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**To: Police and Crime Commissioner (copy Chief Exec & Treasurer)
Chief Constables (copy Force Personnel/HR Manager/Payroll Manager)**

**cc: PSC Members
Scotland and MPS (for information only)**

7 February 2020

JOINT CIRCULAR 107 - POLICE INTEGRITY REFORMS: IMPLEMENTATION OF NEW COMPLAINTS AND CONDUCT REGULATIONS

Dear colleague

As you may be aware, new Complaints and Conduct Regulations were introduced for Police Officers on 1 February 2020 and a meeting between the Police Staff Council and the Home Office has now taken place.

The Police Staff Council is now exploring the existing process in relation to Police Staff and comparing against the new Regulations in order to see areas where they may be helpfully translated into relevant guidance for staff.

It is important to note that these new Regulations are relevant to Police Officers, and are therefore not automatically applicable to staff. However, the Council recognises that there may be benefits (for both Staff and Forces) to have closer alignment on this subject, for example enabling use of the new process for Reflective Practice Reviews.

We intend to complete this review and issue an updated version of the Police Staff Misconduct Procedures as soon as possible. We had intended to complete this work before the Regulations were launched, but unfortunately this was not possible as we needed to see the final regulations before we could make meaningful progress.

We will issue a further update as soon as possible.

Yours sincerely



Ben Priestley
Trade Union Side Secretary



David Algie
Employers' Side Secretariat