



Statutory Document No. 118/00

## THE POLICE ACT 1993

# THE ISLE OF MAN POLICE REGULATIONS 2000

*Coming into operation 1st April 2000*

In exercise of the powers conferred on the Department of Home Affairs by section 8 of the Police Act 1993<sup>(a)</sup>, and of all other enabling powers, and after consulting the Chief Constable and the Isle of Man Police Federation, the following Regulations are hereby made:-

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## PART I

### *Commencement and Interpretation*

#### **Citation and commencement**

1. These Regulations may be cited as the Isle of Man Police Regulations 2000 and shall come into operation on 1<sup>st</sup> April 2000.

#### **References to provisions of these Regulations**

2. In these Regulations, unless the context otherwise requires, a reference to a regulation shall be construed as a reference to a regulation contained in these Regulations, a reference to a Schedule shall be construed as a reference to a Schedule to these Regulations, a reference to a paragraph shall be construed as a reference to a paragraph in the same regulation or, as the case may be, the same Part of the same Schedule and a reference to a sub-paragraph shall be construed as a reference to a sub-paragraph contained in the same paragraph.

#### **Meanings assigned to certain expressions, etc.**

3. (1) In these Regulations, unless the context otherwise requires -

“Civil Service” means the Isle of Man Civil Service or the Civil Service of the Crown in any part of the United Kingdom;

“the Department” means the Department of Home Affairs;

“the Discipline Regulations” means the regulations relating to discipline from time to time in force under section 8(1) of the Police Act 1993;

“the Federation Board” means the Federation Board mentioned in regulation 1(2) of the Police Federation Regulations 2000;

“maternity leave” has the meaning assigned thereto by regulation 37(1);

“member of the police force” includes such a member who is suspended under the Discipline Regulations;

“overseas policeman” has the same meaning as in the Police Pensions Regulations;

“pensionable service” has the same meaning as in the Police Pensions Regulations;

“the Police Pensions Regulations” means the regulations from time to time in force under the Police Pensions Act 1976 (an Act of Parliament), as applied to the Island pursuant to section 3(1) of the Superannuation Act 1984;

“the Promotion Regulations” means the regulations relating to qualification and selection for promotion from time to time in force under section 8 of the Police Act 1993;

“public holiday” means Christmas Day, the 26th December (if it falls on a Saturday or a Sunday), the 1st January (if it so falls), Good Friday or a bank holiday;

“reversionary member of a home police force” has the same meaning as in the Police Pensions Regulations;

“rostered rest day” has the meaning assigned thereto by regulation 27(1);

“university scholar” and, in relation to such a scholar, “course” and “study” have the meanings respectively assigned to them in paragraph 1 of Schedule 5.

(2) In these Regulations, unless the context otherwise requires, a reference to a police force shall include a reference to a police force maintained under the Police Act 1996 (an Act of Parliament), the Royal Ulster Constabulary maintained under the Constabulary (Northern Ireland) Act 1922 (an Act of the Northern Ireland Parliament) and a police force maintained under the Police (Scotland) Act 1967 (an Act of Parliament).

(3) In these Regulations a reference to an aerodrome constabulary is a reference to such a constabulary within the meaning of the Aviation Security Act 1982 (an Act of Parliament); and a reference to a rank in such a constabulary corresponding to a rank in a police force is a reference to a rank in that constabulary designated for the purposes hereof by the Secretary of State as the rank corresponding to the rank in question.

(4) Nothing in these Regulations shall be construed as authorising pay or allowances payable to any person to be reduced retrospectively.

## PART II

### *Government*

#### Authorised Establishment

4. The authorised establishment of the several ranks of the police force and any changes thereto shall be subject to the approval of the Council of Ministers and shall be sufficient to provide for the carrying out of police duties under responsible supervision in each tour of duty.

#### Ranks

5. The ranks of the police force shall be known by the following designations -

Chief Constable;  
Superintendent;  
Chief Inspector;  
Inspector;  
Sergeant;  
Constable.

#### Part-time appointments

6. (1) The Chief Constable may, after consultation with the Federation Board, appoint persons to perform part-time service in any rank.

(2) A person serving as a full-time member of the police force may not be appointed to perform part-time service without his consent.

(3) A person may be appointed under this regulation in the rank of constable only if he has, as a full-time member of the police force, completed the period of probation in that rank that was required by regulation 15.

(4) Any appointment under this regulation in any rank above that of sergeant may only be made on terms that provide for the holder to share with one other person appointed under this regulation in the rank in question the performance of duties that would otherwise fall to be performed by a single person appointed in that rank as a full-time member of the force; if either of the persons sharing the duties ceases to hold his appointment and is not replaced, the other continues to hold the rank in which he was appointed under this regulation but is to be treated as having become a full-time member of the force.

(5) In this regulation "full-time member" means a member appointed otherwise than under this regulation.

(6) In relation to persons appointed under this regulation to perform part-time service these Regulations have effect with the modifications set out in Schedule 1.

#### **Beats, sections, sub-divisions and divisions**

7. The area to which a constable is assigned for duty either generally or for a particular period of hours shall be known as a beat; a number of beats grouped for supervision by a sergeant or an inspector shall be known as a section; a number of sections grouped for supervision by an inspector or chief inspector shall be known as a division.

#### **Restrictions on the private life of members**

8. The restrictions on private life contained in Schedule 2 shall apply to all members of the police force; and no restrictions other than those designed to secure the proper exercise of the functions of a constable shall be imposed by the Department or the Chief Constable on the private life of members of the police force except such as may temporarily be necessary or as may be approved by the Department, and any such restriction temporarily imposed shall be reported forthwith to the Department.

#### **Business interests incompatible with membership of the police force**

9. (1) If a member of the police force or a relative included in his family proposes to have, or has, a business interest within the meaning of this regulation, the member shall forthwith give written notice of that interest to the Chief Constable unless that business interest was disclosed at the time of his appointment as a member of the force.

(2) On receipt of a notice given under paragraph (1), the Chief Constable shall determine whether or not the interest in question is compatible with the member concerned remaining a member of the force and, within 28 days of the receipt of that notice, shall notify the member in writing of his decision.

(3) Within 10 days of being notified of the Chief Constable's decision as aforesaid, or within such longer period as the Department may in all the circumstances allow, the member concerned may appeal to the Department against that decision by sending written notice of his appeal to the Department.

(4) Upon receipt of such notice, the Department shall forthwith require the Chief Constable to submit to it, within the next following 10 days, a notice setting out the reasons for his decision and copies of any documents on which he relies in support of that decision; and the Department shall send to the member concerned copies of such notice and documents and shall afford him a reasonable opportunity, being in no case less than 14 days, to comment thereon.

(5) Where a member of the police force has appealed to the Department under paragraph (3) the Department shall, within 28 days of receiving his comments on the notice and any other documents submitted by the Chief Constable under paragraph (4), or of the expiration of the period afforded for making comments if none have by then been received, give him written notice of their determination of the appeal but, where they have upheld the decision of the Chief Constable and, within 10 days of being so notified or within such longer period as the Department may in all the circumstances allow, the member makes written request to the Department for the reference of the matter to the Council of Ministers, the matter shall be so referred and, unless and until the determination of the Department is confirmed by the Council of Ministers, it shall be of no effect and in particular, no action in pursuance thereof shall be taken under paragraph (6).

(6) Where a member of the police force, or a relative included in his family, has a business interest within the meaning of this regulation which the Chief Constable has determined, under paragraph (2), to be incompatible with his remaining a member of the force and either the member has not appealed against that decision under paragraph (3) or, subject to paragraph (5), on such appeal, the Department has upheld that decision, then, the Chief Constable may, subject to the approval of the Department, dispense with the services of that member; and before giving such approval, the Department shall give the member concerned an opportunity to make representations and shall consider any representations so made.

(7) For the purposes of this regulation, a member of the police force or, as the case may be, a relative included in his family, shall have a business interest if -

- (a) the member holds any office or employment for hire or gain (otherwise than as a member of the police force) or carries on any business;
- (b) a shop is kept or a like business carried on by the member's spouse (not being separated from him) at any premises in the Isle of Man or by any relative included in his family at the premises at which he resides; or
- (c) the member, his spouse (not being separated from him) or any relative included in his family living with him holds, or possesses a pecuniary interest in, any such licence or permit as is mentioned in paragraph (8);

and a reference to a relative included in a member's family shall include a reference to his spouse, parent, son, daughter, brother or sister.

(8) The licence or permit referred to in paragraph (7)(c) is a licence or permit granted under the Licensing Act 1995, the Music and Dancing Act 1961 or Part 2 of the Gaming, Betting and Lotteries Act 1988.

(9) If a member of the police force or a relative included in his family has a business interest within the meaning of this regulation and, on that interest being notified or disclosed as mentioned in paragraph (1), the Chief Constable has, by written notice, required the member to furnish particulars of such changes in that interest, as respects its nature, extent or otherwise, as may be mentioned in the notice then, in the event of any such change in that interest being proposed or occurring, this regulation shall have effect as though the changed interest were a newly proposed, or newly acquired, interest which has not been notified or disclosed as aforesaid.

(10) In its application to the Chief Constable, this regulation shall have effect as if -

- (a) for any reference therein to the Chief Constable there were substituted a reference to the Department;
- (b) for any reference in paragraph (3), (5) or (6) to an appeal there were substituted a reference to a request for reconsideration; and
- (c) the references in paragraph (6) to the approval of the Department were omitted;

but the Department shall not dispense with the services of the Chief Constable under this regulation without giving him an opportunity of making representations and shall consider any representations so made.

#### **Business interests precluding appointment to the police force**

10. (1) Save in so far as the Chief Constable may allow at the request of the candidate concerned, a person shall not be eligible for appointment to the police force if he or a relative included in his family has a business interest within the meaning of regulation 9, and paragraphs (7) and (8) thereof shall apply for the purposes of the interpretation of this regulation as they apply for the purposes of that regulation.

(2) In its application to a candidate for appointment as Chief Constable, paragraph (1) shall have effect as if for any reference to the Chief Constable there were substituted a reference to the Department.

#### **Qualifications for appointment to the police force**

11. (1) A candidate for appointment to the police force -

- (a) must produce satisfactory references as to character, and, if he has served in any police force, in the armed forces, in the civil service or as a seaman, produce satisfactory proof of his good conduct while so serving;
- (b) must have attained the age of 18 years 6 months;
- (c) must be certified by a registered medical practitioner approved by the Department to be in good health, of sound constitution and fitted both physically and mentally to perform the duties on which he will be employed after appointment;

- (d) must, if a candidate for appointment in the rank of constable, satisfy the Chief Constable that he is sufficiently educated by passing a written or oral examination in reading, writing and simple arithmetic, or an examination of a higher standard, as may be prescribed by the Chief Constable;
- (e) must, if a candidate for appointment in the rank of sergeant, or inspector, be qualified for promotion to such rank in accordance with the provisions of the Promotion Regulations;
- (f) must give such information as may be required as to his previous history or employment or any other matter relating to his appointment to the police force;
- (g) shall be given a notice in terms approved by the Department drawing attention to the conditions of service contained therein.

(2) For the purposes of this regulation -

- (a) "armed forces" means the naval, military or air forces of the Crown including any women's service administered by the Defence Council, and
- (b) "seaman" has the same meaning as in the Merchant Shipping Act 1894 (an Act of Parliament).

### Appointment of Chief Constable

12. Subject to section 2 of the Police Act 1993 and regulations 10 and 11, no person shall be appointed as Chief Constable unless, for a period of not less than two years he holds or has held the rank of superintendent or above in the or some other police force.

### Fixed term appointments for Chief Constable

13. (1) This regulation applies to every appointment of a person to the rank of Chief Constable.

(2) Subject to paragraphs (3) to (6), an appointment to the rank of Chief Constable shall be for a term of not less than four years and not more than seven years.

(3) The term of an appointment to which this regulation applies may be for a period of less than four years with the consent of the Council of Ministers.

(4) The term of an appointment to which this regulation applies may, with the consent of the Council of Ministers, be extended by agreement for a single period not exceeding one year where the extension cannot be made under paragraph (5) and, in the opinion of the Council of Ministers, the particular circumstances in which such an extension is sought are such as to justify it.

(5) The term of an appointment to which this regulation applies may be extended by agreement for a period or periods up to the time when the person appointed -

- (a) has completed 30 years' pensionable service for the purposes of the Police Pensions Regulations, or

- (b) has completed 25 years' pensionable service for those purposes and has attained the age of 50,

whichever is the earlier.

(6) This regulation is without prejudice to any provision whereby a term of appointment comes to an end on dismissal and to regulation 17(1) (retirement) and the provisions referred to in regulation 17(3).

(7) A person does not cease to be eligible for an appointment to which this regulation applies by reason only of the fact that he has completed an appointment for a term determined in accordance with this regulation.

#### **Requirement to advertise vacancies in certain ranks**

14. (1) Subject to paragraph (4), where a vacancy exists in the rank of Chief Constable, a notice of the vacancy which complies with paragraph (2) shall be published by the Department.

(2) The notice referred to in paragraph (1) must -

(a) invite applications to fill the vacancy;

(b) be published in -

(i) not less than one newspaper, or

(ii) not less than one journal which deals with police matters,

circulating throughout the United Kingdom and the Isle of Man; and

(c) specify the date, which shall not be less than three weeks after the date of the publication of the notice, by which applications must be made.

(3) Subject to paragraph (4), no appointment shall be made to fill a vacancy in the rank of Chief Constable until after the date specified in accordance with paragraph (2)(c) in a notice in respect of that vacancy.

(4) Paragraphs (1) and (3) shall not apply where -

(a) the term of appointment of the person who currently holds the rank of Chief Constable is extended under regulation 13(4) or (5), or

(b) that person is appointed for a further term and the conditions set out in paragraph (5) below are satisfied.

(5) The conditions referred to in paragraph (4) are that -

(a) the person who currently holds the rank of Chief Constable does so by virtue of an appointment under regulation 13;

(b) the relevant appointment of that person was for a term which was less than the maximum term authorised in respect of that person by paragraph (2) of regulation 13; and

(c) the term for which it is proposed to appoint that person (and for which that person is subsequently appointed) is such that, when taken together with -

(i) the term for which he was appointed by the relevant appointment, and;

(ii) the term for which he was appointed by any subsequent appointment,

the terms in total do not exceed the maximum term of appointment to which he could have been appointed at the time of the relevant appointment under paragraph (2) of regulation 13.

(6) In paragraph (5) "relevant appointment" means an appointment made under regulation 13 after the procedures required by paragraphs (1) and (3) of this regulation have been complied with.

#### **Probationary service in the rank of constable**

15. (1) This regulation applies to a member of the police force appointed in the rank of constable other than such a member who transferred to the force from another police force, having completed the required period of probation therein.

(2) A member of the police force to whom this regulation applies shall, unless paragraph (3) applies to his case, be on probation for the first 2 years of his service as a constable in the police force following his appointment thereto or for such longer period as the Chief Constable determines in the circumstances of a particular case.

(3) A member of the police force to whom this regulation applies who has served on probation for a period of not less than a year following a previous appointment to any other police force shall be on probation for the first year of his service as a constable in the police force following his appointment thereto or for such longer period as the Chief Constable determines in the circumstances of a particular case:

Provided that the Chief Constable may at his discretion -

(a) reduce the period of probation, so however that the reduced period, when aggregated with the previous period of probation, shall not be less than 2 years, or

(b) dispense with the period of probation, if the member, following his previous appointment, completed the required period of probation in the force in question.

(4) For the purposes of this regulation -

(a) in reckoning service, any period of unpaid leave shall be disregarded;

(b) in the case of a university scholar, in reckoning service his period of study shall be disregarded;

- (c) in the case of a member of a police force who has been transferred thereto from a aerodrome constabulary by an order under section 30 of the Aviation Security Act 1982 (an Act of Parliament) his service in that constabulary shall be treated as if it were service in that police force;
- (d) in reckoning service in the case of a female member of the police force who has taken one or more periods of maternity leave -
  - (i) where that leave has been for more than fourteen weeks, the first fourteen weeks whilst on maternity leave shall be treated as if it were service in the police force;
  - (ii) where that leave has been for less than fourteen weeks, any period spent on maternity leave shall be treated as if it were service in the police force.

### Discharge of probationer

16. (1) Subject to the provisions of this regulation, during his period of probation in the force the services of a constable may be dispensed with at any time if the Chief Constable considers that he is not fitted, physically or mentally, to perform the duties of his office, or that he is not likely to become an efficient or well conducted constable.

(2) A constable whose services are dispensed with under this regulation shall be entitled to receive a month's notice or a month's pay in lieu thereof.

(3) A constable's services shall not be dispensed with in accordance with this regulation and any notice given for the purposes thereof shall cease to have effect if he gives written notice to the Department of his intention to retire and retires in pursuance of the said notice on or before the date on which his services would otherwise be dispensed with; and such a notice taking effect on that date shall be accepted by the Department notwithstanding that less than a month's notice is given.

(4) Where a constable has received a notice under this regulation that his services are to be dispensed with and he gives written notice of his intention to retire and retires under paragraph (3), he shall nevertheless be entitled to receive pay up to and until the date on which the month's notice he has received would have expired or where he has received or is due to receive a month's pay in lieu of notice he shall remain entitled to that pay notwithstanding the notice he has given under paragraph (3).

### Retirement

17. (1) Without prejudice to the provisions mentioned in paragraph (3), a member of the police force may retire only if he has given to the Department one month's written notice of his intention to retire or such shorter notice as may have been accepted by the Department:

Provided that, while suspended under the Discipline Regulations, a member may not, without the consent of the Chief Constable, give notice for the purposes of this regulation or retire in pursuance of a notice previously given.

(2) In the case of the Chief Constable, paragraph (1) shall have the effect as if -

- (a) for "one month's" there is substituted "three month's"; and

(b) for the reference to "Chief Constable" there is substituted "Department".

(3) The provisions referred to in paragraph (1) are -

- (a) any provisions relating to retirement in the interests of efficiency and effectiveness;
- (b) the provisions of the Police Pensions Regulations relating to compulsory retirement, and;
- (c) the provisions of the Discipline Regulations relating to resignation as an alternative to dismissal.

### Contents of personal records

18. (1) The Chief Constable shall cause a personal record of each member of the police force to be kept.

(2) The personal record shall contain -

- (a) a personal description of the member;
- (b) particulars of the member's place and date of birth;
- (c) particulars of his marriage (if any) and of his children (if any);
- (d) a record of his service (if any) in any branch of Her Majesty's naval, military or air forces or in the civil service;
- (e) a record of his service (if any) in any other police force and of his transfers (if any) from one police force to another;
- (f) a record of whether he passed or failed to pass any qualifying examination at which he was a candidate;
- (g) a record of his service in the police force including particulars of all promotions, postings, removals, injuries received, periods of illness, commendations, rewards, punishments other than cautions, and the date of his ceasing to be a member of the police force with the reason, cause or manner thereof:

Provided that -

- (i) a punishment of a fine or of a reprimand shall be expunged after 3 years free from punishment other than a caution;
- (ii) any other punishment shall be expunged after 5 years free from punishment other than a caution,

but in the case of a period free from punishment other than a caution which expired before 1st January 1989 only if the member so requests.

(3) A member of the police force shall, if he so requests, be entitled to inspect his personal record.

### **Transfer of personal records**

19. Where a member of the police force transfers to another police force his personal record shall be transferred to the chief officer of police of that other police force.

### **Personal record of member leaving force**

20. (1) Where a member of the police force ceases to be a member of the police force the member shall, unless he transfers to another police force, be given a certificate showing his rank and setting out the period of his service in the police force and in any other police force.

(2) The Chief Constable may append to the certificate any recommendation which he feels justified in giving, such as that -

his conduct was exemplary;

his conduct was very good;

his conduct was good.

(3) Where a member of the police force ceases to be a member of the police force, otherwise than by transferring to another police force, his personal record shall be kept for such time as the Chief Constable may think fit and shall then be destroyed.

### **Fingerprints**

21. (1) Every member of the police force shall in accordance with the directions of the Chief Constable have his fingerprints taken.

(2) Fingerprints of members of the police force taken in accordance with paragraph (1) shall be kept separate from the fingerprints of persons whose fingerprints have been taken otherwise than in accordance with that paragraph.

(3) The fingerprints of a member of the police force taken in accordance with paragraph (1) and all copies and records thereof shall be destroyed on his ceasing to be a member of the force, except that, where by reason of a transfer he becomes a member of another force, his fingerprints and all copies and records thereof shall be transferred to the chief officer of police of that other police force.

## **PART III**

### *Duty, Overtime and Leave*

#### **Duty to carry out lawful orders**

22. Every member of the police force shall carry out all lawful orders and shall at all times punctually and promptly perform all appointed duties and attend to all matters within the scope of his office as a constable.

### **Work not required to be performed**

23. A member of the police force shall not be required to perform -

- (a) the regular duty of cleaning or any part of the cleaning of a particular police station which the Department has directed is not a duty which the police may be required to perform;
- (b) any other work not connected with police duty which, in the opinion of the Department, the police may not properly be required to perform.

### **Normal daily period of duty**

24. (1) This regulation applies to every member of the police force below the rank of inspector who is not assigned to duties which the Department has specially excepted from the provisions of this regulation.

(2) The normal daily period of duty (including the period for refreshment referred to in paragraph (3)) of a member of the police force to whom this regulation applies shall be 8 hours.

(3) As far as the exigencies of duty permit -

- (a) the normal daily period of duty shall be performed in one tour of duty; and
- (b) subject to paragraph 4 of Schedule 4, an interval of 45 minutes shall be allowed for refreshment.

(4) Where a member is required to perform his normal daily period of duty in more than one tour of duty and does not travel to and from his home between tours, an interval for refreshment and rest shall normally be included at the beginning or end of one of those tours.

### **Meaning of "day" in Part III**

25. (1) In this Part of these Regulations, "day", in relation to members of the police force, means a period of 24 hours commencing at such time or times as the Chief Constable shall fix and the Chief Constable may fix different times in relation to different groups of members.

(2) In discharging his functions under paragraph (1), the Chief Constable shall have regard to the wishes of the Federation Board.

### **Variable shift arrangements**

26. (1) This regulation applies to members of the police force below the rank of inspector appointed otherwise than under regulation 6 (part-time appointments).

(2) The Chief Constable may bring into operation variable shift arrangements agreed by him with the Federation Board for all members to whom this regulation applies or for any particular class of such members.

(3) Variable shift arrangements must provide, as respects members for whom they are in operation -

- (a) for hours of duty equivalent to those resulting from the application of regulations 24(2) and 29(2), and
- (b) for annual leave equivalent to that resulting from the application of regulation 34(1) and Schedule 4,

to other members of the police force.

(4) In relation to members of the police force for whom variable shift arrangements are in operation these Regulations have effect with the modifications set out in Schedule 3.

### Rostering of duties

27. (1) The Chief Constable shall cause to be published, in accordance with this regulation, annual duty rosters for members of the force below the rank of inspector and in these Regulations -

- (a) a reference to a rostered rest day is to be construed, in relation to a member of the police force who is required to do duty on that day, as a reference to a day which according to the duty roster was, immediately before he was so required to do duty, to have been a rest day for the member; and
- (b) a day off granted in lieu of a rostered rest day shall be treated as a rostered rest day.

(2) Each such roster shall be published at intervals not exceeding 12 months and not later than one month before the date on which it is to come into force.

(3) Each such roster shall set out, for the 12 months following the date on which it comes into force, in relation to each member of the force to which it relates -

- (a) his rest days;
- (b) those days, being public holidays, on which he may be required to do duty; and;
- (c) the times at which his scheduled daily periods of duty are to begin and end.

(4) Subject to paragraph (5), a duty roster shall make provision for -

- (a) an interval of not less than 8 hours between the ending of each of a member's daily periods of duty and the beginning of the next; and
- (b) an interval between each of his rostered rest days not exceeding 7 days;

unless the Federation Board agrees otherwise.

(5) Where, owing to the exigencies of duty, it is necessary to alter a duty roster, the officer responsible for making the alteration shall endeavour, so far as practicable, to avoid thereby requiring a member to do an additional daily period of duty such that the condition in paragraph (4)(a) would not be satisfied in relation thereto.

## Overtime

28. (1) Subject to, and in accordance with, the provisions of this regulation a member of the police force below the rank of inspector shall be compensated in respect of time -

- (a) for which he remains on duty after his tour of duty ends, or
- (b) for which he is recalled between two tours of duty, or
- (c) which forms part of a tour of duty which he is required to begin earlier than the rostered time without due notice and on a day when he has already completed his normal daily period of duty;

and such time is referred to hereafter in these Regulations as "overtime".

(2) Such a member shall not be compensated under this regulation for overtime for which he receives an allowance or time off under regulation 29 (public holidays and rest days for ranks below inspector) or regulation 61 (allowance for recurring escort duty, etc.).

(3) Subject to paragraphs (4) and (6), a member of the police force below the rank of inspector shall be granted an allowance in respect of each week at the rate of a twenty-fourth of a day's pay for each completed period of 15 minutes of overtime worked by him on any occasion during that week, except that on each of the first four occasions on which overtime in respect of which the member was not informed as mentioned in paragraph (6) is worked during a week 30 minutes of the overtime worked is to be disregarded.

(4) Where such a member, before the expiry of any pay period, elects in respect of specified overtime worked by him during the weeks ending within that period, to be granted in lieu of an allowance time off subject to and in accordance with paragraph (5), and in accordance therewith receives time off in respect of any overtime, no allowance in respect thereof shall be payable under paragraph (3).

(5) Subject to the exigencies of duty, where by virtue of an election under paragraph (4) time off falls to be granted to a member in respect of any overtime worked by him in any week then, within such time (not exceeding 3 months) after that week as the Chief Constable may fix, he shall grant to the member time off equal, subject to paragraph (6), to the period of that overtime worked by him during that week and, in addition, for each completed 45 minutes of such overtime, an additional 15 minutes off.

(6) For the purposes of paragraphs (3) and (5), no account shall be taken of any period of less than 30 minutes of overtime worked on any occasion other than a period of 15 minutes of overtime in respect of which the member was informed at the commencement of his tour of duty that he would be required to remain on duty after his tour of duty ended.

(7) In computing any period of overtime for the purposes of this regulation -

- (a) where the member is engaged in casual escort duty, account shall be taken only of -
  - (i) time during which he is in charge of the person under escort,

- (ii) such other time as is necessarily spent in travelling to or from the place where the member is to take charge of, or hand over, the person under escort, as the case may be, and
  - (iii) any other time that may be allowed by the Chief Constable, so however, that, if the member is so engaged overnight and has proper sleeping accommodation, whether in a train or otherwise, the Chief Constable may exclude such period not exceeding eight hours, during which the member is not in charge of the person under escort, as he considers appropriate in the circumstances;
- (b) subject to sub-paragraph (d), where the tour or tours of duty does not or do not amount in the aggregate to more than the normal daily period of duty, no account shall be taken of any overtime except so much as together with the tour or tours of duty exceeds the normal daily period of duty;
  - (c) where a member is recalled to duty between two rostered tours of duty and is entitled to reckon less than 4 hours of overtime in respect of any period for which he is recalled, disregarding any overtime reckonable by virtue of regulation 32 (travelling time treated as duty), he shall be deemed to have worked for such period 4 hours of overtime in addition to any overtime reckonable by virtue of regulation 32; and
  - (d) where the time at which a member is required to begin a rostered tour of duty is brought forward without due notice so that he is required to begin that tour of duty on a day on which he has already completed his normal daily period of duty, the time for which he is on duty before the rostered commencement time -
    - (i) shall be reckonable as overtime, and
    - (ii) shall be taken into account as part of that tour of duty.

(8) For the purposes of this regulation -

“a day's pay” means the member's pay for the week in question divided by 5;

“due notice” means notice given at least 8 hours before the revised starting time of the rostered tour of duty in question;

“member recalled to duty” does not include a member who is only warned to be in readiness for duty if required;

“normal daily period of duty” shall be construed in accordance with regulation 24;

“pay period” means the period for which, in pursuance of regulation 50, a member is paid;

“week” means the period of 7 days beginning with such day as is fixed by the Chief Constable.

## Public holidays and rest days for ranks below inspector

29. (1) This regulation applies to every member of the police force below the rank of inspector.

(2) Subject to the following provisions of this regulation, a member shall, so far as the exigencies of duty permit, be allowed a day's leave on each public holiday and be granted rest days at the rate of two rest days in respect of each week.

(3) A member shall, if required to do duty on a day which is a rostered rest day, be granted -

- (a) where he receives less than 15 days' notice of the requirement, an allowance at the appropriate rest-day rate; or
- (b) in any other case, another rest day, which shall be notified to him within 4 days of notification of the requirement.

(4) The appropriate rest-day rate is, for each completed 15 minutes of duty on a rostered rest day, the fraction of a day's pay specified in paragraph (5).

(5) The fraction is -

- (a) where the member received less than 8 days' notice of the requirement, one sixteenth; and
- (b) in any other case, three sixty-fourths.

(6) A member shall, if required to do duty on a day which is a public holiday, be granted -

- (a) where he receives less than 8 days' notice of the requirement -
  - (i) an allowance at the appropriate rate and, in addition,
  - (ii) another day off in lieu thereof, which shall be notified to him within 4 days of notification of the requirement, and which shall be treated for the purposes of this regulation as a public holiday;
- (b) in any other case, an allowance at the appropriate rate.

(7) A member who is required to do duty on a day which is a public holiday or a rostered rest day may, within 28 days of the day in question, elect to receive, in lieu of an allowance as mentioned in paragraph (3)(a) or paragraph (6)(a) or (b), time off equal -

- (a) in the case of a day which is a public holiday, to double, and
- (b) in the case of a rostered rest day -
  - (i) where the member received less than 8 days' notice of the requirement, to double, and
  - (ii) in any other case, to one and a half times,

the period of completed quarters of an hour of duty on the day in question.

(8) Where such a member who is required to do duty on a day which is a public holiday or a rostered rest day has elected to receive time off as mentioned in paragraph (7), the Chief Constable shall, subject to the exigencies of duty, grant such time off within such time (not exceeding 3 months) as he may fix, and subject to such time off being taken, no allowance in respect of the day in question shall be payable under paragraph (3)(a) or, as the case may be, paragraph (6)(a) or (b).

(9) Subject to paragraph (10), for the purposes of this regulation -

- (a) a member of the police force who is paid a dog handler's allowance shall not be treated as required to do duty by reason only of his being required to care for the dog;
- (b) "a day's pay" means a week's pay at the rate at which the member was paid on the day in question divided by five;
- (c) "the appropriate rate" means a sixteenth of a day's pay for each completed 15 minutes of duty done on a public holiday;
- (d) a reference to a day which is a public holiday is to be construed, in relation to the member concerned, as a reference to a day within the meaning of regulation 25(1) commencing at any time on the calendar date of the public holiday in question;
- (e) "week" means a period of 7 days beginning with such day as is fixed by the Chief Constable;
- (f) where a member is required to do duty, or is recalled to duty, for a period of less than 4 completed hours on a day which is a public holiday or a rostered rest day, such period or, as the case may be, each such period, shall be treated as though it were a period of 4 completed hours, except that a period of not more than one hour of duty on a rostered rest day shall, if it immediately follows a period for which he was on duty as part of a normal daily period of duty, count as the number of periods of 15 minutes actually completed;
- (g) where a member is required to do duty on a day which is a public holiday or on a rostered rest day, his period of duty shall include (save for the purposes of subparagraph (f)) the time occupied by him in going to, and returning from, his place of duty, not exceeding such reasonable limit as may be fixed by the Chief Constable, save that, for the purposes of this subparagraph, there shall be disregarded any period of time so occupied -
  - (i) which together with the member's period of duty exceeds 6 hours, or
  - (ii) which is treated as a period of duty under regulation 32 (travelling time treated as duty).

(10) Where it is at his own request that a member works on a day which is a public holiday or a rostered rest day he shall not be treated for the purposes of this regulation as having been required to do duty on that day but shall be granted another day off in lieu thereof, which shall be treated as a public holiday or a rostered rest day as the case may be.

### **Public holidays and rest days for inspectors and chief inspectors**

30. (1) This regulation applies to every member of the police force of the rank of inspector or chief inspector.

(2) Such a member shall, so far as the exigencies of duty permit, be allowed a day's leave on each public holiday and be granted rest days at the rate of two rest days in each week.

(3) Where the exigencies of duty have precluded -

- (a) the allowance of a day's leave on a public holiday, or
- (b) the grant in any week of two rest days,

to such a member, he shall, during the next following twelve months and so far as the exigencies of duty permit, be allowed or (as the case may be) granted a day's leave in lieu of any such day not allowed or granted.

### **Public holidays and monthly leave days for ranks above chief inspector**

31. (1) This regulation applies to every member of the police force of, or above, the rank of superintendent, including the Chief Constable.

(2) Such a member shall, so far as the exigencies of duty permit, be allowed a day's leave on each public holiday and be granted in each month -

- (a) in the case of a superintendent, 8 monthly leave days;
- (b) in the case of the Chief Constable, 1 1/2 monthly leave days.

(3) Where the exigencies of duty have precluded -

- (a) the allowance of a day's leave on a public holiday, or
- (b) the grant in any month of eight monthly leave days,

to a superintendent, he shall, during the next twelve months and so far as the exigencies of duty permit, be allowed or (as the case may be) granted a day's leave in lieu of any such day not allowed or granted.

(4) Where the exigencies of duty have precluded the allowance of a day's leave on a public holiday to the Chief Constable, he shall, during the next three months and so far as the exigencies of duty permit, be allowed a day's leave in lieu of any such day not allowed.

(5) For the purposes of this regulation "month" means that period of 28 days beginning with such day as is fixed by the Chief Constable.

### **Travelling time treated as duty**

32. (1) This regulation applies where a member of the police force is -

- (a) required to perform his normal daily period of duty in more than one tour of duty, or
- (b) recalled to duty between two tours of duty,

and travels to and from his home between tours or, as the case may be, in consequence of his recall (in this regulation referred to as "relevant travelling").

(2) In computing any period of overtime for the purposes of regulation 28 or any period of duty for the purposes of regulation 29 (save for the purposes of paragraph (9)(f) thereof) the time occupied by such a member in relevant travelling, not exceeding such reasonable limit as may be fixed by the Chief Constable, shall be treated as a period of duty.

(3) For the purposes of regulation 58, the use of a motor vehicle for relevant travelling shall be treated as such use for the purpose of duties performed by the member concerned.

(4) Relevant travelling expenses shall be treated as expenses incurred in the execution of duty and, unless they are expenses in respect of which an allowance is payable under these Regulations, the member concerned shall be reimbursed those expenses to the extent that they do not exceed such reasonable limit as the Department may fix.

#### **Meetings of Police Federation treated as police duty**

33. (1) The attendance of a member of the police force at one of the following meetings of the Police Federation, that is to say, a quarterly meeting of the Federation Board, the annual meeting of a central conference or a women's regional conference shall be treated as an occasion of police duty.

(2) Subject to the approval of the Chief Constable, the attendance of a member of the police force at an additional meeting of the Federation Board of the Police Federation or at a meeting of a committee of the board shall be treated as an occasion of police duty.

(3) Subject to the approval of the Department, the attendance of a member of the police force at a meeting of the Police Federation, other than such a meeting as is mentioned in paragraph (1) or (2), shall be treated as an occasion of police duty.

#### **Annual leave**

34. (1) Every member of the police force shall, so far as the exigencies of duty permit, be granted annual leave in accordance with Schedule 4.

(2) The annual leave of a member of the police force shall be additional to the days upon which he is not required to perform police duties in accordance with -

- (a) regulation 29, in the case of a member below the rank of inspector, or
- (b) regulation 30 or 31, in the case of a member of, or above, that rank;

and a member below the rank of superintendent shall, so far as the exigencies of duty permit, be allowed to take his annual leave in one period continuous with such days as aforesaid falling within the period in which he desires to take annual leave.

## Sick leave

35. (1) A member of the police force shall not be entitled to be absent from duty on account of injury or illness unless a registered medical practitioner has certified him to be unfit for duty:

Provided that -

- (a) with the consent of the Department, a member may be so absent without such certificate of unfitness where the period of unfitness for duty does not exceed 7 days, including any day on which, even if he were fit to do so, he would not have been required to perform police duty;
- (b) if, notwithstanding such certificate of unfitness for duty, a registered medical practitioner appointed or approved by the Department has examined the member and considers him to be fit for duty, the Department shall, if the medical practitioner who issued the certificate of unfitness for duty agrees, within 28 days of the difference of opinion coming to their attention arrange for a third registered medical practitioner to examine the member and to report in writing to the other two medical practitioners concerned; the third registered medical practitioner shall be acceptable to the medical practitioner who issued the certificate of unfitness for duty and to the medical practitioner who has examined the member on behalf of the Department, except that in the event of a failure to agree, the Department may appoint such third medical practitioner as it considers appropriate; and if the third registered medical practitioner certifies the member to be fit for duty, or if the medical practitioner who issued the certificate of unfitness for duty does not agree to such further examination, the member shall no longer be entitled to be absent from duty.

(2) This regulation applies to a member who is in quarantine as it applies to a member who is ill and any reference to fitness or unfitness for duty shall be construed accordingly.

## Leave for ante-natal care

36. (1) A female member of the police force who is pregnant and who, on the advice of a registered medical practitioner, registered midwife or registered health visitor, has made an appointment to attend at any place for the purpose of receiving ante-natal care shall, subject to the following provisions of this regulation, have the right not to be unreasonably refused special leave from duty to enable her to keep the appointment.

(2) Subject to paragraph (3), the Chief Constable shall not be required by virtue of this regulation to permit a female member of the police force to take special leave from duty to keep an appointment unless, if he requests her to do so, she produces for his inspection -

- (a) a certificate from a registered medical practitioner, registered midwife or registered health visitor stating that she is pregnant, and
- (b) an appointment card or other document showing that the appointment has been made.

(3) Paragraph (2) shall not apply where the female member of the police force's appointment is the first appointment during her pregnancy for which she seeks permission to take special leave from duty in accordance with paragraph (1).

(4) A period of special leave from duty taken in accordance with paragraph (1) shall be treated as a period of duty.

### Maternity leave

37. (1) In this regulation -

“expected date of birth” means, subject to paragraph (4), the date given in accordance with paragraph (2)(b);

“maternity leave” means leave taken in accordance with the provisions of this regulation by a qualified member of the police force during the maternity period;

“maternity period”, in relation to such a member, means the period beginning six months before the probable date of birth of the member's child, as given under paragraph (2)(b) or, as the case may be, paragraph (4), and ending nine months after the date so given; and

“qualified member” means a member of the police force who qualifies under paragraph (2).

(2) Subject to the following provisions of this regulation, a female member of the police force qualifies for maternity leave when she has given to the Chief Constable notice stating -

- (a) that she is pregnant;
- (b) the probable date of the birth of her child; and
- (c) the date on which she intends to commence maternity leave or, where she proposes to take more than one period of maternity leave before the probable date of the birth of her child, the proposed dates of those periods.

(3) A female member of the police force does not qualify for maternity leave where the Chief Constable has requested a certificate from a registered medical practitioner, registered midwife or registered health visitor setting out the matters referred to in paragraph (2)(a) and (b) and she fails to produce such a certificate.

(4) Where a certificate produced under paragraph (3) sets out a different date as the probable date of the birth of the child of the female member of the police force from the date given in accordance with paragraph (2)(b), the date given in the certificate shall have effect in place of the date given in the notice.

(5) A female member of the police force who is pregnant shall give the notice required by paragraph (2) as soon as reasonably practicable after she becomes aware of the probable date of birth of her child.

(6) The date or dates given in accordance with paragraph (2)(c) may be amended by a subsequent notice to the Chief Constable, provided that not less than 21 days' notice is given of the qualified member's intention to return to duty.

(7) A qualified member shall commence maternity leave no later than the date given in accordance with paragraph (2)(b) and, subject to paragraphs (8) and (9), the leave shall continue until the last day of the maternity leave.

(8) Where a qualified member intends to return to duty before the end of the maternity period after taking maternity leave, she shall give to the Chief Constable not less than 21 days' notice of her intention.

(9) A notice under paragraph (8) may be subsequently revoked; and any such revocation shall be without prejudice to the giving of another notice under that paragraph of an intention to return to duty before the end of the maternity period.

(10) During any period of maternity leave, a qualified member shall not be entitled to any sick leave under regulation 35.

(11) In paragraph (10) "period of maternity leave" means the period -

(a) beginning on -

(i) the date given in accordance with paragraph (2)(c) as the date on which the qualified member intends to commence maternity leave or, where she proposes to take more than one period of such leave, the first of those dates, or

(ii) where that date or, as the case may be, the first of those dates has been amended by a subsequent notice under paragraph (6), that date; and

(b) ending on -

(i) where a notice has been given under paragraph (8) and has not been subsequently revoked, the date so given; or

(ii) where no such notice has been given or remains in force, the last day of the maternity period.

### **Paternity leave**

38. (1) So far as the exigencies of duty permit, a male member of the police force shall be granted 2 days' paternity leave during the relevant part of a woman's maternity period.

(2) A woman's maternity period is one beginning with the later of -

(a) the date on which she is certified by a registered medical practitioner to be pregnant, and

(b) the date 6 months before the one estimated by that practitioner as being the probable date of birth,

and ending 9 months after the birth of the child.

- (3) The relevant part of a woman's maternity period is any part during which -
- (a) the member is married to and not separated from her, or
  - (b) they are not married to each other but are living together as husband and wife.

### University scholars

39. This Part of these Regulations shall have effect in relation to a university scholar subject to the provisions of paragraph 2 of Schedule 5.

## PART IV

### *Pay*

#### Rate of pay

40. (1) Schedule 6 shall have effect for determining the pay of members of the police force.

(2) Subject to regulations 43, 44 and 45, in reckoning the service of a member of the police force in any rank for the purposes of pay, account shall be taken of all his service in that rank, whether in that or another police force; and service in a higher rank, on temporary promotion thereto or otherwise, shall be treated as if it had been service in that rank.

(3) For the purposes of this regulation in reckoning a member's service in any rank -

- (a) that service shall be treated as unbroken by, and including, any period of service in Her Majesty's forces which he is entitled to reckon as pensionable service;
- (b) except where the Department in the circumstances of a particular case otherwise determine, no account shall be taken of any previous service in that rank which terminated in his reduction in rank as a punishment but any previous service in a higher rank which so terminated shall be treated as if it had been service in the rank to which the member was reduced;
- (c) no account shall be taken of any performance of the duties of that rank in respect of which a temporary salary is payable under regulation 41;
- (d) any period of unpaid leave shall be disregarded;
- (e) any service performed pursuant to an appointment under regulation 6 (part-time appointments) shall be multiplied by the factor which was the appropriate factor within the meaning of regulation 3(5) or (6) as it applied to him by virtue of paragraph 1 of Schedule 1;
- (f) in the case of a female member of the police force who has taken one or more periods of maternity leave -

- (i) where that leave has been for more than fourteen weeks, account shall be taken of the first fourteen weeks whilst on maternity leave;
- (ii) where that leave has been for less than fourteen weeks, account shall be taken of any period spent on maternity leave;

and, in the case of a member of the police force of a rank higher than that of chief inspector, paragraph (2) shall have effect subject to any contrary agreement so far as it relates to the reckoning of previous service in that or another force.

(4) Nothing in this regulation shall affect the operation of any provisions of the Discipline Regulations and, in relation to a member of the police force suspended or fined thereunder the provisions of paragraphs 1 and 3 of Schedule 7 or of paragraph 4 thereof shall have effect.

(5) Paragraph (1) and Schedule 6 shall have effect in relation to a university scholar subject to the provisions of paragraph 3 of Schedule 5.

### Temporary salary

41. (1) A member of the police force of the rank of superintendent who is required for a continuous period exceeding 7 days to perform the duties normally performed by a member of the force of a higher rank than his own, otherwise (subject to paragraph (2)) than as the direct or indirect result of the absence of any member of the force on a monthly or other leave day granted under regulation 31, shall be paid in respect of that period, other than the first 7 days thereof, at a rate equal to the rate of pay of the member in that higher rank.

(2) Where any member of the force is absent for a continuous period comprising both -

- (a) monthly or other leave days granted under regulation 31, and
- (b) one or more annual leave days granted under regulation 34,

paragraph (1) shall have effect as if the entire continuous period of absence were a period of annual leave.

(3) Subject to paragraph (5), a member of the police force below the rank of superintendent who, in any year, has been required to perform the duties normally performed by a member of the force of a higher rank than his own for 14 complete days shall be paid in respect of each further complete day in that year on which he is required to perform such duties at a rate equal to the lowest rate of pay to which he would be entitled on promotion to the higher rank.

(4) Where -

- (a) a member of the police force below the rank of inspector is entitled to be paid under paragraph (3),
- (b) the higher rank is that of inspector or above, and
- (c) the day on which the member is required to perform the duties referred to in paragraph (3) is not a public holiday or rostered rest day,

there shall be no entitlement to an allowance or time off under regulation 28 in respect of such duties.

(5) Paragraph (3) shall not apply where -

- (a) a member of the police force below the rank of inspector is required to perform the duties normally performed by a member of the force of the rank of inspector or above, and
- (b) the day on which the member is so required to perform such duties is a public holiday or rostered rest day.

(6) Where a member of the police force -

- (a) on his last scheduled working day in any year is required to perform the duties normally performed by a member of the force of a higher rank than his own, and
- (b) is paid in respect of that day a temporary salary under paragraph (3), and
- (c) on his first scheduled working day of the next following year continues for the complete day to perform such duties,

he shall be paid, in respect of the day mentioned in sub-paragraph (c) and any following complete day which together therewith forms a continuous period when he is required to perform such duties, as if that day or days had formed part of the year mentioned in sub-paragraph (a):

Provided that the said day or days shall be disregarded for the purposes of the application of paragraph (3) to that member in the year mentioned in sub-paragraph (c).

(7) For the purposes of this regulation "year" means a period of 12 months beginning on 1st April.

(8) For the purposes of this regulation, "day" means, in relation to a member of the police force below the rank of inspector, his normal daily period of duty.

#### **Reckoning of service in the Royal Ulster Constabulary**

42. (1) Where a member of the police force joined or rejoined the force having left the Royal Ulster Constabulary, then, for the purposes of regulation 40, his service in any rank in the Royal Ulster Constabulary shall be treated as if it were service in the corresponding rank in the police force he joined or rejoined as aforesaid:

Provided that in the case of a member of the police force of a rank higher than that of chief inspector this paragraph shall have effect subject to any contrary agreement.

(2) In this regulation, any reference to a rank corresponding to a rank in the police force is a reference to a rank in the Royal Ulster Constabulary designated by the Minister for Home Affairs for the purposes hereof as the rank corresponding to the rank in question.

### **Reckoning by constables of service in certain constabularies**

43. (1) A member of the police force of the rank of constable shall be entitled to reckon for the purposes of pay for that rank any period of service in a constabulary mentioned in paragraph (2).

(2) The constabularies referred to in paragraph (1) are -

- (a) the Ministry of Defence Police, that is to say the force established by section 1 of the Ministry of Defence Police Act 1987 (an Act of Parliament) or, before the coming into force of that Act, comprising constables appointed under section 3 of the Special Constables Act 1923 (an Act of Parliament) on the nomination of the Defence Council or, before 1st April 1964, of the Admiralty, Army Council or Air Council;
- (b) the Port of London Authority's police force, that is to say the force of constables appointed under section 154 of the Port of London Act 1968 (an Act of Parliament).

### **Reckoning of service in an airport constabulary**

44. Where a member of an aerodrome constabulary has been transferred to a police force by an order under section 30 of the Aviation Security Act 1982 (an Act of Parliament) then, for the purposes of regulation 40, his service in any rank in that constabulary shall be treated as if it were service in the corresponding rank in a police force.

### **Reckoning by constables of overseas police service**

45. (1) A member of the police force of the rank of constable shall be entitled to reckon for the purposes of pay for that rank the following periods of service, that is to say, any period of -

- (a) certified overseas police service such as is mentioned in paragraph (2);
- (b) certified service in the British South Africa Police such as is mentioned in paragraph (3);
- (c) such service in a police force in the United Kingdom or the Channel Islands as is mentioned in paragraph (4),

notwithstanding that such service is not service in the rank of constable in the police force of the Isle of Man.

(2) The reference in paragraph (1) to certified overseas police service is a reference to -

- (a) continuous service as a member of a police force in any territory or country outside the United Kingdom, being a colony, protectorate or protected state within the meaning of the British Nationality Act 1948 (an Act of Parliament), a dependent territory within the meaning of the British Nationality Act 1981 (an Act of Parliament) or, where appropriate, the territory or country wherein the colony, protectorate or protected state or dependent territory was incorporated after the inception of the service, subject to it having been certified by or on behalf of the Secretary of State that -

- (i) the service was, at its inception, pensionable, and
  - (ii) in his opinion the person concerned ceased so to serve for reasons connected with constitutional developments in the territory or country in question, or
- (b) continuous service for 6 years or more as a member of a police force outside the United Kingdom, subject to it having been certified by or on behalf of the Secretary of State that -
- (i) the person concerned so served under a contract of service,
  - (ii) immediately before he ceased so to serve, the person concerned was, for the purposes of section 12 of the Overseas Development and Co-operation Act 1980 (an Act of Parliament), a person designated in accordance with such an agreement as is therein mentioned, and
  - (iii) in his opinion the person concerned ceased so to serve for reasons connected with constitutional developments in the territory or country in question.

(3) The reference in paragraph (1) to certified service in the British South Africa Police is a reference to continuous service as a member thereof, for a period which included 11th November 1965, up to such time, on or after that date, as the person concerned ceased to perform duties therein, subject to his having ceased to perform those duties before 2nd March 1970 and subject to it having been certified by or on behalf of the Secretary of State that he approves the application of this regulation in the case of the person concerned.

(4) The reference in paragraph (1) to service in a police force in the United Kingdom or the Channel Islands is a reference to service in -

- (a) the Island police force maintained under the Police Force (Guernsey) Law 1986;
  - (b) the States of Jersey police force maintained under the Jersey Laws entitled the Police Force (Jersey) Law 1974;
  - (c) a police force in England and Wales maintained under the Police Act 1996 (an Act of Parliament);
  - (d) a police force in Scotland maintained under the Police (Scotland) Act 1967 (an Act of Parliament); or
  - (e) the Royal Ulster Constabulary maintained under the Constabulary (Northern Ireland) Act 1922 (an Act of the Northern Ireland Parliament).
- (5) A certificate given by or on behalf of -
- (a) the Secretary for Technical Co-operation before 27th November 1964, or
  - (b) the Minister of Overseas Development on or after that date but before 12th November 1970,

shall be treated for the purposes of paragraph (2) as if it had been given by or on behalf of the Secretary of State.

### Pay during sick leave

46. (1) Subject to paragraphs (2) and (3), if on any relevant day a member of the police force has, during the period of 12 months ending with that day been on sick leave for 183 days, he ceases for the time being to be entitled to full pay, and becomes entitled to half pay, while on sick leave.

(2) Subject to paragraph (3), if on any relevant day a member of the police force has been on sick leave for the whole of the period of 12 months ending with that day, he ceases for the time being to be entitled to any pay while on sick leave.

(3) The Chief Constable may, with the approval of the Department, in a particular case determine that for a specified period -

- (a) a member who is entitled to half pay while on sick leave is to receive full pay, or
- (b) a member who is not entitled to any pay while on sick leave is to receive either full pay or half pay,

and may from time to time determine to extend the period.

(4) For the purposes of this regulation a relevant day is a day on which a member is on sick leave, and in this regulation -

- (a) references to a member's being on sick leave are references to his being absent from duty while entitled to be so, or with the consent of the Department, under regulation 35,
- (b) references to full pay are references to pay at the rate ascertained from regulation 40(1), and
- (c) references to half pay are references to pay at half the rate of the member's full pay.

### Pay during maternity leave

47. (1) Subject to the following provisions of this regulation, a female member of the police force who satisfies the conditions in paragraph (2) is entitled to be paid as respects the first three months of any period or periods of maternity leave in any one maternity period (as defined by regulation 37) taken in accordance with regulation 37, but is not entitled to be paid thereafter.

(2) The conditions referred to in paragraph (1) are that -

- (a) at the beginning of the week in which the expected date of birth (as defined by regulation 37(1)) occurs, the female member of the police force will have served continuously for a period of not less than sixty-three weeks in the or any other police force; and

(b) on the date ("the relevant date") fifteen weeks before the expected date of birth (as so defined) she either -

(i) remains pregnant, or

(ii) has given birth prematurely to a baby who is alive on the relevant date.

(3) In this regulation "week" means a period of seven days beginning with Sunday.

### **Deductions from pay of social security benefits**

48. (1) There shall be deducted from the pay of a member of the police force who is in receipt of full pay (within the meaning of regulation 46(4)(b)) the amount of any short-term or long-term incapacity benefit to which he is entitled under the Social Security (Incapacity for Work) Act 1994 (as it has effect in the Isle of Man)<sup>1</sup> and for this purpose any increase for adult and child dependants shall be treated as forming part of the benefit or allowance to which it relates.

(2) For the purposes of this regulation, a policewoman who as a married woman or widow has elected to pay contributions under section 19 of the Social Security Contributions and Benefits Act 1992 (as it has effect in the Isle of Man)<sup>2</sup> at the reduced rate, shall be deemed to be entitled to any social security benefits mentioned in paragraph (1) to which she would have been entitled had she not elected to contribute at the reduced rate.

### **Calculation of monthly, weekly and daily pay**

49. (1) A month's pay shall be calculated, for all purposes, at a monthly rate of pay determined by dividing by 12 the annual rate.

(2) A week's pay shall be calculated, for all purposes, at a weekly rate of pay determined by dividing by  $52 \frac{1}{6}$  the annual rate.

(3) A day's pay shall be calculated, except for the purposes of regulations 28 and 29, at a daily rate determined by dividing by 7 the weekly rate, determined as aforesaid.

### **Pay day**

50. (1) Members of the police force shall be paid at such intervals as the Department may fix and the Department may fix different intervals for different classes of members.

(2) In fixing the interval for any class the Department shall have regard to the wishes of the members of that class.

(3) The Department may, if it thinks fit, pay to a member such part of his pay as the Department may determine in advance of the day on which it would otherwise be due to be paid in accordance with this regulation.

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<sup>1</sup> 1994 c. 18 (S.D.508/94).

<sup>2</sup> 1992 c. 4 (S.D.505/94).

## PART V

### *Allowances and other Emoluments*

#### **Restriction on payment of allowances**

51. (1) No allowances shall be paid to a member of the police force except as provided by these Regulations or approved by the Department, and the amounts and conditions of payment of such allowances shall be as so provided or approved.

(2) Subject to paragraph (3), nothing in this regulation shall apply to the reimbursement of expenses incurred by a member of the police force in the execution of his duty, being expenses authorised either generally or specifically by the Department in respect of which no allowance is payable under these Regulations.

(3) A member of the police force of the rank of superintendent or above who is required to travel by train in the exercise of his duty shall be entitled to travel in first-class accommodation and to be re-imbursed his expenses accordingly.

#### **Restriction on payments for private employment of police**

52. Without prejudice to the generality of regulation 51, a member of the police force who is engaged on duty at the request of any person who has agreed to pay the Department for the member's services shall not be entitled to any payment for those services except as provided by these Regulations; and any payments made in pursuance of that agreement shall be made by that person to the Department.

#### **Removal allowance**

53. (1) Where a member of the police force moves his home in circumstances to which this paragraph applies, the Department -

- (a) shall either reimburse the reasonably incurred cost of removal or carry out the removal;
- (b) shall, where the member was the owner of his former home, reimburse expenses reasonably incurred by him in connection with the disposal thereof;
- (c) shall, where the member is the owner of his new home, reimburse expenses reasonably incurred by him in connection with the acquisition thereof if -
  - (i) he was the owner of his former home, or
  - (ii) the Department, after consulting the Chief Constable, is satisfied that he could neither have been provided with a suitable house or quarters nor have been reasonably expected to find suitable rented accommodation within a reasonable distance of his normal place of duty,

so, however, that where the Department is of opinion that the member could have acquired a suitable home for a consideration less than that actually paid, they may restrict the reimbursement of expenses directly related to the consideration paid by him to expenses which would have been reasonably incurred had he paid that lesser consideration;

- (d) shall reimburse the member payments made by him to meet relevant liabilities in respect of the first 26 weeks following the move and may, if it thinks fit, reimburse him such payments in respect of such further period as it may determine so, however, that where the Department is of opinion that the member has not taken all reasonable steps to reduce or terminate his liability to make such payments as aforesaid the Department may restrict the reimbursement to payments which the member would have been liable to make had he taken all such steps.

(2) Paragraph (1) applies where the member moves his home -

- (a) on joining the force in the rank of Chief Constable; or
- (b) the removal is, in the opinion of the Chief Constable, due to the exigencies of police duty or is made at the request of the Chief Constable and is, in his opinion, in the interests of the efficiency of the force.

(3) For the purposes of paragraph (1)(d) relevant liabilities are -

- (a) liabilities in respect of mortgage interest or rent payable in connection with his former home; and
- (b) in respect of any days in respect of which he is liable to pay council tax or rates in respect of his former home, the amount by which any rates he is liable to pay in respect of his new home exceeds the council tax or rates that he would have been liable to pay in respect of his former home if he had not moved from it.

(4) Where the cost of removal is reimbursed or the removal is carried out by the Department under paragraph (1), then, subject to paragraph (5), in respect of expenditure incidental to the move the Department shall pay the member an allowance of the amount hereinafter provided.

(5) An allowance under paragraph (4) -

- (a) shall not be payable, where a member who has never been married moves from furnished accommodation;
- (b) shall only be payable if the Chief Constable so decides, where a member moves from unfurnished into furnished accommodation.

(6) In the case of a member who -

- (a) moves into furnished accommodation; or
- (b) moves into unfurnished accommodation but has not previously, while a member of the police force, lived in such accommodation,

the amount of the allowance under paragraph (4) shall be £20.

(7) In the case of any other member the amount of the allowance under paragraph (4) shall not exceed £1,524 nor be less than the minimum amount mentioned in paragraph (8) but, subject as aforesaid, shall equal the aggregate of the following amounts -

- (a) the amount of the expenditure incidental to the move reasonably incurred by the member, and
- (b) where he satisfies the Department that, in consequence of the move, he has failed to benefit, in whole or in part, from expenditure reasonably incurred by him prior to the move (other than such payments as are referred to in paragraph (1)(d)), the whole or the proportionate part of that expenditure so far as it is not recoverable by him.

(8) The minimum amount referred to in paragraph (7) shall be -

- (a) where the member holds, or is transferring to be appointed in, the rank of Chief Constable, such amount as may be determined by the Department;
- (b) where he holds, or is transferring to be appointed in, the rank of superintendent, £129;
- (c) where he holds, or is transferring to be appointed in, the rank of inspector or chief inspector, £102;
- (d) where he holds, or is transferring to be appointed in, any rank lower than inspector, £82.

(9) Where a member of the police force has been requested by the Chief Constable, in the interests of the efficiency of the force, to move his home, and -

- (a) the member has, in consequence, in connection with the contemplated disposal of his home and acquisition of a new home, incurred any expenses; and
- (b) he would, if he had moved his home, have been reimbursed those expenses by the Department in pursuance of paragraph (1)(b) or (c); but
- (c) in consequence of a subsequent decision of the Chief Constable, the member does not in fact move his home,

he shall be entitled, notwithstanding that he has not moved his home, to be reimbursed those expenses by the Department.

(10) In this regulation -

- (a) any reference to an owner of any property is a reference to an occupier thereof whose interest therein is either a freehold interest or a leasehold interest which is neither a yearly or shorter tenancy nor a furnished tenancy, and

- (b) any reference to expenses incurred in connection with the disposal or acquisition of any property shall be construed as including, in particular, estate agent's, auctioneer's, solicitor's or advocate's fees, stamp duty and expenses in connection with the redemption, transfer or taking out of a mortgage; and any reference to expenses incurred in connection with the acquisition of any property shall be construed as also including expenses in connection with the contemplated acquisition of a property other than that acquired.

### Plain clothes allowances

54. (1) A member of the police force below the rank of Chief Constable who is required for a continuous period of not less than a week to do duty in plain clothes shall be paid a plain clothes allowance at such annual rate as shall be determined by the Department.

(2) A member of the police force below the rank of superintendent who is required to perform duties in plain clothes for not less than 40 hours in the aggregate in any period of 6 months shall, subject to paragraph (3), be paid a plain clothes allowance in respect of such duties at such hourly rate as shall be determined by the Department.

(3) For the purposes of paragraph (2) and the calculation of the aggregate duration of the duties there referred to -

- (a) where the duties were performed on an occasion falling within such a continuous period of plain clothes duty as is mentioned in paragraph (1), no account shall be taken of those duties;
- (b) where the duties performed on any occasion lasted less than 4 complete hours, no account shall be taken of those duties;
- (c) where the duties performed on any occasion lasted for a completed number of hours and a fraction of an hour, no account shall be taken of that fraction.

(4) Notwithstanding anything in paragraph (1) or (2), where a member of the police force is provided with overalls when doing duty in plain clothes or for any other reason is, in the opinion of the Department, put to substantially less or substantially more than the normal expense caused by wearing his own clothes, a plain clothes allowance payable to him under paragraph (1) or (2) shall be payable not at the rate determined under the paragraph in question but at such rate as may be approved by the Department having regard to the circumstances of the case.

### Detective expenses allowance

55. (1) This regulation applies in the case of a member of the police force who is assigned, for a period of not less than a week, to detective duty and, while so assigned, is, in the opinion of the Chief Constable, usually engaged in outside duty.

(2) Such a member of the rank of superintendent shall be paid a detective expenses allowance at the rate of £5 a week; and shall not be eligible for the reimbursement of expenses incurred in the execution of his duty in respect of any individual item of expenditure of £1.25 or less.

(3) Such a member below the rank of superintendent shall be paid a detective expenses allowance at the rate of £3 a week; and shall not be eligible for the reimbursement of expenses incurred in the execution of his duty in respect of any individual item of expenditure of 75 pence or less.

### **Subsistence and refreshment allowances**

56. (1) Subject to paragraph (5), a member of the police force of or below the rank of superintendent who, having been retained on duty beyond his normal daily period of duty or engaged on duty away from his usual place of duty, certifies that, by reason of being so retained or engaged, he has been unable to obtain a meal in his usual way and that, as a consequence thereof, he has incurred additional expenditure to obtain food, shall -

- (a) if the period for which he is so retained or engaged is not less than 2 hours but does not exceed 5 hours, be paid a refreshment allowance;
- (b) if the period for which he is so retained or engaged exceeds 5 hours, be paid a subsistence allowance.

(2) A member of the police force of or below the rank of superintendent who satisfies the Chief Constable that during his normal daily period of duty he has, though not away from his usual place of duty, been prevented by the exigencies of duty from obtaining a meal in his usual way and that he has, as a consequence thereof, incurred additional expenditure to obtain food, may be paid a refreshment allowance.

(3) For the purposes of this regulation "usual place of duty" means -

- (a) in the case of a member of the rank of superintendent, the headquarters of the Isle of Man Constabulary, or
- (b) in the case of a member below the rank of superintendent, the police station or other police establishment,

in which the member is stationed or, where such place of duty has been temporarily changed, and after such period from the date of change as the Chief Constable may determine, in which he is temporarily stationed, as the case may be.

(4) A subsistence or refreshment allowance payable under the foregoing provisions of this regulation shall be of an amount determined in accordance with Schedule 8.

(5) A member of the police force, may, in lieu of the subsistence and refreshment allowance payable under the foregoing provisions of this regulation, be paid a subsistence allowance at such rate as is payable to Members of Tynwald and members of the Isle of Man Civil Service.

### **Advances to cover expenses when away on duty**

57. Where a member of the police force of or below the rank of chief inspector is required to do duty away from his usual place of duty he shall, if he so requests, be given an advance to cover, as far as practicable, any expenses which he will probably incur.

## Motor vehicle allowances

58. (1) Where the Chief Constable is of opinion that the duties normally performed by a member of the police force are of such a nature that it is -

- (a) essential, or
- (b) desirable,

that the member in question should, at all material times, have a motor vehicle at his disposal, he may authorise that member to use (subject to his directions) a motor vehicle owned by the member for the purposes of duties performed by him and, subject as hereinafter provided, in respect of such use the member shall be paid a motor vehicle allowance.

(2) A motor vehicle allowance shall not be payable in respect of the authorised use of a motor vehicle unless there was in force in relation thereto a policy of insurance in terms approved by the Department, in relation to the use in question, for the purposes thereof.

(3) A motor vehicle allowance shall not be payable in respect of the authorised use of a motor car of a cylinder capacity exceeding 500 cc unless the member concerned was willing to carry passengers for the purposes of the duties performed by him or, in the case of passengers being members of the police force, by those members.

(4) A motor vehicle allowance in respect of the authorised use of a motor car of a cylinder capacity exceeding 500 cc shall, subject as aforesaid, be payable -

- (a) where the Chief Constable is of the opinion mentioned in paragraph (1)(a), at the essential user's rate;
- (b) where the Chief Constable is of the opinion mentioned in paragraph (1)(b), at the casual user's rate,

as provided in Schedule 9:

Provided that the Chief Constable may instead be paid a flat-rate motor vehicle allowance at such annual rate as is determined by the Department.

(5) A motor vehicle allowance in respect of the authorised use of -

- (a) a motor car of a cylinder capacity not exceeding 500 cc, or
- (b) a motor bicycle,

shall, subject as aforesaid, be payable on such conditions and at such rate as is approved by the Department.

(6) In its application to the Chief Constable this regulation shall have effect as if any reference therein to that officer were a reference to the Department.

(7) Paragraph 1 of Schedule 9 shall have effect for the purposes of the interpretation of this regulation.

### **Dog handler's allowance**

59. (1) Where a dog owned by the Department is kept and cared for by a member of the police force at his home, the member shall be paid a dog handler's allowance in respect of the care accorded to the dog on the member's rest days and on public holidays.

(2) A dog handler's allowance shall be of an amount determined in accordance with Schedule 10.

(3) For the purposes of this regulation and of Schedule 10 a member of the police force shall be treated as keeping and caring for a dog at his home if he would be so doing but for his being on annual leave.

### **Allowance in respect of medical charges**

60. (1) A member of the police force, if the charges are incurred by reason of an injury received without his default in the execution of his duty as a constable, shall be reimbursed any charges incurred in his case under any provisions of the National Health Service (Isle of Man) Act 1948, in respect of charges for certain drugs, medicines and appliances and for dental treatment.

(2) For the purposes of paragraph (1) "injury" and "injury received in the execution of duty" have the same meanings as they have in the Police Pensions Regulations.

### **Allowance for recurring escort duty, etc.**

61. An allowance may be paid, of such amount and under such conditions as may be approved by the Department on the recommendation of the Chief Constable in respect of recurring escort duty or other specific duties involving recurring retention on duty beyond the normal daily period and not covered by any other payment.

### **Continuance of allowances when member ill**

62. If a member of the police force who is regularly in receipt of a plain clothes allowance, detective expenses allowance or any allowance to meet an expense which ceases during his or her absence from duty is placed upon the sick list or is on maternity leave, the allowance shall be payable during his or her absence from duty up to a period of a month, but thereafter, during the remainder of his or her absence from duty, payment may be suspended at the discretion of the Chief Constable.

### **Allowances in respect of periods of suspension**

63. This Part of these Regulations shall have effect in relation to a member of the police force suspended under the Discipline Regulations, subject to the provisions of paragraphs 2 and 3 of Schedule 7.

### **University scholars**

64. This Part of these Regulations shall have effect in relation to a university scholar subject to the provisions of paragraph 4 of Schedule 5.

## PART VI

### *Uniform and Equipment*

#### **Issue of uniform and equipment**

65. (1) Uniform and equipment shall be issued by the Department free of charge to sergeants and constables in accordance with the provisions of Schedule 11.

(2) Uniform and equipment may, if the Department so determine, be issued as required to a member of the police force of or above the rank of inspector.

#### **Re-issue of uniform and equipment**

66. Uniform and equipment handed back to the Department shall not be re-issued to another member of the police force until it has received any necessary cleaning or renovation and is in serviceable condition.

#### **Ownership of uniform and equipment**

67. Subject to regulation 68 the uniform and equipment issued by the Department shall not become the property of the member of the police force to whom they are issued and shall be handed back by him to the Department on his leaving the force.

#### **Replacement of uniform and equipment**

68. On any article of uniform or equipment being replaced by the Department the article shall be handed back to the Department unless the member, with the consent of the Department, buys such article at a price to be fixed by the Department or, with such consent, retains it without payment.

## PART VII

### *Revocations and Savings*

#### **Revocations and savings**

69. (1) The Regulations specified in Part I of Schedule 12 are revoked to the extent specified.

(2) The revocations have effect subject to the savings in Part II of Schedule 12.

## MODIFICATION FOR PART-TIME SERVICE

1. In regulation 3 (meanings assigned to certain expressions) after paragraph (4) insert -

"(5) In relation to a member of the police force below the rank of inspector -

- (a) the determined hours are the number of hours which the Chief Constable has determined under regulation 24(2) or (4A)(a) as his normal period of duty in a relevant period,
- (b) a relevant period is a period for which a duty roster relating to him has effect for the time being under regulation 27, and
- (c) the appropriate factor is A/B,

where -

A is the number of the determined hours, and

B is 40 times the number of weeks in the relevant period.

(6) In relation to a member of the police force above the rank of sergeant the appropriate factor is  $1/2$ ."

2. In regulation 15 (probationary service in the rank of constable) -

- (a) in paragraph (1) omit the words after "constable";
- (b) in paragraph (2) for the words after "this regulation applies" substitute "may be required to serve on probation for such period, not exceeding 2 years and 6 months, as the Chief Constable determines in the circumstances of a particular case."; and
- (c) omit paragraph (3).

3. In regulation 16 (discharge of probationer) -

- (a) in paragraph (1) for the words "his period" substitute "any period"; and
- (b) after paragraph (4) insert -

"(4A) For the purposes of this regulation a month's pay is to be calculated by multiplying one twelfth of the annual rate ascertained from Schedule 6 by the appropriate factor."

4. In regulation 24 (normal daily period of duty) for paragraphs (2) to (4) substitute -

"(2) The normal period of duty in every relevant period of a member of the police force to whom this regulation applies, which is to be performed in accordance with general arrangements made by the Chief Constable after consulting the Department and the Federation Board, is, subject to paragraph (4A), the total number of hours determined by the Chief Constable with the agreement of the member at the time of his appointment.

(3) For the purposes of paragraph (2) a day of annual leave counts as a period of duty of 8 hours multiplied by the appropriate factor.

(4) The Chief Constable shall review a member's normal period of duty at intervals of not more than 52 weeks, and in doing so shall have regard to the number of hours actually spent on duty during the interval preceding the review.

(4A) After a review under paragraph (4) -

- (a) any number of hours different from that determined under paragraph (2) which was determined by the Chief Constable and agreed to by the member becomes the member's normal period of duty, and
- (b) if no different number was agreed to by the member, his normal period of duty is the number of hours determined under paragraph (2).

(4B) The number of hours determined under paragraph (2) or (4A)(a) must not be less than 16 times the number of weeks in the relevant period.

(4C) As far as the exigencies of duty permit, a shift shall consist of one continuous period.

(4D) Where in one day a member is on duty for a continuous period of 5 hours or more, an interval for refreshment shall, as far as the exigencies of duty permit, be allowed in accordance with the Table below.

Number of hours	Refreshment interval
Less than 6 hours	30 minutes
6 hours or more, but less than 7 hours	35 minutes
7 hours or more, but less than 8 hours	40 minutes
8 hours or more	45 minutes

(4E) Where a shift consists of two periods amounting in total to 5 hours or more and the member does not travel to and from his home between those periods, an interval for refreshment and rest shall normally be included at the beginning or end of one of them."

5. In regulation 27 (rostering of duties) -

(a) in paragraph (1) -

- (i) omit the word "annual", and
- (ii) after sub-paragraph (b) insert -

"and

(c) a reference to a free day is to be construed as a reference to a day which is not -

- (i) a day on which a shift is, according to the duty roster, to begin or end, or
- (ii) a rostered rest day, or
- (iii) a public holiday.";

(b) in paragraph (2) after the word "roster" insert "(except one relating to a member who has agreed with the Chief Constable on a different period) shall have effect for a period of 12 months, and";

(c) in paragraph (3) -

(i) for the words "the 12 months following the date on which it comes into force" substitute "the period for which it has effect",

(ii) after sub-paragraph (a) insert -

"(aa) his free days;", and

(iii) in sub-paragraph (c) for the words "his scheduled daily periods of duty are" substitute "each of his shifts is";

(d) in paragraph (4) -

(i) in sub-paragraph (a) for the words "daily periods of duty" substitute "shifts", and

(ii) in sub-paragraph (b) before the words "an interval" insert "unless he has agreed with the Chief Constable on a longer interval,"; and

(e) in paragraph (5) for the words "daily period of duty" substitute "shift".

6. For regulation 28 (overtime) substitute -

"28. (1) This regulation applies to a member of the police force below the rank of inspector.

(2) A member who has been on duty for more than 40 hours in any period of 7 days beginning with such day as is fixed for the purposes of this regulation by the Chief Constable (a "relevant week") is entitled in respect of any day during that period in which he has been on duty for more than 8 hours (a "long-duty day") to an allowance at the rate of one twelfth of an hour's pay for each completed 15 minutes in excess of 8 hours, except that on each of the first 4 occasions on which overtime which the member was not told at the beginning of the shift would be required is worked during a relevant week 30 minutes of the overtime worked is to be disregarded.

(3) A member may, before the end of a pay period (that is to say, a period comprising one of the intervals between payments under regulation 50), elect to be granted time off, instead of an allowance under paragraph (2), in respect of any long-duty day that occurred during a relevant week ending within the pay period.

(4) Subject to the exigencies of duty, where a member has elected as mentioned in paragraph (3) the Chief Constable shall, within 3 months after the end of the relevant week, grant him time off equal to the total of -

(a) the time in excess of 8 hours spent on duty in the day, or as the case may be in each of the days, in respect of which the election was made, and

(b) 15 minutes in respect of each completed 45 minutes of that time.

(5) Any time counting for the purposes of regulation 40(1) (pay) as time spent on duty, except -

(a) time for which an allowance is received under paragraph (7) or under regulation 29 or 61, and

(b) any period of less than 30 minutes worked during the first 30 minutes after the end of a rostered shift, except a period of 15 minutes which the member was told at the beginning of the shift would be required,

counts as time spent on duty for the purposes of paragraph (2).

(6) For the purposes of paragraph (2) a period of duty -

- (a) which resulted from a member's being recalled and returning to duty between two rostered shifts, and
- (b) the length of which, after deducting any travelling time counting as a period of duty by virtue of regulation 32, was less than 4 hours,

counts as a period of duty lasting for the aggregate of 4 hours and any period counting by virtue of regulation 32.

(7) Where the time at which a member is required to commence a rostered shift is brought forward -

- (a) without giving him notice 8 hours or more before the new commencement time, and
- (b) so that he is required to commence that shift on the day on which his previous shift ended,

he is entitled to an allowance at the rate of one twelfth of an hour's pay for each completed 15 minutes of the time for which he is on duty before the rostered commencement time.

(8) A member who has become entitled to an allowance under paragraph (7) may, before the end of the pay period during which the day on which he was required to commence the shift occurred, elect to be granted time off instead of the allowance.

(9) Subject to the exigencies of duty, where a member has elected as mentioned in paragraph (8) the Chief Constable shall, within 3 months after the date of the election, grant him time off equal to one and one third times the number of completed quarters of an hour for which he was on duty before the rostered commencement time.

(10) Where -

- (a) on any day on which he has a rostered shift a member has been on duty for a period exceeding the length of that shift, and
- (b) he is not entitled in respect of that day to any allowance under paragraph (2) or (7),

he may, not later than 4 days after the end of the relevant week in which the day in question occurred, elect to be granted time off in respect of the excess over the length of the shift ("the excess period").

(11) For the purposes of paragraphs (2) and (10) a continuous period of duty which began before and ended after the beginning of a day shall -

- (a) if the day on which it ended was not -
  - (i) a public holiday,
  - (ii) a rostered rest day, or
  - (iii) a free day,

in respect of which he became entitled to an allowance under regulation 29, be treated as having fallen wholly within, and

- (b) in any other case, be treated as having consisted only of so much of the period as fell within,

the day on which the period began.

(12) Subject to the exigencies of duty, where a member has elected as mentioned in paragraph (10) the Chief Constable shall, within 3 months after the date of the election, grant him time off equal to the excess period.

(13) For the purposes of regulation 40(1) (pay) any extra period of duty in respect of which time off is granted under paragraph (4) or (9) counts as one and one third times the number of completed quarters of an hour comprised in the extra period of duty, and a period falling within paragraph (6)(a) and (b) counts as one of 4 hours."

7. In regulation 29 (public holidays and rest days for ranks below inspector) -

- (a) in paragraph (4) for the words "a day's pay" substitute "the member's hourly rate of pay calculated in accordance with regulation 40(1)";
- (b) in paragraph (5) -
  - (i) for the words "one sixteenth" substitute "one quarter", and
  - (ii) for the words "three sixty-fourths" substitute "one eighth";
- (c) after paragraph (5) insert -

"(5A) A member who -

- (a) is required to do duty on a free day, and
- (b) receives less than 15 days' notice of the requirement,

shall be granted another free day in lieu, which shall be notified to him within 4 days of notification of the requirement.

(5B) This paragraph applies where -

- (a) a member is required to do duty on a free day, and
- (b) he receives less than 15 days' notice of the requirement, and
- (c) the duty is of such a nature that it would not in the circumstances have been reasonably practicable for it to be done by any other member.

(5C) Where paragraph (5B) applies -

- (a) if the member was on duty for more than 8 hours on the free day and for more than 40 hours (in addition to any hours on a rostered rest day or a public holiday for which an allowance fell to be granted under paragraph (3)(a) or (6)(a) or (b)) during the week in which the free day occurred, he is entitled to an allowance at the rate of one twelfth of an hour's pay for each completed period of 15 minutes of duty done on the free day, and
- (b) in any other case, he is entitled to time off equal to the total length of those periods.

(5D) Where -

- (a) a member is required to do duty on a free day, and
- (b) he receives less than 15 days' notice of the requirement,

but paragraph (5C) does not apply, he is entitled to an allowance at the appropriate rest-day rate.";

(d) after paragraph (7) insert -

"(7A) A member who is required to do duty on a free day may within 28 days of that day elect to receive -

- (a) in lieu of an allowance under paragraph (5C)(a), time off equal to one and one third times, and
- (b) in lieu of an allowance under paragraph (5D), time off equal to one and a half times,

the period of completed quarters of an hour of duty done on the free day.";

(e) in paragraph (8) -

- (i) after the words "rostered rest day" insert "or on a free day",
- (ii) after the words "paragraph (7)" insert "or (7A)",
- (iii) after the words "as the case may be," insert "paragraph (5C) or (5D) or";

(f) in paragraph (9) -

(i) for sub-paragraph (b) substitute -

"(b) "the appropriate rate" is, for each completed 15 minutes of duty done on a public holiday, one quarter of the member's hourly rate of pay calculated in accordance with regulation 40(1);",

(ii) omit sub-paragraph (c), and

(iii) in sub-paragraphs (f) and (g) after the words "rostered rest day", wherever occurring, insert "or a free day" and in sub-paragraph (f) for the words "a normal daily period of duty" substitute "a rostered shift";

(g) in paragraph (10) after the words "rostered rest day", wherever occurring, insert "or a free day"; and

(h) after paragraph (10) insert -

"(11) For the purposes of regulation 40(1) (pay) -

- (a) a day's leave allowed under paragraph (2) and a day off granted under paragraph (3)(a) or under paragraph (10) in respect of a public holiday each count as a period of duty of 8 hours multiplied by the appropriate factor, and

- (b) so much of any time off granted under paragraph (7A) or (8) as exceeds the time spent on duty on the public holiday, rest day or free day counts as time spent on duty."

8. In regulation 31 (public holidays and monthly leave days for ranks above chief inspector) -

- (a) in paragraph (2) after the words "each month" insert "the amount of leave arrived at by multiplying by the appropriate factor"; and
- (b) in paragraph (3) -
  - (i) for the words "eight monthly leave days" substitute "the amount of leave arrived at by multiplying 8 days by the appropriate factor", and
  - (ii) for the words after "permit" substitute "be allowed a day's leave in lieu of any day on a public holiday not allowed (or as the case may be) be granted the balance of monthly leave as additional monthly leave".

9. In regulation 32 (travelling time treated as duty) -

- (a) for paragraph (1) substitute -

"(1) This regulation applies to a member of the police force where -

- (a) a shift consists of two separate periods, or
- (b) he is recalled to duty between two shifts,

and he travels to and from his home between those periods or, as the case may be, in consequence of his recall (in this regulation referred to as "relevant travelling")."; and

- (b) in paragraph (2) for the words from "overtime" to "thereof" substitute "duty for the purposes of regulation 28, regulation 29 (except paragraph (9)(f)) or regulation 41(1)".

10. In regulation 34 (annual leave) -

- (a) in paragraph (1) after the words "Schedule 4" insert ", except that in the case of a member above the rank of chief inspector any period of leave calculated in accordance with Schedule 4 is to be multiplied by the appropriate factor"; and
- (b) after paragraph (1) insert -

"(1A) In the case of a member below the rank of superintendent, each day of annual leave granted counts for the purposes of regulation 40(1) (pay) as a period of duty of 8 hours multiplied by the appropriate factor."

11. In regulation 35 (sick leave) after paragraph (2) insert -

"(3) While a member below the rank of inspector is entitled under this regulation to be absent from duty, any rostered shift counts for the purposes of regulation 40(1) (pay) as a period of duty of the same duration."

12. In regulation 38 (paternity leave) after paragraph (3) insert -

"(4) In the case of a member below the rank of superintendent, each day of paternity leave granted counts for the purposes of regulation 40(1) (pay) as a period of duty of 8 hours multiplied by the appropriate factor."

13. In regulation 40 (rate of pay) -

- (a) for paragraph (1) substitute -

"(1) A member of the police force below the rank of superintendent shall be paid for time spent on duty at an hourly rate calculated by multiplying the annual rate ascertained from Schedule 6 by 6/12520."; and

- (b) after paragraph (1) insert -

"(1A) A member above the rank of chief inspector shall be paid at an annual rate calculated by multiplying that ascertained from Schedule 6 by the appropriate factor.".

14. In regulation 41 (temporary salary) -

- (a) in paragraph (1) after the words "performed by a" insert "full-time";

- (b) in paragraph (3) -

(i) after the words "performed by a" insert "full-time", and

(ii) after the words "to the higher rank" insert "as a full-time member"; and

- (c) in paragraph (8) for the words after "inspector" substitute "the period that would constitute his normal daily period of duty if he were a full-time member, and "full-time member" means a member of the force appointed otherwise than under regulation 6.".

15. In regulation 47 (pay during maternity leave) after paragraph (3) insert -

"(4) A woman member below the rank of superintendent who satisfies the conditions in paragraph (2) is to be treated for the purposes of regulation 40(1) (pay) as having been on duty for the number of hours determined by multiplying the number of her determined hours by the length in days of the paid leave period and dividing the result by the length in days of the relevant period."

16. In regulation 53 (removal allowance) after paragraph (4) insert -

"(4A) Every sum of money specified in paragraphs (6) to (8) is to be multiplied by the appropriate factor.".

17. In regulation 54 (plain clothes allowance) in paragraph (1) -

- (a) for the words "for a continuous period of not less than a week" substitute "on 7 or more consecutive days"; and

- (b) after the word "determined" insert "(regard being had to the appropriate factor)".

18. In regulation 55 (detective expenses allowance) -

- (a) in paragraph (1) for the words "for a period of not less than a week" substitute "on 7 or more consecutive days" and;

- (b) after paragraph (1) insert -

"(1A) The rates specified in paragraphs (2) and (3) as the rates of allowances under this regulation are to be multiplied by the appropriate factor.".

19. In regulation 56 (subsistence and refreshment allowances) at the end of paragraph (2) insert -
- " , and in relation to a member below the rank of superintendent references in this regulation to his normal daily period of duty are to be construed as references to -
- (i) a period of duty lasting 8 hours, or
  - (ii) periods of duty performed in one day amounting in total to 8 hours".
20. In Schedule 5 (university scholars) in paragraph 3(2) for the words "the rate of" substitute "the rate obtained by multiplying by the appropriate factor", and omit the words after "a year".
21. In Schedule 7 (effect of disciplinary action on pay and allowances) in paragraph 4 -
- (a) after the words "13 weeks" insert "multiplied by the reciprocal of the appropriate factor"; and
  - (b) after the words "weekly pay" insert "multiplied by the appropriate factor".
22. In Schedule 9 (motor vehicle allowances) after paragraph 2(2) insert -
- "(2A) The fixed element calculated in accordance with sub-paragraph (2) shall be multiplied by the appropriate factor.".

## SCHEDULE 2

Regulation 8

### RESTRICTIONS ON THE PRIVATE LIFE OF MEMBERS OF THE POLICE FORCE

1. A member of the police force shall at all times abstain from any activity which is likely to interfere with the impartial discharge of his duties or which is likely to give rise to the impression amongst members of the public that it may so interfere; and in particular a member of the police force shall not take any active part in politics.
2. A member of the police force shall not reside at premises which are not for the time being approved by the Chief Constable.
3. -
- (1) A member of the police force shall not, without the previous consent of the Chief Constable, receive a lodger in a house or quarters with which he is provided by the Department or sub-let any part of the house or quarters.
- (2) A member of the police force shall not, unless he has previously given written notice to the Chief Constable, receive a lodger in a house in which he resides and in respect of which he receives an allowance under Part II of Schedule 12 or sub-let any part of such a house.
4. A member of the police force shall not wilfully refuse or neglect to discharge any lawful debt.

MODIFICATION FOR VARIABLE SHIFT ARRANGEMENTS

1. In regulation 24 (normal daily period of duty) for paragraphs (2) to (4) substitute -

"(2) As far as the exigencies of duty permit, a shift shall consist of one continuous period.

(3) Where in one day a member is on duty for a continuous period of 5 hours or more, time for refreshment shall, as far as the exigencies of duty permit, be allowed in accordance with the Table below.

Table

Number of hours	Refreshment time
Less than 6 hours	30 minutes
6 hours or more, but less than 7 hours	35 minutes
7 hours or more, but less than 8 hours	40 minutes
8 hours or more, but less than 9 hours	45 minutes
9 hours or more, but less than 10 hours	50 minutes
10 hours or more	60 minutes

(4) Where a shift consists of two periods amounting in total to 5 hours or more and the member does not travel to and from his home between those periods, an interval for refreshment and rest shall normally be included at the beginning or end of one of them."

2. In regulation 27 (rostering of duties) -

(a) in paragraph (1) omit the word "annual";

(b) in paragraph (3) -

(i) for the words "the 12 months following the date on which it comes into force" substitute "the period for which it has effect", and

(ii) in sub-paragraph (c) for the words "his scheduled daily periods of duty are" substitute "each of his shifts is";

(c) in paragraph (4)(a) for the words "daily periods of duty" substitute "shifts"; and

(d) in paragraph (5) for the words "daily period of duty" substitute "shift".

3. In regulation 28 (overtime) -

(a) in paragraph (1) -

(i) for the words "his tour of duty" substitute "a rostered shift",

(ii) for the words "tours of duty" substitute "rostered shifts", and

(iii) for the words "a tour of duty" and for the words "his normal daily period of duty" substitute "a rostered shift";

(b) in paragraph (6) for the words "tour of duty", wherever occurring, substitute "shift";

(c) omit paragraph (7)(b);

- (d) in paragraph (7)(c) for the words "tours of duty" substitute "shifts";
  - (e) in paragraph (7)(d) -
    - (i) for the words "a rostered tour of duty" substitute "a rostered shift",
    - (ii) for the words "begin that tour of duty" substitute "begin that shift",
    - (iii) for the words "his normal daily period of duty" substitute "a rostered shift", and
    - (iv) for the words "that tour of duty" substitute "that shift"; and
  - (f) in paragraph (8) in the definition of "due notice" for the words "tour of duty" substitute "shift".
4. In regulation 29 (public holidays and rest days for ranks below inspector) in paragraph (2) after the words "the rate of" insert "not less than" and in paragraph (9)(f) for the words "a normal daily period of duty" substitute "a rostered shift".
5. In regulation 32 (travelling time treated as duty) for paragraph (1) substitute -
- "(1) This regulation applies to a member of the police force where -
- (a) a shift consists of two separate periods, or
  - (b) he is recalled to duty between two shifts,
- and he travels to and from his home between those periods or, as the case may be, in consequence of his recall (in this regulation referred to as "relevant travelling")."
6. In regulation 34 (annual leave) omit paragraph (1).
7. In regulation 41 (temporary salary) -
- (a) in paragraph (3) for the words from "has been required" to "equal to" substitute "has had qualifying shifts amounting in total to 112 hours shall be paid in respect of each further qualifying shift in that year at the hourly rate arrived at by dividing by 8 a day's pay at";
  - (b) in paragraph (6) -
    - (i) for sub-paragraph (a) substitute -
 

"(a) has a qualifying shift as his last rostered shift in any year, and",
    - (ii) in sub-paragraph (b) for the word "day" substitute "shift",
    - (iii) for sub-paragraph (c) substitute -
 

"(c) has a qualifying shift as his first rostered shift in the next following year,"
    - (iv) for the words from "the day" to "formed part of" substitute "the shift mentioned in sub-paragraph (c) and any qualifying shifts beginning on days that follow consecutively the day on which that shift began as if that shift or shifts had occurred in", and
    - (v) in the proviso for the words "day or days" substitute "shift or shifts"; and

(c) for paragraph (8) substitute -

"(8) For the purposes of this regulation the expression "qualifying shift" means, in relation to a member of the police force, a rostered shift throughout which he is required to perform duties normally performed by a member of the force of a higher rank than his own."

8. In regulation 56 (subsistence and refreshment allowances) at the end of paragraph (2) insert ", and references in this regulation to a member's normal daily period of duty are to be construed as references to a rostered shift".
9. In regulation 61 (allowance for recurring escort duty, etc.) for the words "beyond the normal daily period" substitute "after rostered shifts".
10. Omit Schedule 4.

#### SCHEDULE 4

Regulation 34

#### ANNUAL LEAVE

1. -
- (1) Subject to regulation 34 and the provisions of this Schedule, every member of the police force of or above the rank of superintendent shall be granted in each leave year the following period of annual leave namely -
  - (a) in the case of a member of the rank of superintendent, 31 days;
  - (b) in the case of a member of a rank higher than that of superintendent who has not completed 10 years' relevant service, not less than 42 days; and
  - (c) in any other case, not less than 48 days.
- (2) Subject as aforesaid and to paragraph (3) below every member of the police force holding a rank below that of superintendent shall be granted in each leave year the period of leave set out opposite his relevant service as a member of the police force in the Table below -

Table

Relevant service	Annual leave
Under 5 years' relevant service	21 days
5 or more years' relevant service	23 days
10 or more years' relevant service	26 days
15 or more years' relevant service	27 days
20 or more years' relevant service	29 days

- (3) Where the annual leave entitlement of a member of the police force immediately before the coming into effect of this paragraph exceeded the period prescribed in his case in respect of that year by the foregoing provisions of this paragraph he shall continue to be entitled to be granted such greater period of leave until such time as he shall have completed such number of years' relevant service as, by virtue of the said provisions, entitle him to an increased period of leave.

2. In the leave year in which a member of the police force is appointed to, is promoted in, or retires from the force or completes such number of years' relevant service as will entitle him to an increased period of annual leave, his annual leave shall be calculated at the rate of a twelfth of the period of annual leave appropriate, under paragraph 1, to the rank held by him for each complete month of service in that rank in the leave year in question, a fraction of a day being reckoned as a day:

Provided that where a member of the police force is promoted or completes the said number of years' relevant service while completing a month's service in the leave year in question, he shall be treated for the purposes of this paragraph as if he had been promoted or, as the case may be, completed the said number of years' relevant service at the beginning of that month's service.

3. In the case of a member of the police force of a rank not higher than that of superintendent, the Chief Constable may, in his discretion and subject to the exigencies of duty -

- (a) notwithstanding anything in paragraphs 1 and 2, where he is satisfied that, in any leave year, the member has not taken the full period of annual leave specified in those paragraphs, grant the member, during the following leave year, additional days of annual leave not exceeding the number of days not taken, so however that he shall not exercise his discretion so as to grant more than 5 additional days of annual leave to a member unless he is satisfied that there are exceptional circumstances and that it is in the interests of efficiency to do so;
- (b) grant the member not more than 5 additional days of annual leave, to be taken in the last month of the leave year, subject to a corresponding reduction being effected in the member's period of annual leave under paragraph 1 for the following year.

4. -

- (1) Subject to sub-paragraph (2), days of annual leave granted under this Schedule may be taken, in the discretion of the Chief Constable and subject to the exigencies of duty, as a single period, or as single days, or in periods of more than one day or as half days.

- (2) In the case of a member below the rank of superintendent, not more than 3 days of annual leave shall be taken as half days, and where annual leave is so taken, the member -

- (a) shall do duty on that day for 4 hours, and
- (b) shall not be entitled to be allowed an interval for refreshment such as is mentioned in regulation 24(3).

5. -

- (1) Where a member of the police force has been recalled to duty from a period of absence from duty to which this paragraph applies, he shall be granted, in compensation for being recalled to duty on any day during that period which is a day of annual leave or a day taken off in lieu of overtime -

- (a) if he was so recalled to duty for 1 or 2 days (whether or not in the latter case those days formed a single period), an additional 2 days' annual leave in lieu of each such day for which he was so recalled; or
- (b) if he was so recalled to duty for 3 or more days (whether or not forming a single period), 2 days' annual leave in lieu of each of the first 2 such days for which he was so recalled, and 1 1/2 days' annual leave in lieu of each such day for which he was so recalled thereafter.

- (2) This paragraph applies to a period of absence from duty of 3 or more days, where at least one of those days is a day of annual leave and the other days, if not days of annual leave, are rostered rest days, days taken off in lieu of overtime, public holidays (or days taken off in lieu thereof) or monthly leave days, or any combination thereof.

6. -

- (1) For the purposes of this Schedule -

"leave year" means that period of 12 months beginning on such date as may from time to time be determined by the Department;

"relevant service" means any service which the member concerned is entitled to reckon for the purposes of pay together with any service which he was previously so entitled to reckon -

- (a) in the case of a member below the rank of superintendent, in any lower rank;
- (b) in any other case, in the rank of superintendent or any higher rank,

except that relevant service shall not include any such service as is mentioned in regulation 45.

- (2) Where a member of an aerodrome constabulary has been transferred to the police force by an order under section 30 of the Aviation Security Act 1982 (an Act of Parliament) then, for the purposes of this paragraph, his service in any rank in that constabulary shall be treated as if it were service in the corresponding rank in the police force.

## SCHEDULE 5

Regulation 3, 39, 40, 64

### UNIVERSITY SCHOLARS

1. -

- (1) In this Schedule a reference to a university scholar is a reference to a member of the police force nominated for a course of university study by the Department or by the Chief Constable in pursuance of arrangements in that behalf approved by the Department and, in relation to such a member, "course" means the course for which he has been nominated and which he has undertaken and "study" means study for the purposes of that course.

- (2) For the purposes of this paragraph a full-time course leading to a degree awarded by the Council for National Academic Awards shall be treated as a course of university study notwithstanding that the course is provided otherwise than at a university.

2. Regulations 24, 28 and 29 shall not apply to a university scholar for the duration of his course except for such period or periods, if any, as he is engaged otherwise than in study.

3. -

- (1) This paragraph shall apply to a university scholar, not being a member of the City of London or metropolitan police force, who has undertaken a course of study given wholly or mainly at an institution within the City of London or the metropolitan police district.

- (2) Where such a university scholar takes up residence within the City of London or the metropolitan police district and the taking up of such residence is, in the opinion of the Chief Constable, due to his having undertaken his course, then, for the duration of the course (whether or not he is so resident throughout that period), he shall be entitled to supplementary pay at the rate of £1,398 a year and his rate of pay, determined in accordance with Part IV of these Regulations, shall be increased accordingly.
4. Where a university scholar moves his home and the removal is, in the opinion of the Chief Constable, due to his having undertaken or completed his course of study and is, in his opinion, reasonable in all the circumstances of his case, regulation 53 shall have effect in his case as if the removal were such as is mentioned in paragraph (1) thereof.

SCHEDULE 6

Regulation 40

DETERMINATION OF PAY

1. -
- (1) Subject to paragraph 2 and 3, the annual pay of a member of the police force is the amount specified below at the pay point for his pay category.
- (2) The pay points for the superintendent are the following:

Pay category	Pay point	Amount
A	1	43,143
B	2	44,493
C	3	45,849
D	4	47,202
E	5	48,705
F	6	50,325
G	7	51,204
H	8	52,323
I	9	53,556

- (3) The pay categories for the superintendent are the following:

Category	Description
A	The member is a superintendent and - (a) was appointed in that rank after 31 <sup>st</sup> August 1994, (b) immediately before his appointment was an inspector or chief inspector in pay category F or a lower category, and (c) has not completed one year's service in the rank of superintendent.
B	The member is a superintendent - (a) who was appointed in that rank before 1st September 1994 and has not completed one year's service in it, or (b) who was appointed in that rank after 31 <sup>st</sup> August 1994 and has not completed one year's service in it but, immediately before his appointment, was a chief inspector in pay category G or a higher category, or (c) who was appointed in that rank after 31 <sup>st</sup> August 1994 at pay category A and has completed one year's service in it.

Category	Description
C	The member is a superintendent - (a) who was appointed in that rank before 1 <sup>st</sup> September 1994 and has completed one year's service in it, or (b) who was appointed in that rank after 31 <sup>st</sup> August 1994 and has completed one year's service in it at pay category B.
D	The member is a superintendent - (a) who was appointed in that rank before 1st September 1994 and has completed 2 years' service in it, or (b) who was appointed in that rank after 31 <sup>st</sup> August 1994 and has completed one year's service in it at pay category C.
E	The member is a superintendent - (a) who was appointed in that rank before 1st September 1994 and has completed 3 or more years' service in it, or (b) who was appointed in that rank after 31 <sup>st</sup> August 1994 and has completed one year's service in it at pay category D.
F	The member is a superintendent - (a) who has been assigned by the Department on the advice of the Chief Constable to this category, or (b) who has completed one year's service at pay category E, or (c) who has completed one or more year's service in this pay category and who does not qualify for pay category G, H or I.
G	The member is a superintendent - (a) who has been assigned by the Department on the advice of the Chief Constable to this category, or (b) who has been assigned to pay category F by virtue of a decision under paragraph (a) of the description of that category and who has completed one year's service at that pay category, or (c) who has completed one or more year's service in this pay category and who does not qualify for pay category H or I.
H	The member is a superintendent - (a) who has been assigned by the Department on the advice of the Chief Constable to this category, or (b) who has been assigned to pay category G by virtue of a decision under paragraph (a) of the description of that category and who has completed one year's service at that pay category, or (c) who has completed one or more year's service in this pay category and who does not qualify for pay category I.
I	The member is a superintendent - (a) whose pay category would otherwise be H but who has been assigned by the Department on the advice of the Chief Constable to this category, or (b) who has been assigned to pay category H by virtue of a decision under paragraph (a) of the description of that category and who has completed one year's service at that pay category, or (c) who has completed one or more year's service in this pay category.

(4) The pay points for inspectors and chief inspectors are the following -

Pay category	Pay point	Amount
A	1	32,862
B	2	33,831
C	3	34,797
D	4	35,760
E	5	36,729
F	6	37,485
G	7	38,247
H	8	39,006
I	9	39,687

(5) The pay categories for inspectors and chief inspectors are the following -

Category	Description
A	The member is an inspector who - (a) has not completed one year's service in that rank, and (b) was not on 31st August 1994 an inspector to whom the revoked paragraph 1(3) applied.
B	The member is an inspector who has either - (a) completed one year's service in that rank, or (b) not completed one year's service in it but was on 31 <sup>st</sup> August 1994 an inspector to whom the revoked paragraph 1(3) applied.
C	The member is an inspector who has either - (a) completed 2 years' service in that rank, or (b) not completed 2 years' service in it but - (i) was on 31st August 1994 an inspector to whom the revoked paragraph 1(3) applied, and (ii) has completed one year's service in that rank.
D	The member is an inspector who has either - (a) completed 3 years' service in that rank, or (b) not completed 3 years' service in it, but - (i) was on 31st August 1994 an inspector to whom the revoked paragraph 1(3) applied, and (ii) has completed 2 years' service in that rank.
E	The member is - (a) a person appointed in the rank of chief inspector who has not completed one years' service in it and has not be assigned to pay category F, (b) an inspector who, having completed 3 years' service in that rank and having been assigned to this pay category by the Department on the advice of the Chief Constable, thereby holds the rank of chief inspector, or - (c) an inspector who has completed 4 years or more service in that rank, or (d) an inspector who has not completed 4 years' service in that rank and who has not been assigned to the category by virtue of paragraph (b) of this description, but who - (i) was on 31st August 1994 an inspector to whom the revoked paragraph 1(3) applied, and (ii) has completed 3 years' service in that rank.

Category	Description
F	The member is - (a) a person appointed in or holding the rank of chief inspector who has completed one year's service in it at pay category E, (b) a person who was a chief inspector on 31st August 1994 - (i) who has completed one year's service in that rank, or (ii) to whom on that date the revoked paragraph 1(3) applied and who has not completed one year's service in that rank, (c) a person appointed in the rank of chief inspector who was assigned to this pay category by the Department on the advice of the Chief Constable and has not completed one year's service in it, (d) an inspector who, having completed 3 or more years' service in that rank and having been assigned to this pay category by the Department on the advice of the Chief Constable, thereby holds the rank of chief inspector.
G	The member is a chief inspector - (a) who has completed one year's service in that rank and has been assigned to this pay category by the Department on the advice of the Chief Constable, or (b) who has completed one year's service in it at pay category F, or (c) who was a chief inspector on 31st August 1994 and - (i) who has completed 2 years' service in that rank, or (ii) to whom on that date the revoked paragraph 1(3) applied and who has completed one year's service, but not 2 years' service, in that rank, or (d) who has completed one or more year's service in this pay category and who does not qualify for pay category H or I.
H	The member is a chief inspector who held that rank on 31 <sup>st</sup> August 1994 and - (a) who has completed three years' service in that rank, or (b) to whom on that date the revoked paragraph 1(3) applied and who has completed two, but not three, years' service in that rank.
I	The member is a chief inspector who held that rank on 31 <sup>st</sup> August 1994 and - (a) who has completed four or more years' service in that rank, or (b) to whom on that date the revoked paragraph 1(3) applied and who has completed three, but not four, years' service in that rank.

(6) The pay points for sergeants are the following -

Pay category	Pay point	Amount
A	1	25407.00
B	2	26235.00
C	3	27243.00
D	4	28167.00
E	5	28773.00
F	6	29634.00

(7) The pay categories for sergeants are the following -

Category	Description
A	The member has not completed one year's service in the rank of sergeant.
B	The member has completed one year's service in that rank.
C	The member has completed 2 years' service in that rank.
D	The member has completed 3 years' service in that rank.
E	The member has completed 4 years' service in that rank.
F	The member has completed 5 years' or more service in that rank.

(8) The pay points for constables are the following -

Pay category	Pay point	Amount
A	1	18512.00
B	2	19713.00
P	1(P)	20235.00
C	3	20940.00
D	4	21609.00
E	5	22314.00
F	6	22959.00
G	7	23541.00
H	8	23541.00
I	9	24306.00
J	10	24306.00
K	11	25197.00
L	12	25197.00
M	13	26235.00

(9) The pay categories for constables are the following -

Category	Description
A	The member - (a) was appointed before 1 <sup>st</sup> September 1994, was under 22 years of age on appointment and has not completed one year's service, or (b) was appointed after 31 <sup>st</sup> August 1994, is not a protected member, and is undergoing initial training.
B	The member - (a) was appointed before 1 <sup>st</sup> September 1994, was under 22 years of age on appointment and has completed one year's service, or (b) was appointed after 31 <sup>st</sup> August 1994, is not a protected member, has completed initial training and has been assigned by the Department on the advice of the Chief Constable to this category.

Category	Description
P	The member is a protected member and - (a) is undergoing initial training, (b) or has been assigned by the Department on the advice of the Chief Constable to category C.
C	The member was appointed after 31st August 1994, has completed initial training and has been assigned by the Department on the advice of the Chief Constable to this category.
D	The member - (a) has completed 2 years' service, or (b) was appointed before 1st September 1994 and was of the age of 22 years or over on appointment.
E	The member has completed 3 years' service.
F	The member has completed 4 years' service.
G	The member has completed 5 years' service.
H	The member has completed 6 years' service.
I	The member has completed 7 years' service.
J	The member has completed 8 years' service.
K	The member has completed 10 years' service.
L	The member has completed 12 years' service.
M	The member has completed 14 years' or more service.

(10) In sub-paragraph (5) above, the revoked "paragraph 1(3)" means paragraph 1(3) of Schedule 5 to the Police Regulations 1982 (which required pay to be determined in certain cases as if the member had an additional year's service) as it had effect on 31st August 1994; and in sub-paragraph (9), references to completing service of a specified number of years include service spent on initial training or on probation, and references to a protected member are to a member who was appointed after 31<sup>st</sup> August 1994 but before 30th September 1994 and was of the age of 22 years or over on appointment.

2. -

- (1) Where immediately before 1st September 1978 the annual pay of a superintendent was greater than £7,839, his annual pay determined in accordance with paragraph 1 shall be increased by £42.
- (2) Where a member promoted to or appointed in the rank of sergeant last served before his promotion or appointment in the rank of constable, then his annual pay for the rank of sergeant shall be determined -
  - (a) if he had 12 or more (but less than 14) years' reckonable service as a constable, as if he had an additional year's service as a sergeant;

- (b) if he had 14 or more years' service as a constable, as if he had an additional 2 years' service as a sergeant.
- (3) In sub-paragraph (2) any reference to a member's reckonable service in any rank is a reference to the service reckonable for the purpose of his pay in the rank, including any additional service reckonable by virtue of this paragraph or otherwise.
- (4) The scale of pay of a member holding a rank above that of constable, not being a rank mentioned in paragraph 1, shall be such as shall be determined by the Department.
- 3. The salary of the Chief Constable shall be such as may be agreed between the Department and the Chief Constable, but shall not exceed the maximum of the lowest point set for chief constables on fixed-term appointments in England and Wales.

#### SCHEDULE 7

Regulations 40, 63

#### EFFECT OF DISCIPLINARY ACTION ON PAY AND ALLOWANCES

1. -
  - (1) Subject to paragraph 3, a member of the police force suspended under the Discipline Regulations who -
    - (a) is detained in pursuance of a sentence of a court in an institution (within the meaning of the Custody Act 1995), or is in custody (whether in prison or elsewhere) between conviction by a court and sentence, or
    - (b) has absented himself from duty and whose whereabouts are unknown to the Chief Constable (or an officer acting as Chief Constable),

shall not, by virtue of regulation 40, be entitled to pay in respect of his period in detention or custody or, as the case may be, in respect of the period during which his whereabouts are unknown as aforesaid.
  - (2) Where the member suspended is the Chief Constable or other senior officer within the meaning of the Police (Discipline) (Senior Officers) Regulations 1980, sub-paragraph (1)(b) shall have effect as if for the words after "unknown" there were substituted "to the Department".
2. Subject to paragraph 3, a member of the police force suspended under the Discipline Regulations shall not, by virtue of Part V of these Regulations, be entitled to any allowance, in respect of the period of suspension, other than an allowance under Part II of Schedule 12.
3. Where a member of the police force returns to duty when the period of suspension comes to an end, and -
  - (a) it has been decided that he shall not be charged with a disciplinary offence, or
  - (b) he has been so charged and all the charges have been dismissed, or
  - (c) he has been so charged and has been punished by a reduction in his rate of pay, fine, reprimand or caution,

he shall receive, as from the date of his suspension, the pay to which, but for paragraph 1, and the allowances to which, but for paragraph 2, he would have been entitled by virtue of these Regulations.

4. Where a member of the police force is fined under the Discipline Regulations, the fine shall, without prejudice to any other method of recovery, be recoverable by way of deductions from the member's pay during the period of 13 weeks following the imposition of the fine so, however, that the aggregate sum which may be deducted in pursuance of this paragraph in respect of any one week (whether on account of one or more fines) shall not exceed a seventh of his weekly pay:

Provided that in the event of the member leaving the police force, the whole amount of any fine unpaid may be deducted from any pay then due.

## SCHEDULE 8

Regulation 56

### SUBSISTENCE AND REFRESHMENT ALLOWANCES

1. -

- (1) Subject as hereafter in this Schedule provided, the amount of a subsistence or refreshment allowance payable under regulation 56(4) shall be in accordance with such scale appropriate to the rank of the member of the police force concerned as shall be determined by the Department; and separate scales shall be determined for members of the rank of superintendent and for members below that rank.
- (2) The scales of refreshment allowances shall provide for the allowance payable in respect of one meal and that payable in respect of two meals.
- (3) The scales of subsistence allowances shall provide for the allowance payable in respect of a period of retention or engagement on duty of -
  - (a) over 5 hours but not exceeding 8 hours;
  - (b) over 8 hours but not exceeding 12 hours;
  - (c) over 12 hours but not exceeding 24 hours;
  - (d) over 24 hours.
2. If the Chief Constable is satisfied in any particular case that the amount of the allowances calculated in accordance with paragraph 1 is not sufficient to cover the actual expenses necessarily incurred, he may authorise payment of the difference.
3. If a member of the police force below the rank of superintendent is required during any period to accompany a member of that or a higher rank, paragraph 1 shall apply to his case as respects that period as if he held the rank of superintendent.
4. A member of the police force, may, in lieu of the subsistence and refreshment allowances payable under the foregoing provisions of this regulation, be paid a subsistence allowance at such rate as is payable to Members of Tynwald and members of the Isle of Man Civil Service.

## MOTOR VEHICLE ALLOWANCES

## 1. For the purposes of regulation 58 and of this Schedule -

"authorised use" means the use, authorised under regulation 58, of a motor vehicle owned by the member of the police force concerned for the purposes of his duties as a member of the force and "period of authorised use" means the period during which such use is authorised;

"cylinder capacity" means the cylinder capacity of the engine of a vehicle calculated in accordance with regulations from time to time in force under the Licensing and Registration of Vehicles Act 1985"

"motor bicycle" means a mechanically propelled bicycle (including a motor scooter, a bicycle with an attachment for propelling it by mechanical power and a mechanically propelled bicycle used for drawing a sidecar);

"motor car" means a mechanically propelled vehicle other than a motor bicycle and, accordingly, includes a mechanically propelled tricycle;

"year" means a period of twelve months beginning on such date as may be determined by the Department;

and a reference to a motor vehicle owned by a member of the police force is a reference to such a vehicle kept and used by him.

## 2. -

- (1) Subject as hereinafter provided, the amount of a motor vehicle allowance payable at the essential user's rate shall in any year comprise a fixed element and a mileage element calculated as provided in sub-paragraphs (2) and (3).
- (2) The fixed element shall be calculated by reference to the number of completed months comprised in the period of authorised use for the year in question at such annual rate as is specified by the Department by reference to the cylinder capacity of the motor car in question.
- (3) The mileage element shall be calculated in relation to authorised use at such rate as is specified by the Department by reference to the cylinder capacity of the motor car in question, and for that purpose he may so specify -
  - (a) a basic rate, in relation to authorised use not exceeding such mileage as is specified by him ("the basic mileage"), and
  - (b) a reduced rate in relation to authorised use in excess of the basic mileage.
- (4) Where in any year a motor vehicle allowance is payable at the essential user's rate it shall be payable in such instalments, in advance or in arrears, as the Department may determine; but when the amount of the allowance for that year is finally calculated, any over-payment shall be recoverable.
- (5) Where in any year a motor allowance is payable at the essential user's rate to a member of the police force and the member is on sick leave, or maternity leave, or the motor car in question is out of order, for a continuous period of four or more weeks in that year the allowance shall be reduced by such amount as the Department determines as being appropriate in all the circumstances.

- (6) Where in any year a motor vehicle allowance is payable at the essential user's rate but the period of authorised use is a fraction only of that year, sub-paragraph (3) shall have effect as if for the reference to the basic mileage there were substituted a reference to the corresponding fraction of that mileage; and for the purposes of this paragraph the monthly rate of the fixed element of such an allowance so payable shall be taken to be a twelfth of the annual rate.
3. The amount of a motor vehicle allowance payable at the casual user's rate shall in any year be an amount calculated in relation to the mileage of authorised use in that year at such rate as is specified by the Department by reference to that mileage and the cylinder capacity of the motor car in question, except that where the amount of the allowance would be less if it were calculated at the essential user's rate, it shall be of an amount calculated in accordance with paragraph 2.
4. The amount of a motor vehicle allowance payable to a member of the police force shall not exceed that which would be payable if the vehicle in question were of such a cylinder capacity, not being less than 1,000 cc, as the Chief Constable, with the approval of the Department, has determined appropriate for use for the purposes of the duties normally performed by the member concerned.

#### SCHEDULE 10

Regulation 59

#### DOG HANDLER'S ALLOWANCE

1. -
  - (1) Subject as hereinafter provided, a dog handler's allowance shall be payable -
    - (a) in the case of a constable, at the annual rate of £1059.00;
    - (b) in any other case, at the annual rate of £1443.00.
  - (2) Where the member keeps and cares for at his home more than one dog owned by the Department, the annual rate of the allowance shall be multiplied by the number of such dogs so kept and cared for.

#### SCHEDULE 11

Regulation 65

#### ISSUE OF UNIFORM AND EQUIPMENT

1. The uniform specified in the following Tables for men and woman respectively shall be issued in accordance with those Tables subject to any modifications approved by the Department:

Provided that where particular duties or the duties of a particular member of the police force entail greater or less wear than normal the issue of any article of uniform may be made as required -

Tables

MEN		
Article	Issue	Maximum number in issue
Jacket	1 annually (period of wear 4 years)	4
Trousers	2 pairs annually (period of wear 2 years)	4 pairs
Greatcoat	If the Department approves the issue of greatcoats to the force, as required	1
Cape	As required	2
Raincoat or mackintosh	As required	2
Headdress	As required	2
Shirts (either collar attached or complete with 3 separate collars)	After an initial issue of not less than 4 nor more than 6 (as the Department may determine) 3 annually or, in the case of shirts with separate collars, 2 annually	--
Ties	2 annually	--
Long sleeved pullover or jersey	As required	2

WOMEN

Article	Issue	Maximum number in issue
Jacket	1 annually (period of wear 4 years)	4
Skirt or pair of trousers	2 annually (period of wear 2 years)	4
Greatcoat	As required	1 or 2 (as the Department may determine)
Other outer garments comprising the following items -		
(a) a coat being a raincoat or mackintosh, or	As required	2
(b) a cloak, a gaberdine coat and a fully waterproofed coat as the Department may determine	As required	1 of each item
Headdress	As required	2
Shirts (general issue, either collar attached or complete with 3 separate collars)	After an initial issue of not less than 4 nor more than 6 (as the Department may determine), 2 annually	--
Shirts (summer issue, for wear with or without ties)	After an initial issue of 3, 2 annually	--
Ties	2 annually	--
Long sleeved pullover or jersey	As required	2

- Uniform or equipment issued by the Department which is lost or damaged otherwise than owing to the member's default or is faulty or is ill-fitting shall be replaced or repaired by the Department free of charge:

Provided that this paragraph shall not apply to minor repairs or alterations which can be satisfactorily carried out by the member.

- Clothing for particular duties such as cycling or driving of vehicles shall be issued as required.
- Issues of equipment shall be made as circumstances require.

SCHEDULE 12

Regulation 69

REVOCATIONS AND SAVINGS

PART I

REVOCATIONS

References	Regulations revoked
GC 181/82	The Isle of Man Police Regulations 1982
GC 146/83	The Isle of Man Police (Amendment) Regulations 1983
GC 146/83	The Isle of Man Police (Amendment) (No.2) Regulations 1983
GC 64/84	The Isle of Man Police (Amendment) Regulations 1984
GC 36/85	The Isle of Man Police (Amendment) Regulations 1985
GC 95/85	The Isle of Man Police (Amendment) (No.2) Regulations 1985
GC 247/85	The Isle of Man Police (Amendment) (No.3) Regulations 1985
GC 154/85	The Isle of Man Police (Amendment) (No.4) Regulations 1985
GC 254/86	The Isle of Man Police (Amendment) Regulations 1986
GC 40/87	The Isle of Man Police (Amendment) Regulations 1987
GC 339/87	The Isle of Man Police (Amendment) (No.2) Regulations 1987
GC 6/88	The Isle of Man Police (Amendment) (No.3) Regulations 1987
GC 73/89	The Isle of Man Police (Amendment) Regulations 1989
GC 111/91	The Isle of Man Police (Amendment) Regulations 1991
GC 65/92	The Isle of Man Police (Amendment) Regulations 1992
SD 250/93	The Isle of Man Police (Amendment) Regulations 1993
SD 304/94	The Isle of Man Police (Amendment) Regulations 1994
SD 305/94	The Isle of Man Police (Amendment) (No.2) Regulations 1994
SD 409/95	The Isle of Man Police (Amendment) Regulations 1995
SD 645/96	The Isle of Man Police (Amendment) Regulations 1996
SD 515/99	The Isle of Man Police (Amendment) Regulations 1999

PART II  
SAVINGS

General interpretation

1. In this Part "the 1982 Regulations" means the Isle of Man Police Regulations 1982.

*Housing payments*

Interpretation

2. -

- (1) This paragraph has effect for defining expressions used in paragraphs 3 to 8.
- (2) "Qualifying member" means a member of the police force who -
  - (a) immediately before 1st September 1994 was a member of the police force,
  - (b) was not then on unpaid leave,
  - (c) has at all times after 31st August 1994 been a member of the police force, and
  - (d) has not after that date been on unpaid leave.
- (3) "Re-joining member" means a member of the police force who by reason only of a relevant absence is not a qualifying member.
- (4) "Relevant absence" means a period of unpaid leave ending after 31st August 1994.
- (5) "Housing emoluments" means any one or more of the following kinds of payments under the revoked provisions as they had effect before 1st September 1994 -
  - (a) a housing allowance under regulation 47,
  - (b) a transitional rent allowance and a transitional supplementary rent allowance under regulation 47A,
  - (c) a supplementary housing allowance under regulation 48,
  - (d) a compensatory grant under regulation 50, and

and in relation to a re-joining member includes a rent allowance under regulation 47 as it had effect before 1st April 1992; and "housing allowance" and "transitional rent allowance" mean respectively the allowances mentioned in (a) and (b) above.

- (6) "The revoked provisions" means the provisions of the 1982 Regulations relating to housing and housing payments that were revoked on 1st September 1994, that is to say regulations 47 to 50.

Qualifying member previously provided with accommodation

3. -

- (1) A qualifying member who ceases to occupy a house or quarters with which he was provided free of rent becomes entitled to a replacement allowance.
- (2) The replacement allowance is, subject to paragraph 8, an allowance at a rate equal to the total of -
  - (a) the rate at which housing allowance, or as the case may be transitional rent allowance, was payable, or would have been payable if he had not been occupying the house or quarters, immediately before 1st September 1994, and
  - (b) the rate at which any allowance under regulation 47(11) or 48(3) was or would have been then payable.

Qualifying member with housing emoluments

4. -

- (1) A qualifying member who immediately before 1st September 1994 was in receipt of housing emoluments is entitled to a replacement allowance unless he is provided with a house or quarters free of rent.
- (2) The replacement allowance is, subject to paragraph 8, an allowance at the rate at which the housing emoluments were payable immediately before 1st September 1994.

Re-joining member previously provided with accommodation

5. -

- (1) A re-joining member who immediately before the relevant absence began was occupying a house or quarters with which he was provided free of rent becomes entitled to a replacement allowance unless he is again provided with a house or quarters free of rent.
- (2) The replacement allowance is, subject to paragraph 8, an allowance at the rate at which, if he had not been occupying the house or quarters, housing allowance, or as the case may be transitional rent allowance, would have been payable -
  - (a) where the relevant absence began before 1st September 1994, immediately before it began, and
  - (b) in any other case, immediately before 1st September 1994.

Re-joining member previously in receipt of housing payments

6. -

- (1) A re-joining member who immediately before the relevant absence began was in receipt -
  - (a) of housing emoluments, or
  - (b) of a replacement allowance under paragraph 3 or 4,becomes entitled to a replacement allowance unless he is provided with a house or quarters free of rent.
- (2) The replacement allowance is, subject to paragraph 8, an allowance -
  - (a) where sub-paragraph (1)(a) applies, at the rate at which the housing emoluments were payable, and

- (b) where sub-paragraph (1)(b) applies, at the rate at which the previous replacement allowance was payable,

immediately before the relevant absence began.

Members provided with house or quarters

7. A qualifying member or a re-joining member who -

- (a) is provided with a house or quarters free of rent, and  
(b) if the revoked provisions had continued in force would have been entitled to an allowance under regulation 47(11) or 48(3) of the 1982 Regulations,

is, subject to paragraph 8, entitled to an equivalent replacement allowance.

Variation and termination of replacement allowances

8. -

(1) Subject to sub-paragraph (2), in circumstances in which -

- (a) a housing allowance or transitional rent allowance payable as mentioned in paragraph 3(2) or 5(2), or  
(b) any of the housing emoluments mentioned in paragraphs 4(1), 6(1)(a) and 7,

would, if the revoked provisions had continued in force, have fallen to be reduced or discontinued, the replacement allowance in question is reduced accordingly or, if the effect of a discontinuance would have been that no housing emoluments remained payable, terminated.

(2) For the purposes of sub-paragraph (1) it is to be assumed that a housing allowance or transitional rent allowance would not have fallen to be reduced by reason of the member's being married to or sharing accommodation with another member of the police force appointed after 31st August 1994.

(3) In circumstances in which any allowance or housing emoluments mentioned in sub-paragraph (1) would, if the revoked provisions had continued in force, have fallen to be increased otherwise than under regulation 47A of the 1982 Regulations (which provided for biennial adjustment of housing allowances), or in which any new housing emoluments would in that case have become payable, the replacement allowance in question is increased accordingly.

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Made 15<sup>th</sup> March 2000



Minister for Home Affairs

## EXPLANATORY NOTE

*(This note is not part of the Regulations)*

These Regulations, which come into operation on 1<sup>st</sup> April 2000, consolidate with amendments the Isle of Man Police Regulations 1982 as amended by the regulations specified in Part I of Schedule 12 to these Regulations ("the 1982 Regulations").

Notable amendments, other than drafting amendments, are the inclusion of new regulations as follows:

Regulation 6 and Schedule 1 (Part-time appointments) authorise the Chief Constable, with the approval of the Department, to make part-time appointments, and applies the Isle of Man Police Regulations 2000 ("the principle Regulations") to part-time appointees with the modifications set out in Schedule 1.

Regulation 12 (Appointment of Chief Constable) provides that no person shall be appointed as Chief Constable unless, for a period of not less than two years he holds or has held the rank of superintendent or above in the Isle of Man or some other police force.

Regulation 13 (Fixed term appointments for Chief Constable) requires appointment to Chief Constable to be for a fixed term determined in accordance with that regulation.

Regulation 14 (Requirement to advertise vacancies in certain ranks) requires any vacancy in the rank of Chief Constable to be advertised in accordance with regulation 14(2) except in circumstances set out in regulation 14(4) and (5).

Regulation 26 and Schedule 3 (Variable shift arrangements) authorise the Chief Constable, with agreement from the Police Federation, to bring into operation variable shift arrangements, and applies the principle Regulations to members of the police force to whom variable shift arrangements are in operation with the modifications set out in Schedule 3.

Regulation 38 (Paternity leave) allows a male member of the police force 2 days' paternity leave.

Regulation 39 and Schedule 5 (University Scholars) provides for a member of the police force to attend a course of university study, with the approval of the Department.