
SCOTTISH STATUTORY INSTRUMENTS

2013 No. 61

The Police Service of Scotland (Performance) Regulations 2013

PART 2

First interview

Procedure at first interview

7.—(1) At the first interview, the interviewing officer must—

- (a) explain why the reporting officer is of the opinion that the constable's performance is unsatisfactory; and
- (b) give the constable an opportunity to make representations in response.

(2) If, after considering any representations made by the constable, the interviewing officer is satisfied that the constable's performance has been satisfactory, the interviewing officer must inform the constable that no further action is to be taken under these Regulations.

(3) If, after considering any representations made by the constable, the interviewing officer is satisfied that the constable's performance has been unsatisfactory, the interviewing officer must give the constable a warning, informing the constable—

- (a) as to the respect in which the constable's performance is considered to be unsatisfactory;
- (b) that an improvement in performance is required;
- (c) of any specific action required to achieve that improvement; and
- (d) that, if a sufficient improvement is not made within the period specified by the interviewing officer, the constable may be required to attend a second interview in accordance with regulation 9.

(4) The interviewing officer may, if it is considered appropriate, recommend that the constable seek assistance in relation to any matter affecting the constable's health or welfare.

(5) The interviewing officer may adjourn the first interview to a specified later time or date if it appears necessary or expedient to do so.