Committee.

9. 3C

Members discussed resourcing and continuing difficulties with this area of business particularly staff shortages.

An update was provided regarding the transition of services from Inverness to the Area Control Room (ACR) North in Dundee and the combined service centres in Bilston Glen, Motherwell and Govan.

10. Impact on Inspecting Ranks Steering Group

Andy Malcolm and the Vice Chair provided an update in respect of the key recommendations and potential strategic objectives or milestones for the organisation to consider which had been presented to the Senior Leadership Board (Executive) by ACC Williams.

The Vice Chair advised that the Force Wellbeing Group would be looking at the issue of the accurate recording of working time.

11. Allard Case – Recall to Duty Payments

It was reported that nine officers had been identified and work was progressing on quantification. It was hoped that the service would respond in the near future.

12. PIRC Seizures

It was agreed that the substantive issue had been resolved with the Chief Constable agreeing to like for like replacement of footwear and clothing. Any issues remained locally and Martin Bertram would raise this matter with the relevant ACC. It was further agreed that this item could be removed from future agendas.

13. Allocation of Annual Leave

The Vice Chair said that this matter was causing unrest across the country where it seemed legacy policies were still being used. After much discussion the Committee agreed that this item could be removed from future agendas.

14. Conference 2017 Motion

The following Motion was carried at Conference 2017 and remitted to this Committee to pursue:

"That this Area Committee asks Conference to ask the JCC to approach the Scottish Government to engage with the Lord Advocate to seek parity when dealing with Police Officers as victims of crime."

The Committee discussed this Motion and it was agreed that an approach should be made to the Chief Constable regarding this in the first instance, prior to engaging with the Lord Advocate.

15. Competent Business

The Committee discussed the Bravery Awards and it was noted that the closing date for nominations was 31 August 2017. The event is to be held in Edinburgh on 30 November 2017.

Members discussed West Area Divisional Representatives setting up Twitter and Facebook accounts. It was agreed that a paper on SPF communication policy was to be prepared and circulated to the JCC.

The Vice Chair said he had received an invitation to Local Approaches to Policing Workshops which were being held across the country. He said he would circulate the dates to the Committee as it would be beneficial to be represented at these workshops.

16. Closure

Date of next meeting: October 2017

The Chair 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

2 August 2017

1. Attendance and Opening of Meeting

Gordon Forsyth	North Area Committee
Steve Thomson	North Area Committee
Andy Malcolm	East Area Committee
Grant McDowall	East Area Committee
Martin Bertram	West Area Committee
Fiona Morris	West Area Committee
Andrea MacDonald	Chair
David Hamilton	Vice Chair
Calum Steele	General Secretary
David Kennedy	Deputy General Secretary
Amanda Givan	AGSC (Elect)
Brian Jones	AGSH
Lesley Stevenson	Business Administrator

Apologies were received from Nigel Bathgate and Malcolm Macdonald. Malcolm was replaced by Fiona Morris.

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

2. Minutes of Previous Meeting

The Minute of the last meeting had been circulated with JCC Circular 19 of 2017 and was approved.

3. BTP into PSoS

The Committee discussed the proposed merger with BTP and agreed to recommend to the JCC that Woodside Place officials be given the authority to make decisions relative to that BTP merger. Ongoing updates will be provided to the JCC.

4. Motion – Conference 2017

The following motion was passed at Conference 2017 and remitted to this Committee.

Motion

“That this Central Conference asks the Joint Central Committee to seek an amendment to Section 51 of the Police, Public Order and Criminal Justice (Scotland) Act 2006 to extend football banning orders to include any person merely found in possession of pyrotechnic devices”.

The Committee agreed to send examples to the General Secretary by the end of August, prior to him taking this matter further.

It was also suggested that it may be helpful to contact FoCUS and seek their assistance with this matter.

5. Motion – JCC May 2017

The following motion was passed at the JCC meeting in May and was remitted to this Committee:

Motion

“This East Area Committee asks JCC to make representation to have paragraph 5 of the Criminal Injuries Compensation Scheme 2012 recognise that it is not part of an individual’s duty to be injured as direct consequence of a criminal act.”

Explanatory note

The current 2012 CICA takes no cognisance to Police Officers being injured or seriously injured as a result of a prisoner resisting arrest and under paragraph 5 it explains that claims will only be considered when officers are carrying out a role considered as exceptional if it would normally be expected of the applicant in the course of their work. We call upon the JCC to discuss and take the appropriate action so Police Officers can be treated fairly within the scheme.

This motion was discussed by the Committee and it was agreed that the General Secretary would write a letter to the Cabinet Secretary for Justice on this matter.

6. Competent Business

There were no items.

6. Closure

Date of next meeting: 11 October 2017

The Chair 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
Finance Standing Committee**

Ref: CS /DJK/LS

2 August 2017

MINUTES

1. Attendance, Opening and Minutes of Previous Meeting

Gordon Forsyth	North Area Committee
Andy Malcolm	East Area Committee
Martin Bertram	West Area Committee
Calum Steele	General Secretary / Treasurer
David Kennedy	Deputy General Secretary
Andrea MacDonald	Chair
David Hamilton	Vice Chair
Lesley Stevenson	Business Administrator

The Chair welcomed everyone to the meeting.

The Minute of the last meeting was distributed with JCC Circular 19 of 2017 and was approved.

2. Scottish Government Grant Account

The General Secretary reported that whilst some of the formal documentation in respect of the removal of the SPF Grant in Aid had yet to be finalized, the SPF had not received any Grant in Aid in this financial year. It was hoped the formal cessation could be achieved in relatively short order.

3. SPF Voluntary Fund Account

Accounts were circulated to all present. Members discussed the content of the accounts and presented a number of questions. Martin Bertram asked if the accounts had been made available on the website and the General Secretary said it would be done by the close of business that day.

The General Secretary / Treasurer reminded the Committee that the SPF had made remarkable progress in the past years and that the organisation was more resilient than it had ever been. It was self-sufficient in terms of estate etc. and other than time,

demanded nothing from the force in terms of representative need. All of this being delivered against a voluntary fund subscription that was lower than in the majority of the former forces.

4. Trust Accounts

Accounts were circulated to all present. The Committee discussed the current position in the Trust accounts and how the trust could best be utilized to deliver member benefits. The Committee noted the health and good management of the account by the Trustees.

5. Investments

The Investment Report provided by Smith & Williamson, was circulated to all present. It was noted that investments continued to perform in line with expectations and funds continued to be well managed by the current investment managers.

6. SPF Accommodation

The Deputy General Secretary reported that planning permission had been refused for the extension at Woodside Place which then required an amendment to the design. This caused an increase to the overall costs and a decision needed to be made on whether to go ahead with the proposed extension.

The Committee discussed the options in the event not proceeding was the preferred option and noted that regardless, considerable repair to the existing building, and at significant costs would be required. In light of this the **FSC agreed to recommend to the JCC to release funds to redevelop the extension to the rear of Woodside Place.**

Members discussed the wider SPF estate and future usage.

7. Member Services (MS)

The Vice Chair said that the Member Services package had all now been transferred to Philip Williams and was on a like for like basis. A meeting had been scheduled with them at the end of August where it was hoped that any outstanding issues could be resolved.

Members discussed the continuing problems with payrolls although it was hoped that this could be resolved in the near future.

Martin Bertram raised the issue of private health care for officers and the Vice Chair said he would seek more information from Philip Williams about this.

Members discussed the Voluntary Fund Amnesty.

8. Financial Risk Register

The Committee agreed the issue of funded posts should be added to the risk register. At this time it was agreed the risk factor was high albeit probability was low.

9. Estate Maintenance Programme

Members were advised that the Business Administrator, Lesley Stevenson, continued to oversee the estate maintenance programme and apart from some minor teething problems, all appeared to be going well.

10. Competent Business

SPCU

The Chair said that she had received a letter from the Scottish Police Credit Union relative to their annual Golf Event. **Members endorsed the decision to give a donation to the two charities involved in line with the decision taken by the JCC the previous year.**

UK Police Memorial

The Chair said that she had received a letter from the UK Police Memorial relative to the funding for the new National Police Arboretum Memorial. **After discussion the Committee decided not to provide a donation.**

SPF Merchandise

The Committee noted that the merchandise stocks were almost bare and required replenished as soon as possible. The Chair advised the Committee that the SPF had been in close liaison with PSoS and agreement to use the force logo had been secured. The Committee agreed to a number of suggestions for merchandise and that restocking should be commenced without delay.

Rugby Match

The Chair told the Committee that the SPF had sponsored a recent rugby match between the Police Scotland Glasgow Rugby team and the NHS All Black and Blues. This match is played on an annual basis for charity and, following the death of a young Police Officer in 'U' Division who played for the NHS All Black and Blues, it was decided to purchase a trophy in his name to be presented to the winners every year. The SPF sponsored the Nisbet Memorial Trophy and the event also raised funds for the Motor Neurone Disease Association in Scotland, which was founded by a Scottish Police Officer.

BTP

A meeting with SPF and BTP had been held the previous day in respect of the BTP Officers who work in Scotland becoming part of Police Scotland. **The FSC recommended that the JCC approve funding for professional advice, if required, to help understand the differences in conditions of service for Officers from BTP.**

Hunter Foundation Charity Event

The Committee was provided with a full narrative of, and fully scrutinised expenditure for the Hunter Foundation Charity Event and satisfied itself that all rules and authorisations had been fully complied with.

11. Closure

Date of next meeting: 11 October 2017

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

Not for circulation beyond JCC



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Health & Safety Subject Committee

Ref: CS/DJK/LS

MINUTES

1 August 2017

1. Attendance, Opening of Meeting and Minutes of Previous Meeting

North Area Committee	Grant Letham
North Area Committee	Steve Thomson
North Area Committee	Linsey Burns
East Area Committee	Andy Malcolm
West Area Committee	Alan Thomson
West Area Committee	Paul Connelly
Vice Chair	David Hamilton (meeting Chair)
Assist. to the General Secretary (H&S) AGSH	Brian Jones
Business Administrator	Lesley Stevenson

Apologies were received from Wilkie McCloskey, Hugh Loudon, Steven Clark and Stuart Finnie.

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

The Minute of the previous meeting had been circulated with JCC Circular 19 of 2017 and was noted.

2. Matters Arising

2.1 Action Log

Three actions from the previous Minute were identified as follows:

1. Former AGSH to send letter to the DCC regarding the failure of airwave batteries (primarily in the North Area)

It was agreed that no letter was required relevant to this matter and the action could be closed.

2. The DGS to ascertain the up-to-date position regarding TAC vests and PPE redeployment

It was agreed that the AGSH would progress this matter further with Chief Inspector Bob Glass.

3. Former AGSH to contact ACC Higgins with concerns regarding the apparent reluctance to deploy firearm resources

The Committee discussed this matter and it was agreed that the SPF Vice Chair would speak to Chief Superintendent Roddy Newbigging about this.

3. Standing Items

3.1 SPF H&S Updates

Area Committees

North

Steve Thomson told the Committee that the NAC met on 31 July and the Minute would be circulated in due course. Amongst the matters discussed were the Control room in Dundee and the requirement for ear protectors for officers at eg football matches and music events. The AGSH said he would raise the matter at the next UPPE meeting.

East

Brian Jones said that the EAC met on 20 July and amongst the items discussed was the redeployment of PPE from the TAC vest to the utility belt. A variety of issues had been raised regarding this ranging from entanglement with seatbelts and steering wheels to concerns relative to back and hip pain. A significant number of complaints had been received relative to this from across the country and the AGSH said he would carry out work on this matter and report back.

Other items discussed included modifications to police vehicles, custody transfers by minibus, OBL levels in the East and a firearms incident in Bathgate.

West

The WAC last met on 19 July and the main issues discussed were firearms briefings, refreshment/comfort breaks and estates maintenance.

It was noted that the SPF Vice Chair would raise the concerns relating to refreshment/comfort breaks with Mr Steve Simpson of the PSoS Wellbeing Programme.

It was further noted that the AGSH would be meeting James Bertram and ACC Mark Williams later that week regarding the estates.

Custody Sub Group

It was noted that the Custody Sub Group had met that morning and amongst the items discussed was the concern with the apparent lack of evacuation drills from custody and satellite supervision.

Operational Support Division (OSD) Sub Group

There had been no meeting. Concerns had been recorded from armed policing regarding the redeployment of PPE from TAC vests to utility belts and a number of concerns had been highlighted nationally.

It was agreed that the AGSH would contact Superintendent Steve Irvine regarding the health and safety consultation structure within OSD

3.2 PSoS H&S Updates

Force Executive H&S Board

The AGSH said he had been unable to attend the last Board meeting and no minutes had yet been received. The next meeting was to be held on 28 August and the AGSH was scheduled to attend.

APHSA

Two meetings had now taken place with the AGSH and James Bertram and were now scheduled to take place on a monthly basis. A program of station inspections have been identified where joint inspections will take place between SPF, ASPHSA and UNISON/UNITE and PSoS. It was hoped that the entire estate would be inspected over a two year period.

It was reported that Safety Alerts had been issued regarding fentanyl and asbestos with a further safety alert being prepared regarding blood borne viruses and HIV. Annual RIDDOR reports were almost up to date with initial figures highlighting approximately 1000 working days lost each quarter representing a figure of £0.5m in lost revenue.

It was hoped to have joint training between APHSA and area leads in areas such as fire regulations.

Uniform/PPE/OST

The last meeting of this Group was held on 8 May 2017 at the SPC. Amongst the items discussed was the review of body armour, the budget for PPE, winter hats, tick repellent, airwave radio clips, Keila jackets for kennel staff and CS sprays. The next meeting is scheduled for 29 August.

3.3 Other H&S Meeting Updates

Joint UK H&S Meeting

A meeting of this Group was held in Birmingham on 30 June 2017 and the Minutes were awaited. The main points discussed were national concerns regarding the accuracy and recording of working time; the introduction of advice leaflets from the PTC on how body armour should be worn to avoid future concerns; issues regarding the promotion of websites of terrorist groups and how to overcome body armour; fatigue and stress in the workplace; the impact of nightshift working; temporary road signs and asbestos and associated dangers at crime scenes.

TTEWG

A meeting of this Group was held the previous week in Leicester. Amongst the items discussed was the lack of Gold Commanders nationally following on from the Hillsborough enquiry; concerns that the National PSU fleet was not as prepared as required; issues regarding the apparent lack of uniformity across the UK regarding Officer safety training and the impact this has when teamed up with a full time PSU. Concerns were also raised regarding the national concerns relative to the lack of communication between prison staff and police regarding PSU entry into prisons in cases of riot and disorder. Thanks had been given to all forces who provided mutual aid following the terrorist incidents in Manchester/London and also the incident in Grenfell.

3.4 Inspections/Investigations

It was noted that there were currently two outstanding investigations.

The Committee discussed locus protection at road traffic collisions and the Vice Chair was to meet with Chief Superintendent Roddy Newbigging about this.

3.5 Training

The AGSH said he had attended the PFEW Health & Safety Training Course for new safety reps in England. This had been an extensive training course with extensive input regarding HSWA 1974, European legislation, surround PPE, PUWAR, DSE, WTR, RISK Assessment and risk management.

4. Correspondence

The Committee had been provided with an updated Near-miss Guidance document prior to the meeting. No issues were raised regarding the Guidance document and thanks was given to Paul Connelly for the work he had done on the paper.

5. Competent Business

It was noted that the Health & Safety Leaders Seminar would be held on 25-27 September and Steve Thomson and the AGSH would be attending,

6. Closure

Date of next meeting: 10 October 2017.

The meeting Chair thanked everyone for their contributions 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

1 August 2017

1. Attendance, Opening and Minutes of Previous Meeting

North Area Committee	Neil MacDonald (VC)
East Area Committee	Andy Malcolm
East Area Committee	Allan Symington
West Area Committee	Fiona Morris
West Area Committee	Gemma Speir
West Area Committee	Catherine McNally
Deputy General Secretary	David Kennedy (meeting Chair)
Assist. to the General Secretary (Equality) AGSE	Nigel Bathgate
Business Administrator	Lesley Stevenson

Apologies were received from Shirley Moran and Julie Connor from the North who were on annual leave.

The Chair opened the meeting by welcoming all present and thanking everyone for attending.

The Minute of the previous meeting had been circulated with JCC Circular 19 of 2017 and was noted.

2. Matters Arising

2.1 Action Log

It was noted that only one Action, 0013/16 remained open relating to the Bleep Test. The AGSE said that there had been no reported injuries during the bleep test for firearms officers and that this item could now be removed from the action log.

2.2 Specialist Role Fitness Testing

The AGSE said that this matter originally centred specifically on probationer fitness testing where cases of failure could potentially have been successful through a legal challenge. At a recent equality meeting in the West area, a specific question was raised in relation to firearms

fitness testing and the AGSE said that he was aware that it is an age and gender categorised test with different standards set. The Committee agreed that he should engage with the force and explore any potential failings with this and report back to the Committee of his findings.

2.3 Conference 2017

This item was removed from the Agenda.

2.4 Brexit

The AGSE said he was unaware of any specific issues in relation to this matter. It also sits on the Force P&D E&D Governance Group.

2.5 Menopause Awareness

Catherine McNally gave an update on this matter and said she had sent a proposal to the Force Wellbeing Group relative to a bespoke training package that West Midlands Police Force used. She would send the information to the AGSE in order that he raise it at the JCC meeting in August.

3. Standing Items

3.1 PNB(S) Equality Working Group

The last meeting of this Group was on 5 June 2017. The AGSE said that a paper had been presented by the Official Side relative to the Equal Pay Audit which would be further discussed at a meeting on 10 August between both Sides prior to the next PNB Equality Working Group. Items on the Agenda now also include; IVF, kinship, maternity matters, special leave and shared parental leave. The Committee discussed special leave and the problems relating to it across the Force. It was noted that legacy arrangements were still being used and it was noted that the AGSE would continue to raise this matter at the PNB Equality Working Group.

3.2 PS/SPA P&D E&D Governance Group

The last meeting of this Group was held on 10 July 2017 and was chaired by DCC Fitzpatrick. Items on the Agenda include; flexible/agile working; the recruitment freeze in a number of West area divisions; promotion pools, Highlighted Wellbeing Champions and the Exit survey. It was anticipated that future issues would include BTP, disability and promotion, non-European nationals and Brexit.

3.3 Agility & Flexible Working

The Group last met on 20 July. It was noted that there had been an acknowledgment that the principles of the Group had lost momentum largely due to a lack of a senior sponsor. DCC Fitzpatrick at the P&D E&D meeting was keen that the Group continued to meet and progress matters in relation to flexible, part-time and agile working. Essentially the whole concept of flexible working would be relaunched in the Force. It was noted that at inspector rank and above, there are only six officers who work a version of flexible part-time working which is

less than four days a week. It was further noted that the Group still hoped to establish a SCOPE mechanism for applications which may curtail the prospect of the applications being sent backwards and forwards between the applicant and their first line supervisor. The SCOPE solution would identify trends particularly of reasons for refusal. It was noted that they were looking to market this particularly to rejoining recruits.

3.4 Protected Characteristics

3.4.1 Disability

It was noted that the AGSE had recently met with the newly appointed PSoS Disability Coordinator and discussed wider issues around disability. This would be a regular forum for SPF to raise ongoing disability issues. He asked the Committee to forward any examples to him as and when received.

3.4.2 Maternity

The AGSE reported that a recent issue around Keeping in Touch (KIT) days and payment of said days had arisen in the West area. A paper on this matter would be presented to the next meeting of the P&D E&D. It was noted that the SPF position would be that during the protected period, officers should have the choice whether to take payment or TOIL because of potential financial impacts of taking payment and their inability to take TOIL prior to their return at the end of their maternity leave.

It was noted that two new items should be placed at this item on the next Agenda namely; Religious hate crime and Transgender officers.

3.5 Consultations

It was noted that the Attendance Management SOP was currently under review and a meeting will take place between PSoS and SPF to discuss the content of this SOP.

3.6 Training/Legal Updates

The AGSE said that it had been well documented in the news recently of the High Court decision to remove the employment tribunal fees and said that there had been a number of relevant EAT cases over the last few months which would be highlighted during Equality inputs to each of the Equality Committees. A recap of previously delivered training was ongoing and would be complete by September.

4. Correspondence

The AGSE said he had received an invitation to attend the Scottish Police Muslim's Association annual EID Dinner in Glasgow on 11 August and representatives to attend had been identified.

5. Competent Business

Two new items of business should be placed on the next Agenda; Conference 2019 and Glasgow Pride 2017.

6. Closure

The next meeting is scheduled to take place on 10 October 2017.

The Chair thanked everyone for their contributions 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

1 August 2017

1. Attendance

North Area Committee	John Crawford (by VC)
North Area Committee	Sandy Smart (by VC)
East Area Committee	Mark Westmorland
East Area Committee	Steven Herd
West Area Committee	Fiona Morris
Deputy General Secretary	David Kennedy (meeting Chairman)
Assistant to the General Secretary (Conduct)	Amanda Givan
Business Administrator	Lesley Stevenson

Apologies were received from David Threadgold, Scott Meechan, Lorna Hogarth and Gary Mitchell.

The Chairman opened the meeting by welcoming everyone to the Conduct Subject Committee meeting and invited everyone to take an active part. Amanda Givan, the only candidate for the Conduct Secretary post agreed to act as the Secretary for the meeting.

2. Minutes of Previous Meeting

The Minute of the previous meeting had been circulated with JCC Circular 19 of 2017 and was noted.

3. Legal Assistance

It was noted that since the last meeting, there had been 13 misconduct applications, 25 off duty criminal applications for legal advice and assistance and nine on duty criminal applications for legal advice and assistance.

The Committee discussed social media and the potential pitfalls for members and agreed that training in this area would be useful.

4. Complaints against the Police

No figures were available due to the change in the SPA system.

5. Conduct

Since the last meeting there had been 6 misconduct meetings across the country; 2 in the West resulting in a final written warning and an improvement action; 1 in the East resulting in a written warning and 3 in the North resulting in two cases of management advice and one where no misconduct was found.

There had been a further eight misconduct hearings; 3 in the North resulting in two final written warnings and one where no misconduct was found; 4 in the East resulting in three dismissals and one final written warning; and 1 in the North which resulted in no misconduct being found.

Members discussed the misconduct processes and the requirement for appropriate training.

6. Performance

It was noted that Performance Regulations as an alternative to Conduct Regulations still remain largely unused across the country. It was also noted that the East area continues to challenge the use of performance regulations in respect of attendance matters.

7. Police Appeals Tribunal

There were no current live tribunals.

8. Police Investigations and Review Commissioner (PIRC)

At the last meeting it was agreed that PIRC should be invited to a future meeting of this Committee. Members discussed issues that they would want discussed at that meeting and agreed that Mr John McSporran should be invited to the next Conduct meeting scheduled for October.

9. Vetting

There had been no meetings in respect of this group.

10. Anti-Corruption Unit Re-Integration Reference Group

There had been no meetings of this Group since the last Conduct meeting.

11. Competent Business

There were no items.

11. Closure

Date of next meeting: 10 October 2017

The Chairman thanked everyone for their contribution and said he wished to place on record his thanks to Jim Foy, former AGS (Conduct) for the work he had done whilst in that position. Best wishes were also sent to Gary Mitchell who was in hospital at that time.