

1984 No. 62

POLICE

Royal Ulster Constabulary Regulations 1984

<i>Made</i>	<i>1st March 1984</i>
<i>Coming into operation</i>	<i>1st April 1984</i>
<i>To be laid before Parliament</i>										

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The Secretary of State, in pursuance of sections 25 and 34(3) of the Police Act (Northern Ireland) 1970(a), and after consulting in accordance with section 34(2) of that Act the Police Authority for Northern Ireland and the Police Association for Northern Ireland, and after taking into account the recommendations made by the

(a) 1970 c. 9 (N.I.) as modified by S.I. 1973/2163 and S.I. 1981/1670 and amended by Article 17 of S.I. 1977/53 (N.I. 2)

Police Negotiating Board for the United Kingdom and furnishing that Board with a draft of the regulations in accordance with section 2(1) of the Police Negotiating Board Act 1980(a), hereby with the concurrence of the Treasury makes the following regulations:—

PART I

GENERAL

Citation and operation

1. These regulations may be cited as the Royal Ulster Constabulary Regulations 1984 and shall come into operation on 1st April 1984.

Revocations

2. The regulations specified in Schedule 1 are hereby revoked.

References to provisions of these regulations

3. Without prejudice to section 11 of the Interpretation Act (Northern Ireland) 1954(b), 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 regulation or Schedule in which the reference occurs, and a reference to a sub-paragraph shall be construed as a reference to a sub-paragraph in the paragraph in which the reference occurs.

Meanings assigned to certain expressions, etc.

4.—(1) In these regulations, unless the context otherwise requires, the following expressions have the meanings hereby assigned to them:—

“assistant chief constable” includes senior assistant chief constable;

“auxiliary policeman” has the meaning assigned to it in the Police Regulations 1979(c);

“Discipline Regulations” means the regulations relating to discipline for the time being in force;

“inspector” includes chief inspector;

“member” means a member of the force;

“Pensions Regulations” means the regulations relating to Royal Ulster Constabulary pensions for the time being in force;

“police force in Great Britain” has the meaning assigned to a police force in the Police Act 1964(d) or a police force in the Police (Scotland) Act 1967(e) as the case may be;

“Promotion Regulations” means the regulations relating to qualifications and selection for promotion for the time being in force;

“public holiday” means New Year’s Day, St. Patrick’s Day, 1st May, Spring Holiday, 12th July, Late Summer Holiday, Christmas Day and 26th December;

“reversionary member of a home police force” has the meaning assigned to it in the Police Pensions Regulations 1973(f);

(a) 1980 c. 10
(b) 1954 c. 33 (N.I.)
(c) S.I. 1979/1470

(d) 1964 c. 48
(e) 1967 c. 77
(f) S.I. 1973/428

- “superintendent” includes chief superintendent;
 “the force” means the Royal Ulster Constabulary;
 “university scholar” and, in relation to such a scholar, “course” and “study” have the meanings respectively assigned to them in paragraph 1 of Schedule 4.

(2) In these regulations a reference to an aerodrome constabulary is a reference to such a constabulary within the meaning of the Policing of Airports Act 1974(a); and a reference to a rank in such a constabulary corresponding to a rank in the 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.

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

PART II

ORGANISATION

Authorised establishment

5. The establishment of the force shall be constituted by the maximum number of persons in each rank mentioned in regulation 6 which is determined for this purpose in accordance with section 6 of the Police Act (Northern Ireland) 1970.

Ranks

6. The Royal Ulster Constabulary shall consist of members of the following ranks:—

- Chief Constable
- Deputy Chief Constable
- Senior Assistant Chief Constable
- Assistant Chief Constable
- Chief Superintendent
- Superintendent
- Chief Inspector
- Inspector
- Sergeant
- Constable

Restrictions on the private life of members

7. The restrictions on private life contained in Schedule 2 shall apply to all members, and no restrictions other than those designed to secure the proper exercise of the functions of a constable shall be imposed by the Police Authority or the chief constable on the private life of members except such as may temporarily be necessary or such as may be approved by the Secretary of State after consultation with the Advisory Board and any such restriction temporarily imposed shall be reported forthwith to the Secretary of State.

Business interests incompatible with membership of the force

8.—(1) If a member 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.

(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 and 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 Police Authority may in all the circumstances allow, the member concerned may appeal to the Police Authority against that decision by sending written notice of his appeal to the Police Authority.

(4) Where a member has appealed to the Police Authority under paragraph (3) the Police Authority shall 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 Police Authority may in all the circumstances allow, the member makes written request to the Police Authority for the reference of the matter to the Secretary of State, the matter shall be so referred and, unless and until the determination of the Police Authority is confirmed by the Secretary of State, it shall be of no effect and in particular, no action in pursuance thereof shall be taken under paragraph (5).

(5) Where a member, 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 and either the member has not appealed against that decision under paragraph (3) or, subject to paragraph (4), on such appeal, the Police Authority has upheld that decision, then, the chief constable may, subject to the approval of the Police Authority, dispense with the services of that member; and before giving such approval, the Police Authority shall give the member concerned an opportunity to make representations and shall consider any representations so made.

(6) For the purposes of this regulation, a member 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 force) or carries on any business; or
- (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 Northern Ireland 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 (7);

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.

(7) The licence or permit referred to in paragraph (6)(c) is a licence or permit granted in pursuance of the law relating to liquor licensing, refreshment houses or betting and gaming or regulating places of entertainment in Northern Ireland.

(8) If a member 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.

(9) In its application to a chief constable, deputy chief constable or assistant 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 Police Authority;

- (b) for any reference in paragraph (3), (4) or (5) to an appeal there were substituted a reference to a request for reconsideration; and
- (c) the references in paragraph (5) to the approval of the Police Authority were omitted;

but the Police Authority shall not dispense with the services of a chief constable, deputy chief constable or assistant chief constable under this regulation without giving him an opportunity of making representations and shall consider any representations so made.

APPOINTMENT, PROBATION AND RETIREMENT

Business interests precluding appointment to the force

9.—(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 force if he or a relative included in his family has a business interest within the meaning of regulation 8, and paragraphs (6) and (7) 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, deputy chief constable or assistant chief constable, paragraph (1) shall have effect as if for any reference to the chief constable there were substituted a reference to the Police Authority.

Qualifications for appointment to the force

10.—(1) A candidate for appointment to the 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 and, unless he has previous service as a member or as a member of a police force in Great Britain or by reason of other experience or his personal qualities is specially suitable for appointment, must not have attained the age of 30 years or, if he has previous whole-time service in the armed forces or previous service as a seaman, 40 years;
- (c) must be certified by a registered medical practitioner approved by the Police Authority 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—
 - (i) unless the chief constable with the approval of the Police Authority otherwise decides, be not less in height than, in the case of a man, 172 cms, or in the case of a woman, 162 cms; and
 - (ii) 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 force;
- (g) shall be given a notice in terms approved by the Secretary of State drawing attention to the conditions of service contained therein.

(2) For the purposes of this regulation—

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

Probationary service in the rank of constable

11.—(1) This regulation shall apply to a member appointed in the rank of constable other than such a member who transferred to the force from a police force in Great Britain, having completed the required period of probation therein.

(2) A member 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 following his last appointment thereto or for such longer period as the chief constable, with the approval of the Secretary of State, determines in the circumstances of a particular case.

(3) A member to whom this regulation applies who has served on probation for a period of not less than a year following a previous appointment to the force or a police force in Great Britain shall be on probation for the first year of his service as a constable following his last appointment thereto or for such longer period as the chief constable, with the approval of the Secretary of State, 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) Notwithstanding anything in paragraph (2) or (3), in the case of a member who has served as an auxiliary policeman for a period of not less than 2 years, the chief constable may dispense with the period of probation.

(5) The chief constable may reduce or dispense with the period of probation in the case of former members of the Ulster Special Constabulary who were mobilised for full-time service with the force and have been accepted into the force.

(6) 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 who has been transferred to the force from an aerodrome constabulary by an order under section 6 of the Policing of Airports Act 1974, his service in that constabulary shall for the purposes of this regulation be treated as if it were service in the force.

Discharge of probationer

12.—(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 Police Authority 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 Police Authority 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

13.—(1) Without prejudice to the provisions mentioned in paragraph (3) a member may retire only if he has given to the Police Authority a month's written notice of his intention to retire or such shorter notice as may have been accepted by that Authority:

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 a chief constable, deputy chief constable or assistant chief constable, the preceding paragraph shall have effect as if for the reference to the chief constable there were substituted a reference to the Police Authority.

(3) The provisions referred to in paragraph (1) are:—

- (a) the provisions of section 7 of the Police Act (Northern Ireland) 1970 relating to retirement in the interests of efficiency;
- (b) the provisions of the Pensions Regulations relating to compulsory retirement; and
- (c) the provisions of the Discipline Regulations relating to resignation as an alternative to dismissal.

PERSONAL RECORDS

Contents of personal records

14.—(1) The chief constable shall cause a personal record of each member of the 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 (including service as an auxiliary policeman or in the Royal Ulster Constabulary Reserve) 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 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 force with the reason, cause or manner thereof:

Provided that, if the member so requests—

- (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.
- (3) A member shall, if he so requests, be entitled to inspect his personal record.

Transfer of personal records

15. Where a member 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 the force

16.—(1) Where a member ceases to be a member, he 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 force and in any other police force and the reason, cause or manner of his leaving the force, together with particulars of his personal description:

Provided that, where the member was required to resign or was dismissed, the certificate shall not contain any description of the circumstances in which he was required to resign or was dismissed.

(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 ceases to be a member 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

17.—(1) Every member shall in accordance with the directions of the chief constable have his fingerprints taken.

(2) Fingerprints of members 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 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 police 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

18. Every member 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.

Normal daily period of duty

19.—(1) This regulation shall apply to every member below the rank of superintendent who is not assigned to duties which the Secretary of State has specially exempted 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 to whom this regulation applies shall be 8 hours and, in addition, any time occupied in reporting at the appointed place for duty before a tour of duty begins.

(3) The normal daily period of duty shall, so far as the exigencies of duty permit, be performed in one tour of duty and, in such case, an interval of 45 minutes shall normally 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.

Overtime

20.—(1) Subject to, and in accordance with, the provisions of this regulation and in the cases and circumstances hereinafter mentioned, a member who remains on duty for a period of not less than one-half hour after his tour of duty ends or is recalled to duty between two tours of duty shall be compensated in respect of each unit of time during which he remains on duty after his tour of duty ends or after being so recalled (hereinafter in these regulations referred to as "overtime"):

Provided that such a member shall not be compensated under this regulation for overtime for which he receives an allowance or time off under regulation 21 or 56.

(2) A member to whom regulation 19 applies shall, subject to paragraph (3), be granted an allowance in respect of each month at the rate of a twenty-fourth of a day's pay for each unit of overtime worked by him during that month so, however, that in making any payment by way of such allowance a fraction of a penny shall be treated as a whole penny except that a fraction less than a half-penny shall be ignored:

Provided that such a member may, before the expiry of the month in which the overtime was worked, elect, in respect of specified overtime worked by him during that month, to be granted in lieu of an allowance time off subject to and in accordance with paragraph (4) and, where in accordance therewith he receives time off in respect of any overtime, no allowance in respect thereof shall be payable under this paragraph.

(3) Subject to the exigencies of duty, where by virtue of an election under the foregoing paragraphs time off falls to be granted to a member in respect of any overtime worked by him in any month then, within such time (not exceeding 3 months from the beginning of the month in which the overtime was worked) as the chief constable may fix, he shall grant to the member time off equal to the period of that overtime worked by him during that month, and, in addition, for each 3 units of such overtime, an additional quarter of an hour off.

(4) 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) the time during which he is in charge of or shares the 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; provided 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 8 hours, during which

the member is not in charge of the person under escort as he considers appropriate in the circumstances;

- (iii) any other time that may be allowed by the chief constable;
- (b) 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, and
- (c) where a member—
 - (i) has completed a full tour of night duty which ends at any time after 2 a.m. and before 10 a.m.;
 - (ii) is recalled to duty before 9½ hours have elapsed from the time when such tour of duty ended, and
 - (iii) is entitled to reckon less than 16 units of overtime, disregarding any overtime reckonable by virtue of regulation 23,

he shall be deemed on that occasion to have worked for such period that he is entitled to reckon 16 units of overtime together with any units of overtime reckonable by virtue of regulation 23.

(5) For the purposes of this regulation the following expressions have the meanings hereby respectively assigned to them:—

- “a day’s pay” means the member’s pay for the week in question divided by five;
- “member recalled to duty” does not include a member who is only warned to be in readiness for duty if required;
- “month” means a calendar month;
- “unit” means a complete quarter of an hour;
- “week” means that period of 7 days beginning with such day as is fixed by the chief constable.

Public holidays and rest days for lower ranks

21.—(1) This regulation shall apply to every member below the rank of superintendent.

(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 respect of each week.

(3) Such a member who is required to do duty on a day which is a public holiday or a rostered rest day shall, subject to paragraph (5), be granted an allowance at the rate of—

- (i) a sixteenth of a day’s pay, in the case of a public holiday, or
- (ii) three sixty-fourths of a day’s pay, in the case of a rostered rest day,

for each quarter of an hour of duty on each such day so, however, that in making any payment by way of such an allowance a fraction of a penny shall be treated as a whole penny except that a fraction less than a half-penny shall be ignored.

(4) Such a member who is required to do duty on a public holiday or rostered rest day, may, within 28 days of the day in question, elect to receive time off equal to—

- (a) twice, in the case of a public holiday, or
- (b) one and a half times, in the case of a rostered rest day, the following period of duty on the day in question, that is to say—
 - (i) where he has been given less than 29 days’ notice of the requirement to do duty on that day, the period of completed quarters of an hour of duty on that day, or

- (ii) where he has been given at least 29 days' notice of that requirement, the period of completed quarters of an hour of duty by which his period of duty on that day exceeds 8 hours.

(5) Where such a member who is required to do duty on a public holiday or rostered rest day has elected to receive time off as mentioned in paragraph (4), subject to the exigencies of duty, the chief constable shall grant such time off within such time (not exceeding three months from the beginning of the month in which the public holiday or rest day was worked) as he may fix; and, subject to such time off being granted—

- (a) where paragraph (4)(i) applies, no allowance in respect of the day in question shall be payable under paragraph (3), or
- (b) where paragraph (4)(ii) applies, the allowance in respect of the day in question payable under paragraph (3) shall be calculated as if his period of duty on that day had not exceeded 8 hours.
- (6) For the purposes of this regulation—
- (a) a member 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) a reference to a rostered rest day is to be construed as a reference to a day which according to the roster of rest days was to have been a rest day for the member concerned, and for the purpose of determining what would have been such a day any alteration in the roster made less than 8 days before that day shall be ignored except where the alteration is made at the request of the member concerned;
- (d) in paragraph (2) the expression "week" means that period of seven days beginning with such day as is fixed by the chief constable;
- (e) a period of less than 16 completed quarters of an hour of duty on a public holiday or on a rostered rest day shall be treated as though it were a period of 16 completed quarters of an hour of duty, and
- (f) where a member is required to do duty on a public holiday or on a rostered rest day, his period of duty shall include (save for the purposes of sub-paragraph (e)) 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 sub-paragraph, 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 23.

Public holidays and monthly leave days for higher ranks

22.—(1) This regulation shall apply to every member of, or above, the rank of superintendent.

(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 any other case, 1½ monthly leave days.

(3) Such a member who is required to do duty on a public holiday shall be granted a day's leave in lieu of each such day unless the exigencies of duty do not permit such grant within 3 months.

(4) Where the exigencies of duty have precluded the grant to a superintendent, in any month, of 8 monthly leave days, then, during the next following 3 months he

shall, so far as the exigencies of duty permit, be granted the number of days not granted as additional monthly leave days.

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

Travelling time treated as duty

23.—(1) This regulation shall apply where a member is—

(a) required to perform his normal daily period of duty, or duty on a public holiday or on a day which would have otherwise been a rostered rest day, in more than one tour of duty, or

(b) recalled to duty between 2 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) For the purposes of this regulation, duty on a public holiday or on a day which would otherwise have been a rostered rest day shall be regarded as a recall to duty between 2 tours of duty only if the member, after completion of a period of such duty, is recalled for further duty.

(3) In computing any period of overtime for the purposes of regulation 20 or any period of duty for the purposes of regulation 21 (save for the purposes of paragraph 6(e) 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.

(4) For the purposes of regulation 50 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.

(5) 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 Police Authority may fix.

Meetings of Police Association treated as police duty

24. The attendance of a member at one of the following meetings of the Police Association shall be treated as an occasion of police duty:

(a) In the case of the Police Federation for Northern Ireland—

(i) a quarterly meeting of a regional board or the annual conference of members of the regional boards;

(ii) an ordinary or annual meeting of the central committee or a meeting of the conferences arrangements committee;

(iii) subject to the approval of the chief constable, an ad hoc meeting or committee or sub-committee meeting of a regional board or the central committee; and

(iv) subject to the approval of the Secretary of State, after consultation with the Police Authority, a meeting other than such a meeting as is mentioned in sub-paragraph (i), (ii) or (iii).

(b) In the case of the Superintendents' Association—

(i) six one-day meetings annually of the executive committee, so however that additional meetings may be held with the permission of the chief constable if he is satisfied that such meetings are necessary in the public interest and that the business for which they are called can not reasonably be deferred until the next ordinary meeting of the committee;

- (ii) subject to the approval of the Secretary of State, after consultation with the Police Authority, a meeting other than such a meeting as is mentioned in sub-paragraph (i).

Annual leave

25.—(1) Every member shall, so far as the exigencies of duty permit, be granted annual leave in accordance with Schedule 3.

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

- (a) regulation 21, in the case of a member below the rank of superintendent, or
 (b) regulation 22, in the case of a member of, or above, the rank of superintendent;

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

26.—(1) A member 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 Police Authority, a member may be so absent without such certificate of unfitness where the period of unfitness for duty does not exceed seven 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 Police Authority has examined the member and certified him to be fit for duty he shall no longer be entitled to be absent from duty.

(2) This regulation shall apply 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.

Maternity leave

27.—(1) During the maternity period a woman member shall not be entitled to any sick leave in respect of any injury, illness or incapacity for duty which is solely or mainly due to pregnancy or childbirth or their after effects but shall be entitled to take maternity leave for the whole or any part or parts of the period.

(2) The maternity leave granted in respect of any particular maternity period shall be paid maternity leave as respects 3 months thereof, and unpaid maternity leave as respects the remainder:

Provided that a member shall not be entitled to more than 3 months' paid maternity leave during any period of 12 months or, in the case of a constable, to any paid maternity leave before the end of her period of probation in the force.

(3) In this regulation the maternity period means, in relation to a woman member who is certified by a registered medical practitioner approved by the Police Authority to be pregnant, the period beginning 6 months before the date which is estimated by the said medical practitioner as being the probable date of birth and ending 9 months after the birth of the child.

University scholars

28. This part of these regulations shall have effect in relation to a university scholar subject to the provisions of paragraph 2 of Schedule 4.

PART IV

PAY

Rate of pay

29.—(1) The rate of pay of a member shall be in accordance with the appropriate scale mentioned in Schedule 5.

(2) In Schedule 5 any reference to service in a rank shall include service in a corresponding rank held on 31st May 1970.

(3) Subject to regulations 31, 32, 33 and 34 in reckoning the service of a member in any rank for the purposes of any of the aforesaid scales of pay, account shall be taken of all his service in that rank, and service in a higher rank, on temporary promotion thereto or otherwise, shall be treated as if it had been service in that rank:

Provided that 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 Police Authority in the circumstances of a particular case otherwise determine with the approval of the Secretary of State 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 30;
- (d) any period of unpaid leave shall be disregarded,

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

(4) Nothing in this regulation shall affect the operation of any provision of the Discipline Regulations and, in relation to a member suspended or fined thereunder, the provisions of paragraphs 1 and 3 of Schedule 6 or of paragraph 4 thereof shall have effect.

(5) Paragraph (1) and Schedule 5 shall have effect in relation to a university scholar subject to the provisions of paragraph 3 of Schedule 4.

Temporary salary

30.—(1) A member of the rank of superintendent who is required for a continuous period exceeding 7 days to perform duties normally performed by a member 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 on a monthly or other leave day granted under regulation 22, shall be paid in respect of that period, other than the first 7 days thereof, at a rate equal to the lowest rate of pay for that higher rank.

(2) Where any member is absent for a continuous period comprising both—

- (a) monthly or other leave days granted under regulation 22, and
- (b) one or more annual leave days granted under regulation 25,

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

(3) A member below the rank of superintendent who, in any year, has been required to perform duties normally performed by a member 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:

Provided that where a member is entitled to be paid under this paragraph and the higher rank is that of superintendent there shall be no entitlement to an allowance, or time off, under regulation 20 or 21 in respect of such duties; but where in such a case the member is required to do duty on a public holiday or rostered rest day, he shall be granted a day's leave for each such day.

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

(5) For the purposes of this regulation, the expression "day" means, in relation to a member below the rank of superintendent his normal daily period of duty.

Reckoning of service in a police force in Great Britain

31.—(1) Where a member joined or rejoined the force having left a police force in Great Britain, on or after 29th June 1970, for that purpose or on exercising the right of reversion conferred by section 21(1) of the Police Act (Northern Ireland) 1970 then, for the purposes of his scale of pay, his service in any rank in the police force in Great Britain shall be treated as if it were service in the corresponding rank in the Royal Ulster Constabulary:

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

(2) A member of the rank of constable shall be entitled to reckon, for the purposes of the scale of pay for that rank, any period of service in a police force in Great Britain not reckonable under paragraph (1).

(3) In this regulation any reference to a rank corresponding to a rank in the Royal Ulster Constabulary is a reference to a rank in a police force in Great Britain designated by the Secretary of State for the purposes hereof as the rank corresponding to the rank in question.

Reckoning by constables of service in certain constabularies

32.—(1) A member of the rank of constable shall be entitled to reckon for the purposes of the scale 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 of constables appointed under section 3 of the Special Constables Act 1923(a);
- (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(b).

Reckoning of service in an airport constabulary

33. Where a member of an aerodrome constabulary has been transferred to the force by an order under section 6 of the Policing of Airports Act 1974(c) then, for the purposes of regulation 29, his service in any rank in that constabulary shall be treated as if it were service in the corresponding rank in the force.

Reckoning by constables of overseas police service

34.—(1) A member of the rank of constable shall be entitled to reckon for the purposes of the scale 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);

(a) 1923 c. 11

(b) 1968 c. xxxii

(c) 1974 c. 41 as amended by the Airports Authority Act 1975 c. 78

- (b) certified service in the British South Africa Police such as is mentioned in paragraph (4);
- (c) such service in a police force in the Channel Islands or the Isle of Man as is mentioned in paragraph (5),

notwithstanding that such service is not service in the rank of constable in the Royal Ulster Constabulary.

(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(a), a dependent territory within the meaning of the British Nationality Act 1981(b), or where appropriate, the territory or country wherein the colony, protectorate, 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 appropriate Minister 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 appropriate Minister 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(c), 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,

except that the said reference in paragraph (1) does not include a reference to service as a reversionary member of a home police force.

(3) In this regulation the expression “the appropriate Minister” means the Secretary of State.

(4) 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.

(5) The reference in paragraph (1) to service in a police force in the Channel Islands or the Isle of Man is a reference to service in—

- (a) the Island police force maintained under the Guernsey Law of 1919 entitled *Loi Ayant Rapport à la Police Salariée pour l’Ile Entière*,
- (b) the States of Jersey police force maintained under the Jersey Laws entitled the *Police Force (Jersey) Law 1974*, or

(a) 1948 c. 56

(b) 1981 c. 61

(c) 1980 c. 63

- (c) the Isle of Man Constabulary maintained under the Police (Isle of Man) Act 1962 (an Act of Tynwald).

Deductions from pay of social security benefits and statutory sick pay

35.—(1) There shall be deducted from the pay of a member—

- (a) the amount of any sickness benefit, invalidity pension or invalidity allowance to which he is entitled under the Social Security (Northern Ireland) Acts 1975-1982, and
- (b) any statutory sick pay to which he is entitled under the Social Security (Northern Ireland) Order 1982(a)

and for the purposes of sub-paragraph (a) above 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 woman member who as a married woman or widow has elected to pay contributions under Part I of the Social Security (Northern Ireland) Act 1975(b) 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

36.—(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 52½ the annual rate.

(3) A day's pay shall be calculated, except for the purposes of regulations 20 and 21, at a daily rate determined by dividing by 7 the weekly rate, determined as aforesaid.

(4) In making any payment by way of pay a fraction of a penny shall be treated as a whole penny except that a fraction less than a half-penny shall be ignored.

Pay day

37.—(1) Members shall be paid at such intervals as the Police Authority may fix and the Police Authority may fix different intervals for different ranks of members.

(2) In fixing the interval for any rank the Police Authority shall have regard to the wishes of the members of that rank.

PART V

ALLOWANCES AND OTHER EMOLUMENTS

Restriction on payment of allowances

38.—(1) No allowances shall be paid to a member except as provided by these regulations or approved by the Secretary of State, and the amounts and conditions of payment of such allowances shall be as so provided or approved.

(2) Nothing in this regulation shall apply to the reimbursement of expenses incurred by a member in the execution of his duty, being expenses authorised either generally or specifically by the Police Authority in respect of which no allowance is payable under these regulations.

(a) S.I. 1982/1084 (N.I. 16)

(b) 1975 c. 15

Restriction on payments for private employment of police

39. Without prejudice to the generality of regulation 38, a member who is engaged on duty at the request of any person who has agreed to pay the Police Authority for the member's services shall not be entitled to any payment for those services except as provided by the regulations applicable to him.

Rent allowance

40.—(1) A member who is not provided with a house or quarters free of rent and rates shall be paid a rent allowance which shall be either a maximum limit allowance or a flat-rate allowance:

Provided that—

- (a) a member to whom regulation 41 applies who is so provided with quarters shall be paid a rent allowance in addition;
- (b) a member shall not be paid a rent allowance if he is on unpaid leave.
- (2) Subject to paragraph (3), a maximum limit allowance—
 - (a) shall be paid to a member married to (but not separated from) a person who either—
 - (i) is not a member or a full-time member of the Royal Ulster Constabulary Reserve, or
 - (ii) is such a member but is on unpaid leave;
 - (b) shall be paid to an unmarried member, or a member separated from his spouse, who—
 - (i) has attained the age of 30 years,
 - (ii) has served for 5 years as a member or as a member of a police force in Great Britain, and
 - (iii) occupies as owner or tenant the accommodation in which he is living;
 - (c) may, if the Police Authority think fit, be paid to a member, not being a member to whom sub-paragraph (a) or (b) applies who—
 - (i) has a dependent relative living with him,
 - (ii) is separated from, or has divorced or been divorced by, his spouse, or
 - (iii) is a widower or widow;

and in all other cases a flat-rate allowance shall be paid.

- (3) A maximum limit allowance shall not be payable—
 - (a) to a member who lives in accommodation in respect of which he makes no payment (by way of rent, rates or otherwise), or
 - (b) to a member who shares with another member or a full-time member of the Royal Ulster Constabulary Reserve accommodation of which they are joint owners or tenants so, however, that this sub-paragraph shall not preclude the payment of a maximum limit allowance by virtue of sub-paragraph (ii) of paragraph (2)(a).
- (4) (a) A maximum limit allowance payable to a member shall not be less than a half of, nor more than, the maximum limit for his rank but, subject as aforesaid shall be the aggregate of the amount paid in rates and the amount of any rate rebate granted to him together with—
 - (i) where the member owns the house he occupies, the amount which in the opinion of the Commissioner of Valuation would be paid in rent therefor if the house were let unfurnished,
 - (ii) where the member is living in unfurnished accommodation, the amount paid in rent therefor, or

- (iii) subject to sub-paragraph (a)(i) where the member is living in furnished accommodation, an amount which in the opinion of the Police Authority would have been paid in rent therefor had the accommodation been unfurnished:

Provided that where part of the said house or part of the said accommodation is let to or occupied by a tenant or lodger, as the case may be, who is not a member or a full-time member of the Royal Ulster Constabulary Reserve, the Police Authority may make a deduction from the said aggregate in respect of such part.

- (b) The maximum limit for each rank shall be fixed by the Secretary of State on the recommendation of the Police Authority.

(5) A flat-rate allowance shall be an allowance equal to half the amount fixed as the maximum limit for members of the same rank.

(6) Except where the member's spouse or former spouse is a member or a full-time member of the Royal Ulster Constabulary Reserve or a member of a police force in Great Britain, a married member who is separated from his spouse or a member who has divorced, or been divorced by, his spouse, may, if he regularly makes periodic payments to or for the benefit of his spouse or former spouse, be granted—

- (a) where he is in receipt of a rent allowance under paragraph (1), an addition to that rent allowance, or

- (b) where he is provided with a house or quarters free of rent and rates, a rent allowance,

equal to whichever is the lesser of the two following amounts, namely, the amount by which his former allowance exceeds his present allowance or the amount paid by him to or for the benefit of his spouse or former spouse.

(7) In this regulation—

- (a) the expression "his former allowance" means—

(i) in relation to a member who, immediately before his spouse commenced to live apart from him, was being provided with a house or quarters free of rent and rates, a sum fixed as the value for the time being of that house or those quarters;

(ii) in relation to any other member, the maximum limit allowance which would for the time being be payable to him if he were still entitled to such an allowance and the aggregate referred to in paragraph (4)(a) were unchanged since immediately before his spouse commenced to live apart from him;

- (b) the expression "his present allowance" means the rent allowance which is being paid to the member under paragraph (1) or, as the case may be, a sum fixed as the value for the time being of the house or quarters with which he is provided;

- (c) the expression "rates" includes—

(i) any rate within the meaning of Article 2(2) of the Rates (Northern Ireland) Order 1977(a), and

(ii) the reasonable costs of emptying a cess-pit where the premises do not have main drainage;

- (d) the expression "rate rebate" means a rate rebate granted under the rate rebate scheme within the meaning of Article 28 of the said Order of 1977;

- (e) a reference to the provision of a house or quarters free of rent and rates is a reference to such provision by the Police Authority.

Supplementary rent allowance

41.—(1) This regulation shall apply to—

(a) a member who—

- (i) is a widower or widow with a child or children or is married,
- (ii) is not living with his family, and
- (iii) satisfies the chief constable that the only reason why he is not so living is that he is unable to find suitable accommodation for his family at a reasonable cost within a reasonable distance of his place of duty;

(b) a member, other than such a member as is mentioned in sub-paragraph (a), who is temporarily assigned to duties which, in the opinion of the chief constable, require him to live otherwise than in his former accommodation, except that this regulation shall not apply to such a member as is mentioned in sub-paragraph (b) for a continuous period exceeding 30 months unless the Police Authority in the circumstances of the case so determine, or in respect of any period for which he has not retained, or has let or sub-let, his former accommodation.

(2) Notwithstanding the provisions of regulation 40, the rent allowance to be paid to a member to whom this regulation applies shall be that which would be payable under the said regulation 40—

(a) in the case of such a member as is mentioned in paragraph (1)(a), if he were a member of the force of the police area in which his family are for the time being living and he were living with his family;

(b) in the case of such a member as is mentioned in paragraph (1)(b), if he had not been assigned to such duties as are there mentioned and had continued to occupy his former accommodation.

(3) A member to whom this regulation applies shall be paid a supplementary rent allowance—

(a) if he is living in quarters provided free of rent and rates, at the weekly rate of £8·33;

(b) if he is not so living, at the weekly rate £8·33 higher than that of a flat-rate rent allowance payable under regulation 40 to a member.

(4) A supplementary rent allowance payable under paragraph (3) may be reduced or withdrawn by the Police Authority in respect of any period consisting of one or more complete weeks throughout which the member in question is absent from his usual or temporary normal place of duty and is either—

(a) on leave of absence; or

(b) provided with board and lodging free of charge or an allowance in lieu.

Compensatory grant

42.—(1) In each financial year a member who, during the preceding financial year, has paid income tax for any year attributable to the inclusion of a rent allowance or compensatory grant in his emoluments in respect of service as a member shall be paid a compensatory grant.

(2) The amount of the compensatory grant made to a member in any year shall be the amount by which the income tax in fact deducted from his emoluments in respect of service as a member during the preceding year, according to the tax tables prepared or prescribed by the Commissioners of Inland Revenue, is increased by the inclusion in such emoluments of a rent allowance or any compensatory grant.

(3) The compensatory grant may, except in the circumstances described in paragraph (4), be paid by such instalments throughout the year in which it is payable as the Police Authority may determine.

(4) Where, in the course of a financial year, a member leaves the force or dies whilst serving therein, he or his personal representative, as the case may be, shall be paid the whole of the compensatory grant due to the member during that year and, in addition, shall be paid a further compensatory grant determined in accordance with paragraph (5) by reference to the compensatory grant (hereinafter referred to as the notional grant) which, had he not left the force or died, would have been due to him in a subsequent year by reason of income tax deducted from his emoluments, while in fact a member.

(5) A further compensatory grant shall be of the amount which the member or his personal representative, as the case may be, satisfies the Police Authority is equal, after deduction of income tax payable by him and attributable thereto, to the amount of the notional grant; and, for the purposes hereof, the attributable income tax shall be the tax which would not have been payable but for the inclusion of the further compensatory grant in the member's income except that, where the member's total income in the financial year in question exceeds his emoluments as a member during the period of 12 months preceding his retirement or death, the attributable tax shall be calculated as if it was not payable at a rate in excess of the basic rate save in so far as it would have been so payable had the member's total income in that financial year equalled his emoluments as a member in that period of 12 months.

(6) For the purposes of the preceding provisions of this regulation—

- (a) the expression "year" or "financial year" means a year commencing on 6th April and ending on the following 5th April;
- (b) the expression "income tax" includes all income tax whether payable at the basic rate or a higher rate;
- (c) where a member has served more than once in the force, references in this regulation to service in the force shall be construed as references to his service therein since his last appointment thereto.

Removal allowance

43.—(1) Where a member moves his home in circumstances to which this paragraph applies, the Police Authority—

- (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 Police Authority, after consulting the chief constable, are 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 Police Authority are of the 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 his payments in connection with his former home by way of mortgage interest, rent or rates (within the meaning of regulation 40(7)) payable in respect of the first 13 weeks following the move and may, if they think fit, reimburse him such payments in respect of a further period not exceeding 13 weeks up to an amount equal to that which would have been

payable to him by way of rent allowance in respect of the period in question had he not moved but had continued to be entitled to a rent allowance payable at the rate at which such an allowance was payable immediately before the move so, however, that where the Police Authority are of the opinion that the member had not taken all reasonable steps to reduce or terminate his liability to make such payments as aforesaid, they 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 assistant chief constable or a higher rank; or
 - (b) except as a consequence of joining the force, and 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) Where a member moves his home in consequence of his voluntarily transferring to the Royal Ulster Constabulary from a police force in Great Britain otherwise than in circumstances to which paragraph (2) applies, the Police Authority may—
 - (a) either reimburse the reasonable cost of removal or carry out the removal;
 - (b) in the circumstances mentioned in paragraph (1)(b), reimburse the expenses there mentioned;
 - (c) in the circumstances and subject to the conditions mentioned in paragraph (1)(c), reimburse the expenses there mentioned;
 - (d) subject to the conditions mentioned in paragraph (1)(d), reimburse the expenses there mentioned.
- (4) Where the cost of removal is reimbursed or the removal is carried out by the Police Authority under paragraph (1) or (3), then, subject to paragraph (5), in respect of expenditure incidental to the move the Police Authority 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, 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 £600 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 Police Authority 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, a rank higher than that of chief superintendent, such amount as may be determined by the Secretary of State on the recommendation of the Police Authority;
 - (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, £102;
 - (d) where he holds, or is transferring to be appointed in, any rank lower than inspector, £82.
- (9) 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;
 - (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 and solicitor's fees and expenses in connection with the redemption, transfer or taking out of a mortgage; and
 - (c) any reference to a member includes a member of a police force in Great Britain who transfers to the Royal Ulster Constabulary.

Uniform allowance

44. A member of or above the rank of inspector who does duty in uniform but is not supplied with uniform by the Police Authority shall be paid in lieu a uniform allowance at a rate calculated to cover the cost of supplying and maintaining the required uniform.

Women's stocking allowance

45. A woman member who is not supplied with stockings or tights by the Police Authority shall be paid in lieu an allowance at such annual rate as shall be determined by the Secretary of State unless she is being paid either a uniform allowance under regulation 44 or a plain clothes allowance under regulation 46(1).

Plain clothes allowance

46.—(1) A member 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 appropriate to his rank as shall be determined by the Secretary of State; and different rates shall be determined for the ranks of superintendent, inspector, sergeant and constable.

(2) An inspector, sergeant or constable 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 appropriate to his rank as shall be determined by the Secretary of State; and different rates shall be determined for the ranks of inspector, sergeant and constable.

(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 completed 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 is provided with overalls when doing duty in plain clothes or for any other reason is, in the opinion of the Secretary of State, 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 Secretary of State having regard to the circumstances of the case.

Detective duty and detective expenses allowances

47.—(1) This regulation shall apply in the case of a member 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 duty allowance at the rate of £518 a year.

(3) Such a member below the rank of superintendent shall be paid a detective expenses allowance at the rate of £1 a week.

(4) Regulation 36 shall apply to the calculation of a detective duty allowance as it applies to the calculation of pay.

Subsistence, refreshment and lodging allowances

48.—(1) A member of or below the rank of superintendent who, being retained on duty beyond his normal daily period of duty or being engaged on duty away from his usual place of duty, necessarily incurs additional expense to obtain food or lodging shall—

- (a) if the period for which he is so retained or engaged exceeds an hour 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;
- (c) if the said expense includes the expense of obtaining lodging, be paid a lodging allowance.

(2) A member of or below the rank of superintendent who satisfies the chief constable that during his normal daily period of duty he was, although not away from his usual place of duty, unable by reason of the exigencies of duty to obtain his meals in his usual way and that he necessarily incurred additional expense for the purpose may be paid a refreshment allowance.

(3) Where the place of duty of a member has been temporarily changed the expression in this regulation “usual place of duty” shall, after such period from the date of change as the chief constable may determine, mean the temporary place of duty.

(4) A subsistence, refreshment or lodging allowance payable under the foregoing provisions of this regulation shall be of an amount determined in accordance with Schedule 7.

(5) A member above the rank of superintendent may be paid an allowance, at such annual rate as is determined by the Secretary of State on the recommendation of the Police Authority, to cover additional expenditure incurred by him in obtaining food and lodging by reason of the exigencies of duty.

Advances to cover expenses when away on duty

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

Motor vehicle allowances

50. (1) Where the chief constable is of opinion that the duties normally performed by a member 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 Police Authority, in relation to the use in question, for the purposes hereof.

(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 c.c. 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 or members of any 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 c.c. 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 8:

Provided that where the member concerned holds a rank above that of superintendent he may instead be paid a flat-rate motor vehicle allowance at such annual rate as is determined by the Secretary of State on such basis as is approved by the Police Authority.

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

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

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

(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 Police Authority.

(7) Paragraph 1 of Schedule 8 shall have effect for the purposes of the interpretation of this regulation.

Bicycle allowance

51.—(1) Where a member is authorised by the chief constable to use a bicycle owned by him for the purposes of duties normally and from time to time performed by him, he shall in respect of such use be paid a bicycle allowance in accordance with Schedule 9.

(2) In this regulation the expression "bicycle" does not include a motor bicycle, that is to say a mechanically propelled bicycle (including a motor scooter and a bicycle with an attachment for propelling it by mechanical power) and a reference to a bicycle owned by a member is a reference to a bicycle kept and used by him.

Typewriter allowance

52.—(1) Where a member is authorised by the chief constable to use a typewriter owned by him for the purposes of duties normally and from time to time performed by him, he shall, in respect of such use, be paid a typewriter allowance in accordance

with Schedule 10, and the Police Authority shall supply him with typewriter ribbons free of charge.

(2) In this regulation a reference to a typewriter owned by a member is a reference to a typewriter kept and used by him.

Dog handler's allowance

53.—(1) Where a dog owned by the Police Authority is kept and cared for by a member 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 11.

(3) For the purposes of this regulation and of Schedule 11 a member 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

54. A member shall be reimbursed the normal standard charges incurred in his case under Articles 5, 61, 62, 63 and 98 of the Health and Personal Social Services (Northern Ireland) Order 1972(a) (which articles relate to charges for certain drugs, medicines, appliances and dental treatment).

Promotion examination allowance

55.—(1) Subject to paragraph (2) a constable or sergeant who for the first time passes the qualifying examination for promotion to the next higher rank than his own shall be paid a promotion examination allowance of £45.

(2) A promotion examination allowance shall not be paid to a member who has already received a corresponding allowance during service in a police force which may be reckoned as pensionable service for the purposes of the Pensions Regulations, but may be paid to a former member who has transferred to a police force in Great Britain as defined in the said Regulations before it is known that he has satisfied the conditions for payment.

Allowance for recurring escort duty, etc.

56. An allowance may be paid, of such amount and under such conditions as may be determined by the Secretary of State on the recommendation of the Police Authority, 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.

57. If a member who is regularly in receipt of a plain clothes allowance, detective duty 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

58. This Part of these regulations shall have effect in relation to a member suspended under the Discipline Regulations, subject to the provisions of paragraphs 2 and 3 of Schedule 6.

(a) S.I. 1972/1265 (N.I. 14) as modified by S.I. 1978/1907 (N.I. 26)

University scholars

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

General

60. A member claiming any allowance under this Part of these regulations shall comply with such directions as may be given by the Police Authority from time to time as to the time and manner of claiming and certification.

PART VI

UNIFORM AND EQUIPMENT

Issue of uniform and equipment

61.—(1) Uniform and equipment shall be issued by the Police Authority free of charge to sergeants and constables in accordance with the provisions of Schedule 12.

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

Re-issue of uniform and equipment

62. Uniform and equipment handed back to the Police Authority shall not be re-issued to another member until it has received any necessary cleaning or renovation and is in serviceable condition.

Ownership of uniform and equipment

63. Subject to regulation 64, the uniform and equipment issued by the Police Authority shall not become the property of the member to whom they are issued and shall be handed back by him to the Police Authority on his leaving the force.

Replacement of uniform and equipment

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

PART VII

TRANSITIONAL PROVISIONS

Transitional provisions

65. Without prejudice to sections 28 and 29 of the Interpretation Act (Northern Ireland) 1954(a) any appointment, deduction, payment, application, or election made, or approval, direction, consent, certificate or notice given, or any record or list kept, or any rank adopted, or any overtime worked or hours of duty worked on any public holiday or rest day, or any maximum limit fixed, or other thing done under any of the regulations revoked by these regulations or for the purposes thereof shall not be invalidated by the revocations effected by regulation 2, but shall in so far as it could have been made, given, kept, adopted, worked, fixed or done under a provision of

these regulations or for the purposes thereof have effect as if it had been made, given, kept, adopted, worked, fixed or done under, or for the purposes of that provision.

Northern Ireland Office
1st March 1984
We concur

James Prior
One of Her Majesty's Principal
Secretaries of State

6th March 1984

Donald Thompson
T. Garel-Jones
Two of the Lords Commissioners
of Her Majesty's Treasury

SCHEDULE 1

Regulation 2

Regulations revoked

<i>Regulations</i>	<i>References</i>
Royal Ulster Constabulary Regulations 1973	S.R. & O. (N.I.) 1973 No. 31
Royal Ulster Constabulary (Amendment) Regulations 1973	S.R. & O. (N.I.) 1973 No. 143
Royal Ulster Constabulary (Amendment) (No. 2) Regulations 1973	S.R. & O. (N.I.) 1973 No. 353
Royal Ulster Constabulary (Amendment) (No. 3) Regulations 1973	S.R. & O. (N.I.) 1973 No. 440
Royal Ulster Constabulary (Amendment) (No. 4) Regulations 1973	S.R. & O. (N.I.) 1973 No. 525
Royal Ulster Constabulary (Amendment) Regulations 1974	S.R. 1974 No. 97
Royal Ulster Constabulary (Amendment) (No. 2) Regulations 1974	S.R. 1974 No. 322
Royal Ulster Constabulary (Amendment) (No. 3) Regulations 1974	S.R. 1974 No. 323
Royal Ulster Constabulary (Amendment) Regulations 1975	S.R. 1975 No. 182
Royal Ulster Constabulary (Amendment No. 2) Regulations 1975	S.R. 1975 No. 320
Royal Ulster Constabulary (Amendment) Regulations 1976	S.R. 1976 No. 136
Royal Ulster Constabulary (Amendment No. 2) Regulations 1976	S.R. 1976 No. 270
Royal Ulster Constabulary (Amendment) Regulations 1977	S.R. 1977 No. 48
Royal Ulster Constabulary (Amendment No. 2) Regulations 1977	S.R. 1977 No. 233
Royal Ulster Constabulary (Amendment No. 3) Regulations 1977	S.R. 1977 No. 237
Royal Ulster Constabulary (Amendment) Regulations 1978	S.R. 1978 No. 92
Royal Ulster Constabulary (Amendment No. 2) Regulations 1978	S.R. 1978 No. 280
Royal Ulster Constabulary (Amendment) Regulations 1979	S.R. 1979 No. 331
Royal Ulster Constabulary (Amendment No. 2) Regulations 1979	S.R. 1979 No. 406
Royal Ulster Constabulary (Amendment) Regulations 1980	S.R. 1980 No. 353
Royal Ulster Constabulary (Amendment No. 2) Regulations 1980	S.R. 1980 No. 465
Royal Ulster Constabulary (Amendment) Regulations 1981	S.R. 1981 No. 406
Royal Ulster Constabulary (Amendment) Regulations 1982	S.R. 1982 No. 317
Royal Ulster Constabulary (Amendment) Regulations 1983	S.R. 1983 No. 44
Royal Ulster Constabulary (Amendment No. 2) Regulations 1983	S.R. 1983 No. 363
Royal Ulster Constabulary (Amendment No. 3) Regulations 1983	S.R. 1983 No. 419

SCHEDULE 2

Regulation 7

Restrictions on the private life of members

1. A member 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 shall not take any active part in politics.

2. A member shall not reside at premises which are not for the time being approved by the chief constable.

3.—(1) A member 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 Police Authority or sub-let any part of the house or quarters.

(2) A member 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 a rent allowance or sub-let any part of such a house.

4. A member shall not wilfully refuse or neglect to discharge any lawful debt.

SCHEDULE 3

Regulation 25

Annual leave

1. Subject to regulation 25 and the provisions of this Schedule, every member shall be granted in each leave year the period of annual leave set out opposite the rank he holds in the following Table—

- (a) where he has completed less than 10 years' relevant service, in the second column thereof;
- (b) where he has completed 10 but has not completed 15 years' relevant service, in the third column thereof;
- (c) where he has completed 15 but has not completed 20 years' relevant service, in the fourth column thereof;
- (d) where he has completed 20 or more years' relevant service in the fifth column thereof.

TABLE

RANK	ANNUAL LEAVE			
	Under 10 years' relevant service	10 or more years' relevant service	15 or more years' relevant service	20 or more years' relevant service
Constable	20 days	23 days	25 days	26 days
Sergeant	20 days	23 days	26 days	26 days
Inspector	23 days	27 days	28 days	28 days
Chief Inspector	26 days	30 days	30 days	30 days
Superintendent	30 days	30 days	30 days	30 days
Any rank higher than that of Superintendent	Not less than 42 days	Not less than 48 days	Not less than 48 days	Not less than 48 days

2. In the leave year in which a member 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 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, had completed the said number of years' relevant service at the beginning of that month's service.

3.—(1) In the case of a member in 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.

(2) Days of annual leave granted under sub-paragraph (1) 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.

4.—(1) For the purposes of this Schedule, the following expressions have the meanings hereby respectively assigned to them, that is to say—

- (a) “leave year” means that period of 12 months beginning on such date as may from time to time be determined by the Police Authority;
- (b) “relevant service” means any service which a member concerned is entitled to reckon for the purposes of his scale of pay together with any service which he was previously entitled to reckon—
 - (i) in the case of a member below the rank of superintendent, in any lower rank;
 - (ii) in any other case, in the rank of superintendent (or any equivalent rank held prior to 1st June 1970) or any higher rank;
 - (iii) as a member of the Ulster Special Constabulary who had the option of attaining permanent status in accordance with the Ulster Special Constabulary Pensions Regulations 1969(a),

except that relevant service shall not include any such service as is specified in regulation 38 or 41 of the Police Regulations 1979(b) by a member of a police force in Great Britain who transfers to the Royal Ulster Constabulary.

(2) Where a member of an aerodrome constabulary has been transferred to the force by an order under section 6 of the Policing of Airports Acts 1974 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 force.

SCHEDULE 4

Regulations 4, 28,
29 and 59**University scholars**

1.—(1) In this Schedule a reference to a university scholar is a reference to a member nominated for a course of university study by the Secretary of State or by the Police Authority in pursuance of arrangements in that behalf approved by the Secretary of State and, in relation to such a member, the expression "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 19, 20 and 21 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 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 Police Authority, 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 £351 a year and his rate of pay, determined in accordance with Part IV of these regulations, shall be increased accordingly.

4.—(1) Where a university scholar moves his home and the removal is, in the opinion of the Police Authority, due to his having undertaken his course, then, notwithstanding the provisions of regulation 40, the rent allowance to be paid to him shall be that which would be payable to him under that regulation if he was a member of the force of the police area in which his home is for the time being situate.

(2) Where a university scholar does not move his home, then regulation 41 shall have effect in relation to him for the duration of his course—

(a) as if for paragraph (1)(a)(iii) there were substituted the following provision:—

"(iii) satisfies the Police Authority that the only reason why he is not so living is that he could not, without detriment to his studies, return daily to the family home;"

(b) as if for paragraph (1)(b) there were substituted the following provision:—

"(b) a member, other than such a member as is mentioned in sub-paragraph (a), who satisfies the Police Authority that the only reason why he is not living in his former accommodation is that he could not, without detriment to his studies, return daily thereto,"

(c) as if for paragraph (2) (a) and (b) there were substituted the following provision:—

"if he were living with his family or, as the case may be, in his former accommodation."

(3) Where a university scholar moves his home and the removal is, in the opinion of the Police Authority, due to his having undertaken or completed his course of study and is, in their opinion, reasonable in all the circumstances of his case, regulation 43 shall have effect in his case as if the removal were such as is mentioned in paragraph (1) thereof.

SCHEDULE 5

Regulation 29

Scales of pay

1. The annual pay of a member holding a rank referred to in the following Table A shall be at the rate set opposite to that rank in the said Table.

TABLE A

<i>Rank</i>	<i>Annual Pay</i>
	£
Chief Constable	35,994
Deputy Chief Constable	28,980
Senior Assistant Chief Constable	25,089
Assistant Chief Constable	22,809

2.—(1) The annual pay of a member holding a rank referred to in the following Table B shall, subject as hereinafter provided, be determined by reference to his reckonable service in that rank in accordance with the scale set opposite to his rank in the said Table.

TABLE B

<i>Rank</i>	<i>Service in Rank</i>	<i>Annual Pay</i>
		£
Chief Superintendent	Less than 1 year	20,124
	After 1 year	20,409
	After 2 years	20,868
	After 3 years	21,336
Superintendent	Less than 1 year	18,102
	After 1 year	18,564
	After 2 years	19,026
	After 3 years	19,656
Chief Inspector	Less than 1 year	13,230
	After 1 year	13,602
	After 2 years	13,971
	After 3 years	14,346
	After 4 years	14,718
Inspector	Less than 1 year	11,652
	After 1 year	12,018
	After 2 years	12,489
	After 3 years	12,858
	After 4 years	13,230
Sergeant	Less than 1 year	10,155
	After 1 year	10,620
	After 2 years	10,992
	After 3 years	11,361
	After 4 years	11,652

(2) Where immediately before 1st September 1978 the annual pay of a chief superintendent was greater than £8,703, his annual pay determined in accordance with Table B above shall be increased by £147.

(3) Where immediately before 1st September 1978 the annual pay of a superintendent was greater than £7,839, his annual pay determined in accordance with Table B above shall be increased by £42.

(4) Where a member is promoted to or appointed in the rank of superintendent, and the aggregate amount of his pay and of his allowances under regulations 20, 21, 47 and 56 in respect of his period of service in the rank of chief inspector during the year immediately before the date of his promotion or appointment exceeded the amount which would have been the aggregate of his pay and of any allowance under regulation 47 in respect of that period of service had he been a superintendent with less than a year's reckonable service in that rank, his annual pay shall be determined as if he had an additional year's service in the rank of superintendent.

(5) Where a member promoted to or appointed in the rank of chief inspector or inspector last served before his promotion or appointment—

(a) in the case of a chief inspector, in the rank of inspector;

(b) in the case of an inspector, in the rank of sergeant,

and had 4 or more years' reckonable service in the rank of inspector or, as the case may be, of sergeant, then his annual pay for the rank he holds shall be determined as if he had an additional year's service therein.

(6) 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' reckonable service as a constable, as if he had an additional 2 years' service as a sergeant.

(7) In sub-paragraphs (4) to (6) any reference to a member's reckonable service in any rank is a reference to the service reckonable for the purposes of his scale of pay in the rank, including any additional service reckonable by virtue of this paragraph, paragraph 3(4) or otherwise.

3.—(1) The annual pay of a member holding the rank of constable shall, subject as hereinafter provided, be determined by reference to his reckonable service in accordance with the scale in the following Table C.

TABLE C

<i>Reckonable Service</i>	<i>Annual Pay</i>
	£
Before completing 1 year of service	6,708
After 1 year of service	7,173
After 2 years of service	8,010
After 3 years of service	8,199
After 4 years of service	8,472
After 5 years of service	8,760
After 6 years of service	9,042
After 7 years of service	9,321
After 8 years of service	9,597
After 12 years of service	10,155
After 15 years of service	10,620

(2) In the case of a constable who first became a member on or after 1st September 1976 and who did so after he had attained the age of 22 years, his annual pay during his first and second year of service shall be determined in accordance with Table C as if at all times during that period he had 2 years' reckonable service.

(3) In the case of a constable who—

(a) was serving as a member immediately before 27th May 1971;

(b) has so served continuously on and after that date;

(c) was aged 21 years or over when he became a member; and

(d) has completed 7 years' (but not 8 years) of reckonable service,

his annual pay shall be determined as if he had completed 8 years' reckonable service.

(4) In the case of a member who was serving immediately before 27th May 1971 and has served continuously as a member since he first became such a member then, unless his period of reckonable service began—

- (a) on a birthday;
- (b) after 1st March 1967, if he had attained the age of 22 years before his period of reckonable service began, or
- (c) on or before 1st March 1967, if he had attained the age of 22 years on or before that date and—
 - (i) had not completed a year's or 2 or 3 years' reckonable service on a day in the year ending immediately before that date, being a day falling after his birthday in that year, or
 - (ii) had not completed a year's reckonable service or had completed 4 or more years' reckonable service on or before 1st March 1967,

his annual pay shall be determined as if he had completed a year's reckonable service on the date of his first birthday falling within his period of reckonable service.

(5) For the purposes of this paragraph—

- (a) any reference to a member's reckonable service is a reference to the service reckonable for the purposes of his scale of pay;
- (b) any reference to a member's birthday is a reference to an anniversary of the day of his birth, and
- (c) in determining whether or not a person has served continuously as a member there shall be disregarded any break in service occurring on transfer between a police force in Great Britain and the Royal Ulster Constabulary or which ends with the man exercising a statutory right of reversion to the Royal Ulster Constabulary.

Effect of disciplinary action on pay and allowances

1.—(1) Subject to paragraph 3, a member suspended under the Discipline Regulations who—

- (a) is detained in pursuance of a sentence of a court in a prison or other institution to which the Prison Act (Northern Ireland) 1953(a) applies, 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 the deputy chief constable acting as chief constable),

shall not, by virtue of regulation 29, 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 another senior officer within the meaning of the Discipline Regulations sub-paragraph (1) shall have effect as if for the reference therein to the chief constable (or the deputy chief constable acting as chief constable) there were substituted a reference to the Police Authority.

2. Subject to paragraph 3, a member suspended under the Discipline Regulations shall not, by virtue of Part V of these regulations, be entitled to any allowance, other than a rent allowance, supplementary rent allowance or compensatory grant in respect of the period of suspension.

3. Where a member 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 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 force, the whole amount of any fine unpaid may be deducted from any pay then due.

SCHEDULE 7

Regulation 48

Subsistence, refreshment and lodging allowances

1.—(1) Subject as hereinafter in this Schedule provided, the amount of a subsistence, refreshment or lodging allowance payable under regulation 48(4) shall be in accordance with such scale appropriate to the rank of the member concerned as shall be determined by the Secretary of State; 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 a lodging allowance is payable as well as a subsistence allowance in respect of a period of retention or engagement on duty of 16 hours or less, the subsistence allowance shall be of the amount appropriate to a retention or engagement for a period exceeding 8 hours and not exceeding 12 hours.

3. If the chief constable is satisfied in any particular case that the amount of the allowances calculated in accordance with paragraphs 1 and 2 is not sufficient to cover the actual expenses necessarily incurred, he may authorise payment of the difference.

4. If the chief constable is satisfied in any particular case that the amount of the allowances calculated in accordance with paragraphs 1 and 2 would be excessive, having regard to the additional expenses necessarily incurred, he may direct that the amount of the allowances shall be reduced to such an amount as he determines, not being less than the amount of such expenses.

5. If in any particular case or class of cases the period of retention or engagement on duty exceeds a week and the chief constable is satisfied that the amount of the allowances calculated in accordance with paragraph 1 would be excessive, he may direct that there shall be granted in lieu thereof a weekly allowance at such lower rate as may be necessary to cover the reasonable expenses of the member concerned.

6. If a member 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.

Motor vehicle allowances in respect of motor cars

1. For the purposes of regulation 50 and of this Schedule the following expressions have the meanings hereby respectively assigned to them:—

“authorised use” means the use, authorised under regulation 50, of a motor vehicle owned by the member concerned for the purposes of his duties as a member, 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 the Road Vehicles (Registration and Licensing) Regulations (Northern Ireland) 1973(a);

“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 Police Authority;

and a reference to a motor vehicle owned by a member 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 Secretary of State 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 Secretary of State 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 Police Authority 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 vehicle allowance is payable at the essential user’s rate to a member 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 Police Authority determines 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 Secretary of State 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 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 c.c., as the chief constable with the approval of the Police Authority, has determined appropriate for use for the purposes of the duties normally performed by the member concerned.

SCHEDULE 9

Regulation 51

Bicycle allowance

1. Subject as hereinafter provided the amount of a bicycle allowance shall be calculated by reference to the duration of the authority given for the purposes of regulation 51 at a rate determined by the Secretary of State on the recommendation of the Police Authority:

Provided that the amount of the allowance payable to a member in any year shall not be less than £10.

2. The allowance shall be payable quarterly or at such shorter intervals as the Police Authority may determine in advance or in arrears, as they may determine; but where payment is made in advance, any overpayment shall be recoverable.

SCHEDULE 10

Regulation 52

Typewriter allowance

1. The amount of a typewriter allowance shall be calculated by reference to the duration of the authority given for the purposes of regulation 52 at a rate determined by the Secretary of State on the recommendation of the Police Authority:

Provided that the amount of the allowance payable to a member in any year shall not be less than £10.

2. The allowance shall be payable quarterly or at such shorter intervals as the Police Authority may determine in advance or in arrears, as they may determine; but where payment is made in advance, any overpayment shall be recoverable.

SCHEDULE 11

Regulation 53

Dog handler's allowance

1.—(1) Subject as hereinafter provided, a dog handler's allowance shall be payable—

(a) in the case of a member of the rank of constable, at the annual rate of £468;

(b) in the case of a member of any other rank, at the annual rate of £633.

(2) Where the member keeps and cares for at his home more than one dog owned by the Police Authority, the annual rate of the allowance shall be multiplied by the number of such dogs so kept and cared for.

SCHEDULE 12

Regulation 61

Issue of uniform and equipment

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

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

TABLES

MEN

<i>Article</i>	<i>Issue</i>	<i>Maximum Number in Issue</i>
Jacket	1 annually (period of wear 4 years)	4
Trousers	3 pairs every 3 years	4
Raincoat	1 every 3 years	1
Gaberdine coat	1 every 5 years	1
General service coat	1 every 6 years	1
Caps	1 every 18 months	2
Cap cover	As required	1
Shirts (collar attached)	3 annually	6
Ties	2 annually	2
Pullover (lightweight)	As required	2
Gloves, leather	1 pair every 3 years	2 prs
Gloves (white)	As required	2 prs
Belts (trousers)	As required	1
Epaulettes	As required	4
Kapok lining	1 every 5 years	1
Overtrousers	As required	1

WOMEN

<i>Article</i>	<i>Issue</i>	<i>Maximum Number in Issue</i>
Jacket	1 annually (period of wear 3 years)	3
Skirts	3 every 3 years	4
Slacks	As required	1
Raincoat	1 every 3 years	1
Gaberdine	1 every 5 years	1
General service coat	1 every 6 years	1
Caps	1 every 18 months	2
Cap cover	As required	1
Blouses	3 annually	6
Ties	2 annually	2
Pullovers (lightweight)	As required	2
Gloves	1 pair every 3 years	2 prs
Epaulettes	As required	4
Kapok lining	1 every 5 years	1
Shoulder bag	As required	1

2. Uniform or equipment issued by the Police Authority 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 Police Authority free of charge:

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

3. Clothing for particular or specialist duties shall be issued as and when necessary.

4. Where, in the case of women members, stockings or tights are provided by the Police Authority for the purposes of duty the issue shall be at the rate of 24 pairs annually.

5. Issues of equipment shall be made as circumstances require.

EXPLANATORY NOTE

(This note is not part of the Regulations.)

These regulations consolidate, with minor amendments, the Royal Ulster Constabulary Regulations 1973 and the instruments amending those regulations, namely the regulations specified in Schedule 1.