
SCOTTISH STATUTORY INSTRUMENTS

2014 No. 67

The Police Service of Scotland (Performance) Regulations 2014

PART 4

Performance hearings

Procedure at performance hearing

- 38.**—(1) The procedure at a performance hearing is as follows.
- (2) The hearing must be conducted by the chairing constable.
 - (3) The following persons may attend the hearing if requested to do so by the chairing constable—
 - (a) the first line manager;
 - (b) the second line manager;
 - (c) the senior manager;
 - (d) any person whose attendance was notified to the constable in accordance with regulation 33(2)(g), provided the constable has not refused to consent to their attendance.
 - (4) The chairing constable must—
 - (a) explain to the constable how the constable's performance is considered to be unsatisfactory; and
 - (b) provide the constable with an opportunity to make representations in response; and
 - (c) provide the constable's police representative (if the constable has one) with an opportunity to make representations in accordance with regulation 6(4)(c) or (if applicable) 7.
 - (5) The chairing constable may permit the constable to ask questions of any witness.
 - (6) An audio recording of the hearing must be made and the constable must, on request, be supplied with a copy of that recording.