POLICE, ENGLAND AND WALES

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1. POLICE REGULATIONS

The Police (Consolidation) Regulations, 1948

1948 No. 1216

Made - - - - *7th June*, 1948
Coming into Operation *5th July*, 1948

I, the Right Honourable James Chuter Ede, one of His Majesty's Principal Secretaries of State, in pursuance of the powers conferred on me by section four of the Police Act, 1919(a), hereby make the following Regulations:—

Ranks and Designations

1. The ranks of a police force shall be known by the following designations:—

Chief Constable (except when the title Head Constable is used)
Superintendent
Inspector
Sergeant
Constable.

2. In forces where varying degrees of responsibility render intermediate ranks necessary, one or more of the following ranks may be retained or adopted as the case may be, subject, in each case, to the approval of the Secretary of State:—

Assistant Chief Constable
Chief Superintendent
Chief Inspector
Sub-divisional Inspector
Sub-Inspector
Station Sergeant
Acting Sergeant.

3. An officer in a borough police force duly appointed by the watch committee to act as deputy chief constable shall, in the absence or incapacity of the chief constable or during any vacancy in that rank, have all the powers and duties of the chief constable not specifically excluded by resolution of the committee.

4. The area within the jurisdiction of each police force shall be known as a police district.

The area to which a constable is assigned for duty either generally (as in the case of a detached constable of a county force) or for a particular period of hours (as is normally the case in an urban area) shall be known as a beat, or may, in a county force, be called a sub-section.

A number of beats grouped for supervision by a sergeant or an inspector shall be known as a section.

If a number of sections is grouped for supervision by an inspector, the area shall be known as a sub-division.

(a) 9 & 10 Geo. 5. c. 46.

A number of sections, or sub-divisions, grouped for control by a superintendent or, in a borough force, by an officer of other rank directly responsible to the chief officer of police, shall be known as a division.

The same terms " division ", " sub-division " and " section " shall be applicable to the body of men acting under the direction of the superintendent, inspector or sergeant, as the case may be, as well as to the areas in which they respectively act.

STRENGTH

5. The authorised establishment of the several ranks and any changes thereof in every police force shall be subject to the approval of the Secretary of State.

6. The numbers shall be sufficient to provide men for the carrying out of patrol, station, reserve and any other appointed police duties under responsible supervision in each tour of duty.

APPOINTMENT

7. A candidate for appointment to a police force—

(1) must produce satisfactory references as to character, and, if he has served in any branch of His Majesty's naval, military or air forces, or in the Civil Service, or in any police force, produce satisfactory proof of his good conduct while in such service or force;

(2) must be under thirty years of age, or in the case of an appointment as chief officer of police, forty years of age:

Provided that a candidate over the specified age limit may be appointed—

(*a*) if he has had previous service in a police force otherwise than as an auxiliary or is otherwise entitled to reckon previous service as pensionable service, or

(*b*) in other special circumstances approved by the Secretary of State upon the recommendation of the appointing authority, that is to say, the chief officer of police or the police authority, as the case may be;

(3) must, save for special reasons approved by the Secretary of State, be not less in height than 5 feet 8 inches;

(4) 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 of his office;

(5) must satisfy the chief officer of police that he is sufficiently educated by passing a written or oral examination in reading, writing and arithmetic (addition, subtraction, multiplication and division), or an examination of a higher standard, as may be prescribed by the chief officer of police, or by producing evidence that he has passed another examination which, in the opinion of the chief officer of police, is of an equivalent or higher standard;

(6) must give such information as may be required as to his previous history or employment or any other matter relating to his appointment to the police force, and if any candidate makes in, or in connection with, his application for appointment any false statement and is subsequently appointed to a police force, the making of such false statement shall be an offence against discipline within the meaning of these Regulations and paragraph (5) of the Discipline Code contained in the First Schedule to these Regulations, and shall be punishable accordingly;

(7) shall be given a notice in terms approved by the Secretary of State after consultation with the Police Council drawing attention to the conditions of service contained therein.

8. No person shall be eligible for appointment to, or shall be retained in, a police force to which these Regulations apply, if—

(*a*) he carries on any business or without the consent of the chief officer of police holds any other office or employment for hire or gain, or

(*b*) he resides, without the consent of the chief officer of police, at any premises where his wife or any member of his family keeps a shop or carries on any like business, or

(*c*) he holds, or his wife or any member of his family living with him holds, any licence granted in pursuance of the liquor licensing laws or the laws regulating places of public entertainment in the district of the police force in which he seeks appointment or to which he has been appointed, as the case may be, or has any pecuniary interest in any such licence, or

(*d*) his wife, without the consent of the chief officer of police, keeps a shop or carries on any like business in the district of the police force in which he seeks appointment or to which he has been appointed, as the case may be:

Provided that, in case of refusal of consent, there shall, in a borough police force, be an appeal to the watch committee, whose decision shall be final.

For the purpose of this Regulation, the expression " member of his family " shall include parent, son, daughter, brother and sister.

9. Every appointment to the post of chief officer of police of any county or borough police force shall be subject to the approval of the Secretary of State, and no person without previous police experience shall be appointed to any such post unless he possesses some exceptional qualification or experience which specially fits him for the post, or there is no candidate from the police service who is considered sufficiently well qualified.

10. A constable shall be on probation for the period of the first two years of his service in the force since his last appointment thereto:

Provided that the chief officer of police may at his discretion:—

(*a*) reduce the period of probation to a period of not less than one year, if the constable has served for a period of not less than one year either in the same force on a previous appointment thereto or in any other force to which the Police Act, 1919(a), applies or applied;

(*b*) dispense with the period of probation if the constable has transferred with the written consent of the chief officer of police from another force to which the Police Act, 1919, applies or applied after having completed the required period of probation in that force; or

(*c*) dispense with the period of probation if the constable has served as an auxiliary for a period of not less than two years.

11. During the period of probation the services of any constable may be dispensed with at any time if the chief officer of police 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 and well conducted constable:

Provided that a constable whose services are dispensed with under this Regulation shall be entitled to receive one week's notice or one week's pay in lieu thereof.

(a) 9 & 10 Geo. 5. c. 46.

DISCIPLINE

12. In every police force to which these Regulations apply there shall be published to the force a code of offences against discipline. The code for each force shall contain the provisions of the Discipline Code contained in the First Schedule to these Regulations, with any additions thereto made by the police authority and approved by the Secretary of State:

Provided that such approval shall be provisional until the addition has been laid before the Police Council.

13. Every member of the force against whom a report or complaint suggesting the commission of an offence against discipline is made shall, as soon as possible, be informed in writing of the exact charge against him.

14. The written charge must disclose an offence against discipline as defined in the code of offences against discipline of the force, with such details of time and place as will leave the accused under no misapprehension as to the offence with which he is charged.

15. The written charge, which shall be entered on a form provided for the purpose (hereinafter referred to as the misconduct form), together with the report or complaint on which the charge is founded, and all reports thereon (whether confidential or otherwise) or copies thereof, shall be handed or sent as soon as practicable to the accused, who shall initial them to show that he has seen them. He shall either be allowed to retain for purposes of his defence the copies of the reports which are handed to him or shall be given a reasonable opportunity to make copies of the reports for that purpose.

16. The accused shall be directed to state in writing upon the misconduct form whether he admits or denies the charge and shall be allowed to give any explanation which he may wish to offer in writing. He shall also be allowed to state whether he desires to offer his explanation personally to the chief officer of police and shall, if he desires it, be given an opportunity of so doing.

17. The accused shall also be allowed to state the names of any witnesses to material facts whom he desires to be present when the charge is heard. Any such witnesses who are members of the police force shall be ordered to attend, and any witnesses who are not members of the force shall be given due notice that their attendance is desired and of the place and time of the hearing.

18. If the accused denies the charge, he shall, unless the chief officer of police is satisfied with the explanation he has offered, be ordered to appear before the chief officer of police and shall have an opportunity of hearing the evidence against him and of cross-examining the witnesses and of calling witnesses in his defence.

19. The decision of the chief officer of police shall be written upon the misconduct form and at once notified to the accused, who shall write on the misconduct form his acknowledgment of his having read the decision.

20.—(1) In the case of the metropolitan police the procedure in discipline cases shall be as specially approved by the Secretary of State and published in the General Orders of that force.

(2) In the case of a borough police force, the decision of the chief officer of police shall, subject to any general directions of the watch committee, be either—

(i) to dismiss the case, or

(ii) to remit the case to the watch committee for further hearing, or

(iii) to award a punishment as provided in Regulation 21:

Provided that any punishment other than a caution shall be subject to confirmation by the watch committee, and any member of the force who feels aggrieved by a decision of the chief officer of police awarding a punishment shall be entitled to appear before the watch committee upon giving notice in writing to the chief officer of police forthwith or at any later date not less than three clear days before his case is to be laid before the committee.

20A. The following provisions shall have effect with respect to disciplinary proceedings before the chief officer of police and also to proceedings before the watch committee:—

(1) if the accused so desires, he shall be allowed to have a serving member of a police force, selected by himself, to assist him in presenting his case:

(2) if the accused absconds or refuses or neglects without good and sufficient cause to attend the proceedings at the time and place appointed, or is serving a sentence of imprisonment or penal servitude, the case may be decided in his absence.

20B.—(1) The chief officer of police may suspend from duty a member of the force against whom a report or complaint suggesting the commission of an offence against discipline is made. Such suspension from duty may continue until the disciplinary proceedings arising out of the said report or complaint have been concluded.

(2) Subject to the provisions of this Regulation, these Regulations shall continue to apply to a member of the force who is suspended from duty.

(3) A member of the force who is suspended from duty shall not be entitled in respect of the period of suspension to pay or to uniform allowance, plain clothes allowance, detective allowance, extra duty allowance or temporary duty allowance, but shall be paid a suspension allowance at such rate not less than one-half and not exceeding two-thirds of his pay as the chief officer of police may determine:

Provided that in the case of a member of the force who has been convicted of an offence summarily or on indictment no suspension allowance shall be payable in respect of any period of imprisonment or penal servitude.

(4) A member of the force who, having been suspended from duty, returns to duty without having been found guilty of any offence shall receive, as from the date of his suspension from duty, his pay and any of the said allowances of which he was in receipt immediately prior to his suspension from duty, less any amount paid to him by way of suspension allowance.

21. An offence against discipline may be punished by—

(1) dismissal;

(2) being required to resign forthwith, or at such date as may be ordered (as an alternative to dismissal);

(3) reduction in rank;

(4) reduction in rate of pay;

(5) forfeiture of merit or good conduct badges (except such as have been granted for an act of courage or bravery);

(6) fine;

(7) reprimand;

(8) caution.

Every punishment, except a caution, shall be entered on the man's personal record. A caution shall not be so entered.

22.—(1) A reduction in pay, without reduction in rank, shall be limited to a definite period, which shall be stated in the order by which the punishment is inflicted and shall not exceed twelve months, and at the end of the stated period the man shall be advanced to the rate of pay to which he would have been entitled but for the punishment awarded him, unless the period of reduction has in the meantime been extended by way of punishment for a further offence against discipline.

(2) A reduction in pay, without reduction in rank, shall not reduce a man's pay below the minimum of the scale of pay for his rank in the force.

23. The infliction of a fine shall not cause any advance in pay (except any additional or any special increment which is subject to good conduct as provided in the Regulations relating to pay) to be retarded or withheld.

24. The amount of a fine imposed by way of punishment for any one offence shall not exceed one week's pay and shall be recovered by stoppage of pay in amounts not exceeding one day's pay in any week, except in the event of a man leaving the force, when the whole amount of any fine then unpaid may be deducted from any pay then due.

25. There shall be kept in the office of the chief officer of police a disciplinary report book in which he shall cause to be entered, directly it comes to his knowledge, every report or complaint alleging the commission of any offence against discipline by any member of his force (other than an anonymous allegation unsupported by evidence) together with the result of his inquiry and any disciplinary action taken in consequence.

26. There shall be kept in the headquarters office of each division a divisional disciplinary report book in which the superintendent or other officer in charge of the division shall enter, directly it comes to his knowledge, every report or complaint alleging the commission of any offence against discipline by any member of his division (other than an anonymous allegation unsupported by evidence) together with particulars of any action taken and, in particular, whether he has dealt with the matter by warning or has reported it to the chief officer of police.

Promotion

27. Promotion up to the rank of inspector shall, subject to qualifying examinations in police duties and educational subjects, be by selection, and every member of a police force who is promoted to the rank of sergeant or inspector shall be on probation in that rank for a period of one year.

27A.—(1) A member of a police force who is required to perform the duties of a higher rank may be promoted temporarily to that rank.

(2) A member of a police force who is promoted substantively or temporarily and has, less than two years before the date of promotion, held the same rank on a temporary promotion thereto shall, for the purpose of increments in the scale of pay for that rank, be entitled to aggregate all his former service in that rank on temporary promotion.

(3) This Regulation shall not apply to a case where a deputy chief constable performs the duties of chief constable.

28.—(1) No member of a police force shall be promoted to the rank of sergeant or inspector, unless—

(*a*) if a constable, he has completed five years' service, and has for the last two years been free from punishment other than reprimand or caution, and if a sergeant, he has completed two years in that rank free prom punishment other than reprimand or caution;

(*b*) he has passed the examination in educational subjects and, after having completed not less than four years' service, the examination in police duties for promotion to sergeant or inspector, as the case may be;

(*c*) he has had not less than one year's service in the performance of ordinary outside police duty:

Provided that—

(i) a member of a police force may be promoted before he has completed five years' service, or may be permitted to take the qualifying examinations before he has completed four years' service if the chief officer of police, or, in the case of a borough police force, the watch committee, is satisfied that he possesses special qualifications for the performance of the particular duties on which he is to be employed;

(ii) the chief officer of police may dispense with the examination in educational subjects if he is satisfied that the sergeant or constable has passed an examination of an equivalent or higher standard;

(iii) where members of a police force are engaged wholly or mainly on specialised duties of a technical character the examination in police duties may, subject to the approval of the Secretary of State, be replaced in their case by an alternative technical examination.

(2) In this Regulation "service" means pensionable service and service as an auxiliary, and the expression "ordinary outside police duty" includes detective duty.

29. The examinations shall be conducted by means of written papers or oral examinations, or both, upon the following subjects:—

(1) Examination in educational subjects, including—

(*a*) reading aloud;

(*b*) writing, including handwriting, spelling, punctuation, and the writing and composition of reports;

(*c*) arithmetic, for promotion to sergeant, first four rules, simple and compound, including imperial weights and measures, and simple fractions; for promotion to inspector, first four rules, simple and compound, including imperial weights and measures, reduction, vulgar fractions and decimals (excluding recurring decimals), ratio and proportion, averages and percentages;

(*d*) geography, especially the geography of the British Isles;

(*e*) general knowledge and intelligence; and

(*f*) any special subject or subjects which may be required in the circumstances of a particular force or forces.

(2) Examination in police duties, including—

(*a*) criminal law;

(*b*) evidence and procedure;

(*c*) general statutes, regulations and orders;

(*d*) local regulations and byelaws;

(*e*) extra duties performed by the particular force concerned; and

(*f*) principles of local government.

(3) The papers on the educational subjects (*b*), (*c*), (*d*) and (*e*) shall be set and marked by a central examining authority approved by the Secretary of State, or such other competent examining body as the police authority of the force may select. The examinations in police duties and, where necessary, the educational subjects (*a*) and (*f*) shall be conducted by the chief officer of police or, where the size of the force permits, a board of officers acting under his directions.

(4) The examinations shall be held in large forces periodically, at least once in each year, and in smaller forces as often as may be required, and, subject to the provisions of Regulation 32, any member of a police force who has given due notice to the chief officer of police shall be entitled to sit—

(*a*) for either examination in educational subjects, and

(*b*) after he has completed four years' service within the meaning of Regulation 28 for the examination in police duties for promotion to sergeant or inspector, as the case may be.

30. The object of the required examinations is to test the educational and theoretical knowledge of the candidate, and the fact that he has passed them shall not entitle him to promotion or to promotion before another member of the force who has passed the examination at a later date.

31. After each examination a list giving the names of the candidates who have passed shall be published to the force or forces concerned. The result of each examination shall be marked on the record of each candidate so as to show that, on the date in question, he passed or failed to pass, and a list shall be kept of all members of the force who have passed the respective examinations.

32. A candidate who fails to pass the examination in educational subjects or police duties shall be informed of the subject or subjects in which he has failed to pass, and failure to pass shall not disqualify a candidate from presenting himself at a future examination after an interval of not less than one year.

Hours of Duty

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

34. The normal daily period for which constables, sergeants and inspectors (other than inspectors in sole charge of a sub-division, or members of the force normally employed in duties specially excepted by the Secretary of State) shall be required to perform their appointed police duties shall be eight hours, exclusive of time occupied in parading for relief, waiting for relief and returning to station after relief. Where the duties are performed in one tour of eight hours an interval of thirty minutes for refreshment shall be allowed.

35. The normal period of duty may be extended by or under the directions of the chief officer of police on any particular day or for a specified period as respects any member or members of the force; and nothing in these Regulations shall affect the obligation of any constable to carry out any lawful orders or to attend at any time to any matter to which it is his duty as a constable to attend.

36. When the normal period of duty of any member of a police force is so extended, or he is recalled to do duty after his normal hours, so that in any week the aggregate of any periods of duty in excess of the normal period of duty amounts to half an hour or more, he shall be granted, if and as soon as the exigencies of duty will permit, time off from duty equal to the said aggregate:

Provided that when a man after returning home is recalled for any specific duty (including attendance at court) the period allowed as " time-off " shall cover, in addition to the actual period of duty, the time occupied in going from and returning to his home, not exceeding such reasonable limit as may be fixed by the chief officer of police; and in the case of a man who has worked a full tour of night duty and is summoned from his home to do duty before 3.30 p.m., the period allowed as " time-off " under this Regulation shall be not less than four hours.

In this Regulation " week " means that period of seven days beginning and ending at the same times as those on which the pay of constables in the force in question is normally calculated.

37.—(1) Where, in the opinion of the chief officer of police, the exigencies of duty do not permit of any sergeant or constable being granted the whole period of " time-off " from duty under the preceding Regulation within such reasonable period (not exceeding three months) as the chief officer of police may fix, the man shall be granted in lieu of so much of the period of " time-off " as has not been granted to him, being not less than one hour, a non-pensionable payment at the rate of 4s. 3d. an hour for a sergeant and 3s. 6d. an hour for a constable.

(2) Where a sergeant or constable is engaged on duty involving his employment for irregular periods beyond the normal duty period so that the extension thereof cannot be definitely assessed and " time-off " cannot be granted, he may be granted, in lieu of all payments under paragraph (1) of this Regulation, a non-pensionable commuted payment at the rate provided in Regulation 72.

38. The provisions of Regulations 36 and 37 shall not apply—

(*a*) if a man is warned to be in readiness for duty if required, but is not actually recalled to duty;

(*b*) if he is paid in respect of the same incident of duty a detective allowance, a detachment duty allowance, an extra duty allowance, or any other allowance granted in respect of his being engaged beyond the ordinary duty period:

Provided that the hours of duty of a detective shall be subject to such adjustments as may be approved by the chief officer of police to meet occasions when exceptionally long hours of duty have been worked;

(*c*) if he is engaged on casual escort duty.

39. Where a member of a police force to whom the Police (Weekly Rest Day) Act, 1910(**a**), applies is required to perform duty on a day which would otherwise have been a rest day, he shall be granted another rest day

(**a**) 10 Edw. 7 & 1 Geo. 5. c. 13.

in lieu if and as soon as the exigencies of duty will permit; and if, in the opinion of the chief officer of police, the exigencies of duty do not permit of the grant of another rest day within such reasonable period (not exceeding three months) as he may fix, the man shall be granted a non-pensionable payment at the rate prescribed by paragraph (1) of Regulation 37, or, in any case to which that paragraph does not apply, either at the rate of one-sixth of his pay in respect of the week in which the rest day on which he was required to do duty fell, or the sum of £2, whichever amount is the greater.

39A.—(1) Every member of a police force shall so far as the exigencies of duty permit be granted a day's leave on each of the following days, namely, Christmas Day, Good Friday and the Bank Holidays as defined in the Bank Holidays Act, 1871(**a**), and if owing to the exigencies of duty a man is required to perform duty on any of the aforesaid days he shall be granted a day's leave in lieu of each such day if and as soon as the exigencies of duty permit.

(2) If in the opinion of the chief officer of police the exigencies of duty do not permit the grant of leave under the preceding paragraph within such reasonable time (not exceeding three months) as he may fix, the man, provided he is below the rank of superintendent, shall be granted a non-pensionable payment for each such day on which he was required to perform duty at the rate prescribed by paragraph (1) of Regulation 37 or, in any case to which that paragraph does not apply, either at the rate of one-sixth of his pay in respect of the week in which such day fell or the sum of £2, whichever amount is the greater.

40. On any occasion or occasions of emergency within the meaning of the Police (Weekly Rest Day) Act, 1910(**b**), the Secretary of State may direct that the provisions of Regulations 36, 37, 38, 39 and 39A shall apply only to such extent and under such conditions as he may prescribe.

Leave of Absence

41. Every member of a police force of the rank of chief inspector or any lower rank shall, so far as the exigencies of duty permit, be granted leave of absence (hereinafter referred to as annual leave) in addition to the days upon which he is not required to perform police duties in compliance with the Police (Weekly Rest Day) Act, 1910(**b**), or under paragraph (1) of Regulation 39A so that the members of the several ranks shall be granted annual leave in each complete calendar year as follows:—

	Days
Chief Inspectors	27
Sub-divisional Inspectors and Station Inspectors in the Metropolitan Police	25
Inspectors	24
Sub-Inspectors	22
Metropolitan Police Station Sergeants and Metropolitan Police First Class Sergeants (Criminal Investigation Department) ...	22
Sergeants	20
Constables	18

Provided that a member of a police force, in the calendar year in which he is appointed and in that in which he retires in pursuance of a notice of intention to retire, shall, so far as the exigencies of duty permit, be granted

(**a**) 34 & 35 Vict. c. 17. (**b**) 10 Edw. 7 & 1 Geo. 5. c. 13.

annual leave at the rate of one-twelfth of the period hereinbefore specified for his rank for each complete month of service in that year, a fraction of a day being reckoned as one day.

42. Chief officers of police, superintendents and any other officers not entitled to a weekly rest day shall, so far as the exigencies of duty permit, be granted in each complete calendar year leave of absence of not less than forty-two days, with an additional six days in each year after completing ten years' service in the rank, and shall also be allowed leave for one day and a half in each calendar month.

43. Inspectors, sergeants and constables shall, if the exigencies of duty permit, be allowed to take their annual leave in one period continuous with the weekly rest days of the weeks in which the leave is taken.

Personal Records

44.—(1) The chief officer of police shall cause a personal record of each member of the police force to be kept and, if that member becomes a member of another police force, shall, on demand by the chief officer of police of that other force, transmit to him a copy thereof.

(2) The personal record shall contain entries of the man's description, particulars of his birth place and date of birth, his family, any service in the Royal Navy, the Army, the Royal Air Force, the Civil Service or in any other police force or as an auxiliary, the date of his appointment, all postings. transfers and removals, all changes in pay, all promotions, all injuries received, all periods of sickness and of leave, all absence (if records of sickness and leave are not kept separately), all commendations, rewards and punishments and the date of his ceasing to be a member of the force, with the reason, cause or manner thereof.

45.—(1) On leaving the force (except in case of transfer, with the written consent of the chief officer of police, to another force) every man shall be given a certificate showing his rank and setting out the period of his service and the reason, cause or manner of his leaving the force, together with particulars of his personal description:

Provided that, where the man 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 officer of police may append to the certificate any recommendation which he feels justified in giving, such as—

His conduct was exemplary

His conduct was very good

His conduct was good.

Pay

47.—(1) The pay of members of a police force holding the rank of sergeant or constable shall be in accordance with the provisions of these Regulations.

(2) Subject to Regulation 27A, the pay of all other ranks shall be in accordance with the scale of pay of the force, which shall be subject to the approval of the Secretary of State.

(3) No pensionable payment other than those above referred to shall be made.

Scales of pay

48. Subject to the provisions of Regulations 27A and 63, the scales of pay for sergeants and constables shall be as follows:—

Scale of pay for sergeants

	s.	d.	
On promotion	150	0	weekly
After one year from promotion	153	0	,,
,, two years ,, ,, ...	156	0	,,
,, three ,, ,, ,, ...	159	0	,,
,, four ,, ,, ,, ...	162	0	,,
,, five ,, ,, ,, ...	165	0	,,

Scale of pay for constables

	s.	d.	
On appointment	105	0	weekly
After two years from appointment	108	0	,,
,, three ,, ,, ,, ...	111	0	,,
,, four ,, ,, ,, ...	114	0	,,
,, five ,, ,, ,, ...	117	0	,,
,, six ,, ,, ,, ...	120	0	,,
,, seven ,, ,, ,, ...	123	0	,,
,, eight ,, ,, ,, ...	126	0	,,
,, nine ,, ,, ,, ...	129	0	,,
,, ten ,, ,, ,, ...	132	0	,,

49. One day's pay shall be calculated for all purposes at the rate of one-seventh of the weekly rate.

51.—(1) All increments in the scale of pay for constables (except any increments granted under special conditions as provided in Regulations 53 to 61) and all increments in the scales of pay for the higher ranks shall be granted automatically upon completion of the stated periods of service, reckoned from the constable's appointment to the force or his promotion to the higher rank, as the case may be, and the grant of any increment shall not be retarded or withheld on account of any offence or other cause except on a specific order of reduction in rank or pay by way of punishment of an offence as provided in the Regulations relating to discipline.

(2) Where a member of a police force is promoted, having served for three years or more in the same force with pay not less than the minimum pay appropriate to the rank to which he is promoted, he may be granted on promotion one increment in the scale of pay appropriate to that rank.

52.—(1) If a member of a police force above the rank of constable transfers with the written consent of the chief officer of police (or, in the case of transfer of a chief officer of police, with the sanction of the police authority) to the same rank in another force, previous service which he is entitled to reckon for purposes of pay in the force from which he transfers shall (unless otherwise agreed upon) count for purposes of reckoning his pay in the force which he joins as follows:—

(*a*) if he transfers to a force with the same or a lower scale of pay for his rank, the whole of his previous service in that rank shall count;

(*b*) if he transfers to a force with a higher scale of pay for his rank, such portion of his previous service in that rank shall count as will bring his pay in the force which he joins up to the amount he was receiving in the force from which he transfers.

(2) A constable who transfers to another police force or who having resigned from a police force joins after the tenth day of May, 1948, the same or any other police force shall be entitled to reckon for the purposes of pay all service which he was entitled to reckon for that purpose in the force from which he transfers or resigned.

Grant of special increments of pay for constables

53. Subject to Regulations 60 and 63, a constable who has passed the qualifying examinations for promotion in police duties and educational subjects, may, at any time after he has served for five years, be granted a special increment in his scale of pay if the chief officer of police is satisfied that he shows special zeal, intelligence and proficiency in the performance of his duties and that he is well conducted.

54. A constable who is in receipt of a special increment under Regulation 53 may, at any time after he has served for one year from the date of the grant of the special increment, be granted a second special increment in his scale of pay if the chief officer of police is satisfied that he shows special zeal, intelligence and proficiency in the performance of his duties and is well conducted:

Provided that a second special increment may be granted under this Regulation immediately on the grant of a special increment under Regulation 53 if the chief officer of police is satisfied that the constable would by then have qualified for a second special increment if he had not ceased to serve as a constable in such circumstances that section one of the Police and Firemen (War Service) Act, 1939(a), applied to him.

55. A constable who has been granted a special increment or increments shall be paid at the rate at which he would be paid on the scale in Regulation 48, if he had been appointed, in the case of a grant of one special increment, one year and, in the case of a grant of two special increments, two years before he was appointed.

Grant of additional increments of pay for constables

56.—(1) Subject to Regulations 60 and 63, a constable who either has served for seventeen years or, having been granted a special increment which has not been withdrawn, has served for sixteen yars or, having been granted two special increments which have not been withdrawn, has served for fifteen years may at any time after he has completed the appropriate qualifying period be granted an additional increment of 4s. a week in his pay if the chief officer of police is satisfied that he shows zeal and proficiency in the performance of his duties and that he is well conducted:

Provided that a constable may be granted an additional increment at any time after he has served for fifteen years, notwithstanding that he is not in receipt of the requisite number of special increments if—

(*a*) the chief officer of police is satisfied that he would be in receipt of the requisite number of special increments if he had not ceased to serve as a constable in such circumstances that section one of the Police and Firemen (War Service) Act, 1939(a), applied to him, and

(*b*) he has passed the qualifying examinations for promotion not later than two years after resuming service as a constable.

(2) For the purposes of this Regulation a constable shall be deemed to have served during any period which, by virtue of subsection (1) of section two

(a) 2 & 3 Geo. 6. c. 103.

of the Police and Firemen (War Service) Act, 1939, is to be treated as a period of approved service or would be so treated if the proviso to the said subsection did not apply or which he is entitled to reckon as pensionable service.

57. A constable who is in receipt of an additional increment may, at any time after he has served for five years from the date when an additional increment was first granted to him exclusive of any period during which the additional increment was withdrawn from him, be granted a second additional increment of 4s. a week in his pay if the chief officer of police is satisfied that he shows zeal and proficiency in the performance of his duties and is well conducted:

Provided that—

(*a*) a constable who has previously held a higher rank and has served for twenty-two years (including service as an auxiliary) may be granted a second additional increment after he has served for one year, instead of five years, from the date of the grant of the additional increment;

(*b*) a second additional increment shall not be granted to a constable from whom an additional increment has been withdrawn until a period of one year has elapsed from the date when an additional increment has last been granted to him.

58.—(1) As soon as a constable has served for the appropriate qualifying period under Regulation 56 or Regulation 57, the chief officer of police shall consider whether an additional increment or, as the case may be, a second additional increment should be granted to him.

(2) A constable who has acquired a right under paragraph (1) of this Regulation to have the question considered whether a grant should be made to him may apply to the chief officer of police, as soon as may be after the end of each period of one or more complete years from the date when he acquired the right, again to consider the question, and it shall accordingly again be considered.

(3) A constable from whom an additional increment or increments has or have been withdrawn under Regulation 59 may apply to the chief officer of police at the end of each period of one or more complete years from the date of the withdrawal to consider whether an additional increment should be granted to him, and it shall accordingly be considered.

(4) If on consideration under paragraph (1) or (2) of this Regulation no grant is made, the constable shall, if he applies for the information, be informed in writing why no grant was made.

General provisions as to grant and withdrawal of special and additional increments of pay for constables

59. If the chief officer of police is of opinion—

(*a*) that a constable in receipt of a special increment or increments is not showing special zeal, intelligence or proficiency in the performance of his duties or that he is not well conducted, or

(*b*) that a constable in receipt of an additional increment or increments is not showing zeal or proficiency in the performance of his duties or that he is not well conducted,

the constable shall be given a written warning of the opinion of the chief officer of police and if, at the end of a period of two months from the date

of the warning or of such longer period as may be specified in the warning, the chief officer of police is still of the same opinion, the increment or increments shall be withdrawn:

Provided that if after the latest grant to the constable under Regulation 53, 54, 56 or 57—

(*a*) the constable is guilty of any default for which he is punished by a fine of 20s. or any greater punishment, or

(*b*) the constable is guilty, during any period of twelve months, of two defaults for which he is punished by punishments other than cautions, or

(*c*) the constable is guilty of more than three defaults for which he is punished by punishments other than cautions,

the increment or increments may be withdrawn without warning.

60. No special or additional increment shall be granted to a constable from whom an increment or increments has or have been withdrawn under Regulation 59 until a period of one year has elapsed from the date of the withdrawal.

61. The grant or withdrawal of any increment under Regulations 53 to 60 inclusive to or from a constable in a borough police force shall be subject to confirmation by the watch committee.

Service for the purposes of pay

63. For the purpose of applying the scale of pay for constables and of reckoning the qualifying period for the grant of a special or an additional increment there shall be added to the constable's service any period of service as an auxiliary or as a member of the Palestine police force.

ALLOWANCES

64. All allowances shall be non-pensionable and the amounts and conditions of payment shall be subject to the approval of the Secretary of State, and no allowances shall be paid except such as are prescribed in these Regulations or approved by the Secretary of State.

Rent allowance and supplementary allowance

65.—(1) A police authority shall provide each member of a police force with a house or quarters free of rent and rates or shall pay him a rent allowance:

Provided that a man to whom Regulation 65A applies who is provided with quarters shall be paid a rent allowance in addition.

(2) Subject to the provisions of Regulation 65A, a rent allowance shall be either—

(*a*) a "flat-rate allowance" for married and single men of each rank respectively, the amount to be fixed so as to cover a reasonable average rent (with rates) for members of the rank in question to pay, or

(*b*) a "maximum limit allowance" equal to the actual amount paid in rent and rates by the individual members of the force, subject to a maximum limit to be fixed for married and single men of each rank respectively.

(3) A rent allowance at the married men's rate—

(*a*) shall be paid to a married member of the force not separated from his wife;

(*b*) if the police authority think fit, may be paid to a married member of the police force separated from his wife, to a single member of the police force who has a dependent relative living with him and, whether or not he has a dependent relative living with him, to a member of the police force who has divorced, or been divorced by, his wife or is a widower;

and in all other cases a rent allowance at the single men's rate shall be paid:

Provided that a married member of the police force separated from his wife or a member of the police force who has divorced, or been divorced by, his wife and who regularly makes periodic payments to her or for her benefit may be granted an addition to his 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 wife or former wife.

(4) In this Regulation—

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

(i) in relation to a man who, immediately before his wife 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; and

(ii) in relation to any other man, the rent allowance which would for the time being be payable to him if his wife or former wife were living with him and he were paying the rent and rates which he was paying immediately before his wife commenced to live apart from him;

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

(*c*) the expression " rates " means—

(i) any rate as defined by section 68 of the Rating and Valuation Act, 1925(a); and

(ii) any rate for a supply of water for domestic purposes determined by reference to net annual value independently of the quantity of water consumed.

65A.—(1) This Regulation shall apply to a member of a police force who—

(a) is a married man or a widower with a child or children to whom the police authority have decided to grant a rent allowance at the married men's rate,

(*b*) is not living with his family, and

(*c*) satisfies the chief officer of police 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.

(a) 15 & 16 Geo. 5. c. 90.

(2) Notwithstanding the provisions of Regulation 65, the rent allowance to be paid to a member of a police force to whom this Regulation applies shall be that which would be payable to him under Regulation 65 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.

(3) A member of a police force to whom this Regulation applies shall be paid a supplementary allowance at the following rate:—

(*a*) if he is provided by the police authority with quarters free of rent and rates, 17s. 6d. a week;

(*b*) if he is not so provided, 25s. 0d. a week.

(4) The supplementary allowance payable under paragraph (3) of this Regulation 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 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.

(5) This Regulation shall cease to have effect on the thirty-first day of December, 1948.

Compensatory grant

65B.—(1) In the year commencing on the sixth day of April, 1947, and in each subsequent year, a member of a police force who has during the preceding year paid income tax in respect of a rent allowance or any compensatory grant mentioned in this paragraph paid or made to him in respect of his service in the force shall be paid a compensatory grant.

(2) The amount of the compensatory grant shall be equal to the amount by which the income tax in fact deducted during the preceding year according to the tax tables prepared or prescribed by the Commissioners of Inland Revenue from the member's emoluments in respect of his service in the force is increased by virtue of the inclusion in such emoluments of a rent allowance or any compensatory grant mentioned in this Regulation paid or made to him.

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

(4) Where a member of a police force leaves the force or dies whilst serving in the force he or his personal representatives, 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 equal to the amount by which the income tax in fact deducted between the beginning of the year and the date on which he leaves the force or dies, according to the tax tables prepared or prescribed by the Commissioners of Inland Revenue, from the member's emoluments in respect of his service in the force during that period is increased by virtue of the inclusion in such emoluments of a rent allowance or any compensatory grant mentioned in this Regulation paid or made to him.

(5) For the purposes of this Regulation—

(*a*) the word "year" means the year commencing on the sixth day of April and ending on the following fifth day of April; and

(*b*) where a member of a police force has served more than once in the same force, references in this Regulation to service in the force shall be construed as references to his service therein since his last appointment thereto.

Uniform allowance

66. A member of a police force 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.

Boot allowance

67. A member of a police force who is not supplied with boots by the police authority shall be paid in lieu a boot allowance at the rate of 2s. 6d. weekly.

Plain clothes allowance

68. A member of a police force who is required to do duty in plain clothes for a period of not less than one week shall be paid a plain clothes allowance at that one of the following rates which is appropriate to his rank, namely—

Superintendent	£35 per annum
Inspector	£32 per annum
Sergeant	11s. 0d. a week
Constable	10s. 0d. a week:

Provided that a sergeant or constable—

(*a*) who is required to do duty in plain clothes for not less than six days in any period of three months shall be paid a plain clothes allowance in respect of each day at a rate equal to one-sixth of the weekly rate;

(*b*) who 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 on duty may be paid a plain clothes allowance at a rate approved by the Secretary of State.

Detective allowance

69.—(1) A member of a police force shall be paid a detective allowance at the appropriate rate specified in paragraphs (2) and (3) of this Regulation, if the chief officer of police is satisfied that he is engaged in detective duties:

Provided that the allowance shall not be paid for a period of duty of less than one week.

(2) If the chief officer of police is satisfied that the member is normally engaged in outside duty, he shall be paid at the rate of—

Superintendents and inspectors	25s. 0d. weekly
Sergeants and constables	20s. 0d. weekly

(3) If the chief officer of police is satisfied that the member is normally engaged in duty other than outside duty, he shall be paid at the rate of—

Superintendents and inspectors	15s. 0d. weekly
Sergeants and constables	12s. 6d. weekly

(4) The payment of a detective allowance shall not preclude the payment also of a plain clothes allowance.

Subsistence and lodging allowance

70.—(1) A member of a police force of or below the rank of superintendent who, being retained on duty beyond his normal 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 one hour but does not exceed five hours, be paid a refreshment allowance;

(*b*) if the period for which he is so retained or engaged exceeds five hours, be paid a subsistence allowance;

(*c*) if the said expense includes expense of obtaining lodging, be paid a lodging allowance.

(2) Notwithstanding anything in the preceding paragraph a member of a police force of or below the rank of superintendent who satisfies the chief officer of police that during his normal 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) The amount of the said allowances shall be according to the following scale:—

Description of Allowance	Superintendents	Inspectors	Sergeants and Constables
Refreshment Allowance—			
(i) for one meal	3s. 6d.	3s. 0d.	2s. 6d.
(ii) for two meals	5s. 0d.	4s. 6d.	4s. 0d.
Subsistence Allowance: Period of retention or engagement—			
(i) over 5 hours and not exceeding 8 hours ...	5s. 0d.	4s. 6d.	4s. 0d.
(ii) over 8 hours and not exceeding 12 hours ...	7s. 6d.	6s. 6d.	5s. 6d.
(iii) over 12 hours and not exceeding 24 hours ...	10s. 6d.	9s. 0d.	8s. 0d.
(iv) over 24 hours—at the rate under (iii) above for each complete period of 24 hours retention or engagement, together with whichever is the appropriate amount under the preceding provisions of this scale for any excess over the aggregate of such complete periods.			
Lodging Allowance—			
For each night	10s. 6d.	9s. 6d.	8s. 6d.

Provided that—

(*a*) if a lodging allowance is payable as well as a subsistence allowance in respect of a total period of retention or engagement of sixteen hours or less, the subsistence allowance shall be of the amount appropriate to a retention or engagement for a period exceeding eight hours and not exceeding twelve hours;

(*b*) if the chief officer of police is satisfied in any particular case that the amount of the allowances specified above is not sufficient to cover the actual expenses necessarily incurred, he may authorise payment of the difference;

(*c*) if the chief officer of police is satisfied in any particular case that the amount of the allowances specified above 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;

(*d*) if a member of a police force is so retained or engaged for a period exceeding one week, he may, if the chief officer of police is satisfied that the allowances specified above would be excessive, be granted in lieu thereof a weekly allowance at such lower rate as may be necessary to cover his reasonable expenses.

(4) Where the place of duty of a member of a police force 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 officer of police may determine, mean the temporary place of duty.

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

Detachment duty allowance

72.—(1) Where a member of a police force is employed as part of a detachment lent in aid of another police force in circumstances that involve his sleeping away from home, a detachment duty allowance shall be payable in consideration of such duty at the rate of—

8s. 0d. daily for a superintendent
6s. 6d. ,, ,, an inspector
5s. 6d. ,, ,, a sergeant
4s. 6d. ,, ,, a constable

during the period of absence. When lodging and meals are not provided by the aided police authority, this allowance shall be payable in addition to any subsistence or lodging allowance to which the man may be entitled.

(2) A detachment duty allowance at the foregoing rates may be paid where members of the metropolitan police or any county police force are employed for a period of three or more complete days on detachment duty within the police district of the force to which they belong, *i.e.*, as part of a detachment reinforcing another division, sub-division or section, in circumstances that involve their sleeping away from home.

Extra duty allowance

73.—(1) Where the police are required to undertake any of the following duties, a member of the force so engaged may receive an extra duty allowance, to be payable by the authority for which the duties are undertaken, if the police authority are satisfied that the performance of such extra duties causes, either regularly or on recurring occasions, a material addition to his normal hours of duty as a constable:—

(i) duties of inspector under the Diseases of Animals Acts, 1894 to 1937, and making of returns in relation thereto;
(ii) inspection of weights and measures;
(iii) inspection and procuring samples under the Food and Drugs Act, 1938(a), and the Fertilizers and Feeding Stuffs Act, 1926(b);
(iv) inspection of premises for the purposes of the Explosives Acts, 1875 and 1923(c), and the Petroleum (Consolidation) Act, 1928(d);
(v) duties of inspector under the Shops Acts, 1912 to 1938;

(a) 1 & 2 Geo. 6. c. 56.
(b) 16 & 17 Geo. 5. c. 45.
(c) 38 & 39 Vict. c. 17 and 13 & 14 Geo. 5. c. 17.
(d) 18 & 19 Geo. 5. c. 32.

(vi) duties on behalf of the local authority in respect of local taxation licences.

(2) In respect of the following duties no allowance shall be payable other than the allowance or payment (if any) to which the constable would normally be entitled in respect of extended hours of police duty as provided in these Regulations:—

(i) enforcement of the Cinematograph Act, 1909(**a**), and the Celluloid and Cinematograph Film Act, 1922(**b**);
(ii) enforcement of borough bye-laws;
(iii) billeting;
(iv) issue of pedlars' certificates;

nor in respect of any of the following duties where undertaken by the police:—

(i) inspection of domestic servants' registries;
(ii) ,, ,, common lodging houses;
(iii) ,, ,, hackney carriages;
(iv) ,, ,, licensed boats;
(v) ,, ,, beach trading;
(vi) ,, ,, markets;
(vii) ,, ,, fire appliances;
(viii) ,, ,, street lamps;
(ix) duties as assistant relieving officer:

Provided that nothing in this Regulation shall be deemed to prevent a member of a police force who acts as assistant relieving officer from receiving an annual allowance in lieu of any other payments in respect of extended hours of duty, if the chief officer of police, or, in the case of a chief constable, the police authority, is satisfied that the performance of the duty causes a material addition to his normal work.

(3) The following are duties which the police shall not be required to perform:—

(i) collection and recovery of monies due under affiliation orders;
(ii) collection and recovery of monies due under maintenance orders under the Summary Jurisdiction (Separation and Maintenance) Acts, 1895 to 1925;
(iii) collection of market tolls;
(iv) Mayor's attendant;
(v) town crier;
(vi) the regular duty of cleaning or any part of the cleaning of a particular police station which the Secretary of State has directed is not a duty which the police may be required to perform;
(vii) any other work not connected with police duty which, in the opinion of the Secretary of State, the police may not properly be required to perform:

Provided that nothing in this Regulation shall preclude the collection of monies by a member of a police force appointed, with the consent of the police authority, collecting officer under the Affiliation Orders Act, 1914(**c**), or under the Criminal Justice Administration Act, 1914(**d**), or the receipt of monies tendered at a police station, or shall affect the duties of the police in the execution of any warrant.

(**a**) 9 Edw. 7. c. 30.
(**b**) 12 & 13 Geo. 5. c. 35.
(**c**) 4 & 5 Geo. 5. c. 6.
(**d**) 4 & 5 Geo. 5. c. 58.

Temporary duty allowance

74. Where a member of a police force of a rank below that of superintendent is required to perform the duties of a member of a force holding a higher rank than his own, either to fill a temporary vacancy or for some other special purpose and for a continuous period exceeding two weeks, he shall be granted in respect of such service, after the first two weeks, an allowance in addition to his pay, at a rate equal to the difference between his ordinary rate of pay and the lowest rate of pay of the rank in which he is temporarily acting.

Miscellaneous provisions as to allowances

75. An allowance may be paid, of such amount and under such conditions as may be approved by the Secretary of State on the recommendation of the police authority, in respect of recurring escort duty or other specific duties involving recurring detention on duty beyond the normal period and not covered by any other payment.

76. A member of a police force employed at the expense of a private person or persons shall be entitled to such payments as are provided in these Regulations by way of subsistence or lodging allowance or refreshment allowance or as payment in respect of extended hours of duty, but shall not receive any special allowance in consideration of the purpose for which he is employed. All payments so due shall be made by the police authority and recovered from the person or persons for whose benefit the constable is employed.

77. If a man who is regularly in receipt of a plain clothes allowance or detective allowance or any other allowance to meet an expense which ceases during his absence from duty is placed upon the sick list, the allowance shall be payable during his absence from duty up to a period of one month, but thereafter, during the remainder of his absence from duty, payment may be suspended at the discretion of the chief officer of police, subject, in a borough police force, to the approval of the watch committee:

Provided that the boot allowance shall not cease to be payable during a period of sickness.

Clothing, Equipment and Necessaries

78. Every member of a police force shall provide himself with clothing which is sufficient for his health and suitable to a person employed in the police service, and shall be in possession of two pairs of boots suitable for duty.

79. All articles of uniform, clothing and equipment necessary for the performance of police duty shall be provided by the police authority for all ranks free of cost to the individual member of the force, provided that officers of and above the rank of inspector may be paid a money allowance in lieu.

80. Issues of uniform shall, so far as circumstances permit, be made at stated periods, but where particular duties, or the duties of a particular man, entail greater or less wear of all articles or of any particular article of uniform, the issue to a particular man, or the issue of any particular garment, may be made on requisition approved by the chief officer of police. Clothing for particular duties such as mounted duty, cycling, driving of horsed or motor vehicles, stable duty or station cleaning, may be issued on requisition.

81. Subject to any modifications approved by the Secretary of State, the issues of articles of uniform and equipment for sergeants and constables shall be as follows:—

Article	Issue	Period of Wear	Number in Possession
Body Coat (*i.e.*, tunic, frock coat, patrol jacket, winter jacket, summer jacket, summer serge, as the case may be)	Annual	Two years or four years (according to whether one, two or more patterns of coat are supplied)	Two of each
(If tunics or other full dress coats are reserved for ceremonial duty only, their issue shall be on requisition over and above the periodical issue.)			
Trousers	Two pairs annually	Two years	Four pairs
(Where more than one material is provided, the issue shall be alternated to meet the demands of use.)			
Greatcoat	Every two years	Four years	Two
Cape	Every four or five years	Eight or ten years	Two
Headdress	Issue to be as required		Two
(Where a second pattern of headdress is supplied, the issue shall be alternated to meet the demands of use.)			

Where boots are provided by the police authority for the purposes of duty, the issue shall be at the rate of two pairs annually, or as may be approved by the Secretary of State.

82. The following articles of equipment shall be supplied as circumstances require:—

Armlet and buckle
Button brushes and button stick
Cape strap and sling
Gloves
Handcuffs
Haversack or kit bag
Lamp
Leggings
Overalls
Pocket note-book
Truncheon
Waist-belt
Warrant card
Waterproof coat or cape
Whistle and chain

83. All clothing and articles of equipment issued are for use in the performance of duty; they shall not become the property of the individual member of the force and must be delivered up by him on his leaving the force.

84. All garments supplied by the police authority (but not boots) shall be returned to store on being replaced at the expiry of the prescribed period of wear, and the amounts realised by their sale shall be paid to the police fund;

Provided that, if the police authority so directs, cast garments may be retained upon a payment to be fixed by the police authority, the amount of which, except in the case of trousers, shall be assessed according to the amount likely to be realised by the sale of the garments.

85. Replacement of lost, damaged, faulty or ill-fitting garments, and repairs (other than minor repairs which the man can satisfactorily do himself) shall be made or done at the expense of the police authority, except in the case of loss or damage caused by the man's default.

86. Part-worn clothing returned to store shall not be issued to another man until it has been properly cleaned and is in serviceable condition.

Medical Attendance and Stoppages from Pay

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

Provided that if, notwithstanding such certificate, a registered medical practitioner appointed or approved by the police authority has examined him and certified him to be fit for duty he shall no longer be entitled to be absent from duty.

87A. Where a member of a police force, who is not incapacitated for duty by illness, is relieved of duty on account of his having been in contact with infectious disease, without his own default, he shall not be liable to any deduction from pay or from annual or other leave in respect of such absence from duty.

88. There shall be deducted from the pay of a member of a police force the amount of any sickness benefit under the National Insurance Act, 1946(**a**), to which he may be entitled after the fifth day of January, 1949, or injury benefit under the National Insurance (Industrial Injuries) Act, 1946(**b**), to which he may be entitled.

Miscellaneous Provisions

89B.—(1) Subject to the provisions of paragraph (3) hereof, a member of a county police force or a combined police force who, having been a member of the police force of a borough comprised in the county or the combined area, has been transferred to the county police force or the combined police force by or under the provisions of the Police Act, 1946(**c**), shall not be assigned to duties which in the opinion of the Secretary of State make it necessary for him to establish his home outside the borough.

(2) This Regulation shall apply in relation to a member of a county police force or a combined police force who has been a member of the police force of a borough comprised in the county or the combined area and either reverts to the county police force or the combined police force under subsection (1) of section two of the Police (Overseas Service) Act, 1945(**d**), as applied by subsection (2) of section fourteen of the Police Act, 1946, or having been a person to whom section one of the Police and Firemen (War Service) Act, 1939(**e**), applied, became a member of the county police force or the combined police force without having been deemed under subsection (2) of section two of the last-named Act or under any regulations made under the Police Pensions Act, 1948(**f**), to have retired, in the same manner as it applies to a member of a county police force or a combined police force who has been transferred thereto by or under the provisions of the Police Act, 1946.

(**a**) 9 & 10 Geo. 6. c. 67.
(**b**) 9 & 10 Geo. 6. c. 62.
(**c**) 9 & 10 Geo. 6. c. 46.
(**d**) 9 & 10 Geo. 6. c. 17.
(**e**) 2 & 3 Geo. 6. c. 103.
(**f**) 11 & 12 Geo. 6. c. 24.

(3) This Regulation shall not apply to such a member of a county police force or combined police force as is described above if, since he became a member of the police force of the borough—

(*a*) he has been a chief officer of police;

(*b*) he has retired, resigned or been dismissed from a police force, has been deemed to have retired from a police force under any regulations made under the Police Pensions Act, 1948, or under subsection (2) of section two of the Police and Firemen (War Service) Act, 1939, or has engaged for a period of overseas service in such a manner that he has not acquired, under subsection (1) of section two of the Police (Overseas Service) Act, 1945, a right of reverter or, having acquired the said right of reverter, has lost or not availed himself of the said right or has removed, within the meaning of subsection (1) of section eight of the Police Pensions Act, 1921(**a**), or under any regulations made under the Police Pensions Act, 1948, from one police force to another;

(*c*) the police force of the borough has become subject to a consolidation agreement under section fourteen of the County Police Act, 1840(**b**); or

(*d*) he has given written notice to the chief officer of police of any county police force or combined police force of which he was at the time a member of his desire that this Regulation should cease to apply to him.

(4) Where a member of a county police force or combined police force has been a member of the police force of more than one borough, comprised in the county or combined area references in this Regulation to the police force of such a borough shall, in relation to him, be construed as references to the police force of such a borough of which he was last a member.

89C. For the purposes of these Regulations service in a police force from which a constable is transferred by or under the Police Act, 1946(**c**), and service in the force to which he is so transferred shall be treated as if it were service in the same force.

90.—(1) In these Regulations a reference to service as an auxiliary is to be taken as a reference to all whole-time paid service after the third day of September, 1939, as a police war reservist, as a special constable whose pay was granted under the Special Constables Order, 1940(**d**), or, while the constable in question was not in receipt of a pension under the Police Pensions Acts, 1921 and 1926(**e**), as a member of the first class of the police reserve, including all leave with full pay and any period of leave without full pay not exceeding seven days in duration, but excluding any period of leave without full pay exceeding seven days in duration and any period of absence or suspension without full pay or the equivalent of full pay; and for the purpose of this paragraph leave shall not be taken to be leave without full pay by reason only that there was deducted from the man's pay the amount of benefits under the National Health Insurance Acts, 1936 to 1941, or the National Insurance Acts, 1946(**f**), of payments made under any scheme made by the Minister of Pensions under the Personal Injuries (Emergency Provisions) Act, 1939(**g**), or of any weekly payments under the Workmen's Compensation Acts, 1925 to 1945, and in connection with any reference to

(**a**) 11 & 12 Geo. 5. c. 31. (**b**) 3 & 4 Vict. c. 88. (**c**) 9 & 10 Geo. 6. c. 46.
(**d**) S.R. & O. 1940 (No. 1193) I, p. 198; and *see* S.R. & O. 1942 (No. 1904) I, p. 76, S.R. & O. 1943 (No. 1562) I, p. 97, and S.R. & O. 1945 (No. 323) I, p. 125.
(**e**) 11 & 12 Geo. 5. c. 31 and 16 & 17 Geo. 5. c. 34.
(**f**) 9 & 10 Geo. 6. c. 62 and 9 & 10 Geo. 6. c. 67. (**g**) 2 & 3 Geo. 6. c. 82.

service as an auxiliary a reference to service as an auxiliary in a force shall be taken to include a reference to service as an auxiliary with that force.

(2) Any reference in these Regulations to a county police force, a borough police force or a watch committee shall, except in Regulation 89B, include a reference respectively to a combined force constituted by a county scheme, a combined force constituted by a borough scheme or a police authority constituted by a borough scheme.

(3) In these Regulations the expression "pensionable service" means pensionable service for the purposes of any regulations made under the Police Pensions Act, 1948(a), and for the time being in force.

90A. The provisions of the Second Schedule to these Regulations shall apply to all members of a police force; and no restrictions other than those designed to secure the proper exercise of the functions of a constable shall be imposed by the police authority or the chief officer of police on the private life of members of a police force except such as may temporarily be necessary or such as may be approved by the Secretary of State after consultation with the Police Council, and any such restriction temporarily imposed shall be reported forthwith to the Secretary of State.

91.—(1) In these Regulations a reference to a Regulation shall, unless the contrary intention appears, be construed as a reference to a Regulation contained in these Regulations.

(2) The Interpretation Act, 1889(b), shall apply to the interpretation of these Regulations as it applies to the interpretation of an Act of Parliament.

94. These Regulations shall apply to all police forces in England and Wales to which the Police Act, 1919(c), applies, and in their application to the metropolitan police force they shall apply subject to the following modifications:—

(*a*) ranks other than those specified in Regulation 2 may be adopted with the approval of the Secretary of State;

(*b*) Regulations 34 to 40 (which relate to hours of duty) shall not apply except to members of the force in the ranks of inspector, sergeant (including station sergeant and first class sergeant, Criminal Investigation Department) and constable;

(*c*) Regulations 68 to 72 and Regulation 74 (which relate to allowances) shall not apply except to members of the force in the ranks of inspector, sergeant (including station sergeant and first class sergeant, Criminal Investigation Department) and constable;

(*d*) notwithstanding Regulation 27, paragraph (4) of Regulation 29, Regulations 30 and 32, promotion from constable to sergeant and from sergeant to station sergeant in the metropolitan police may be by competitive examination in accordance with provisions approved by the Secretary of State and published in the General Orders of the force, and those provisions may also lay down the number of times and frequency with which a candidate may sit for the competitive examination and the qualifying examinations set out in Regulation 29.

95.—(1) The Regulations set out in the Third Schedule to these Regulations are hereby revoked.

(2) Section 38 of the Interpretation Act, 1889(b), shall apply as if these Regulations were an Act of Parliament and as if any Regulations revoked by these Regulations were Acts of Parliament repealed by an Act of Parliament.

(a) 11 & 12 Geo. 6. c. 24. (b) 52 & 53 Vict. c. 63.
(c) 9 & 10 Geo. 5. c. 46.

(3) Any appointment, grant, withdrawal of a grant or publication made or approval, certificate, consent or notice given or any record kept or other thing done under any Regulation revoked by these Regulations shall not be invalidated by the revocation effected by paragraph (1) of this Regulation, but shall, in so far as it could have been made, given, kept or done under a provision of these Regulations, have effect as if it had been made, given, kept or done under that provision.

(4) Any proceedings initiated, suspension from duty ordered or punishment imposed in respect of an offence or alleged offence against a code of offences against discipline for any police force shall be deemed to have been initiated, ordered or imposed under these Regulations.

(5) Any reference in any document to any regulations made under section four of the Police Act, 1919(a), or any provision thereof shall, unless the contrary intention appears, be construed as a reference to these Regulations or the corresponding provisions of these Regulations.

96.—(1) These Regulations may be cited as the Police (Consolidation) Regulations, 1948.

(2) These Regulations shall come into force on the fifth day of July, 1948.

J. Chuter Ede,
One of His Majesty's Principal Secretaries of State.

Home Office,
Whitehall.
7th June, 1948.

FIRST SCHEDULE

Discipline Code

Any member of a police force commits an offence against discipline if he is guilty of:—

(1) *Discreditable conduct,* that is to say, if he acts in a disorderly manner or any manner prejudicial to discipline or likely to bring discredit on the reputation of the force or of the police service.

(2) *Insubordinate or oppressive conduct,* that is to say, if he—
- (*a*) is insubordinate by word, act or demeanour, or
- (*b*) is guilty of oppressive or tyrannical conduct towards an inferior in rank, or
- (*c*) uses obscene, abusive or insulting language to any other member of the force, or
- (*d*) wilfully or negligently makes any false complaint or statement against any member of the force, or
- (*e*) assaults any other member of the force, or
- (*f*) overholds any complaint or report against any member of the force.

(3) *Disobedience to orders,* that is to say, if he disobeys or without good and sufficient cause omits or neglects to carry out any lawful order, written or otherwise, or contravenes any requirement of the Second Schedule to these Regulations.

(4) *Neglect of duty,* that is to say, if he—
- (*a*) neglects, or without good and sufficient cause omits, promptly and diligently to attend to or carry out anything which is his duty as a constable, or
- (*b*) idles or gossips while on duty, or
- (*c*) fails to work his beat in accordance with orders, or leaves his beat, point, or other place of duty to which he has been ordered, without due permission or sufficient cause, or

(a) 9 & 10 Geo. 5. c. 46.

(*d*) by carelessness or neglect permits a prisoner to escape, or

(*e*) fails, when knowing where any offender is to be found, to report the same, or to make due exertions for making him amenable to justice, or

(*f*) fails to report any matter which it is his duty to report, or

(*g*) fails to report anything which he knows concerning a criminal charge, or fails to disclose any evidence which he, or any person within his knowledge, can give for or against any prisoner or defendant to a criminal charge, or

(*h*) omits to make any necessary entry in any official document or book, or

(*i*) neglects, or without good and sufficient cause omits, to carry out any instructions of a medical officer of the force, or, while absent from duty on account of sickness, is guilty of any act or conduct calculated to retard his return to duty.

(5) *Falsehood or prevarication*, that is to say, if he—

(*a*) knowingly makes or signs any false statement in any official document or book, or

(*b*) wilfully or negligently makes any false, misleading or inaccurate statement, or

(*c*) without good and sufficient cause destroys or mutilates any official document or record, or alters or erases any entry therein.

(6) *Breach of confidence*, that is to say, if he—

(*a*) divulges any matter which it is his duty to keep secret, or

(*b*) gives notice, directly or indirectly, to any person against whom any warrant or summons has been or is about to be issued, except in the lawful execution of such warrant or service of such summons, or

(*c*) without proper authority communicates to the public press, or to any unauthorised person, any matter connected with the force, or

(*d*) without proper authority shows to any person outside the force any book or written or printed document the property of the police authority, or

(*e*) makes any anonymous communication to the police authority or the chief officer of police or any superior officer, or

(*f*) canvasses any member of the police authority or of any county, city or borough council with regard to any matter concerning the force, or

(*g*) signs or circulates any petition or statement with regard to any matter concerning the force, except through the proper channel of correspondence to the chief officer of police or the police authority, or in accordance with the constitution of the Police Federation, or

(*h*) calls or attends any unauthorised meeting to discuss any matter concerning the force.

(7) *Corrupt practice*, that is to say, if he—

(*a*) receives any bribe, or

(*b*) fails to account for or to make a prompt and true return of any money or property received by him in his official capacity, or

(*c*) directly or indirectly solicits or receives any gratuity, present, subscription or testimonial, without the consent of the chief officer of police or the police authority, or

(*d*) places himself under pecuniary obligation to any publican, beer-retailer, spirit-grocer, or any person who holds a licence concerning the granting or renewal of which the police may have to report or give evidence, or

(*e*) improperly uses his character and position as a member of the force for his private advantage, or

(*f*) in his capacity as a member of the force, writes, signs or gives, without the sanction of the chief officer of police, any testimonial of character or other recommendation with the object of obtaining employment for any person or of supporting an application for the grant of a licence of any kind, or

(*g*) without the sanction of the chief officer of police, supports an application for the grant of a licence of any kind.

(8) *Unlawful or unnecessary exercise of authority,* that is to say, if he—

(*a*) without good and sufficient cause makes any unlawful or unnecessary arrest, or

(*b*) uses any unnecessary violence to any prisoner or other person with whom he may be brought into contact in the execution of his duty, or

(*c*) is uncivil to any member of the public.

(9) *Malingering,* that is to say, if he feigns or exaggerates any sickness or injury with a view to evading duty.

(10) *Absence without leave or being late for duty,* that is to say, if he without reasonable excuse is absent without leave from, or is late for, parade, court, or any other duty.

(11) *Uncleanliness,* that is to say, if he while on duty or while off duty in uniform in a public place is improperly dressed or is dirty or untidy in his person, clothing, or accoutrements.

(12) *Damage to clothing or other articles supplied,* that is to say, if he—

(*a*) wilfully or by carelessness causes any waste, loss or damage to any article of clothing or accoutrement, or to any book, document or other property of the police authority, served out to him or used by him or entrusted to his care, or

(*b*) fails to report any loss or damage as above however caused.

(13) *Drunkenness,* that is to say, if he, while on or off duty, is unfit for duty through drink.

(14) *Drinking on duty or soliciting drink,* that is to say, if he—

(*a*) without the consent of his superior officer, drinks, or receives from any other person, any intoxicating liquor while he is on duty, or

(*b*) demands, or endeavours to persuade any other person to give him, or to purchase or obtain for him, any intoxicating liquor while he is on duty.

(15) *Entering licensed premises,* that is to say, if without permission he enters—

(*a*) while on duty any premises licensed under the liquor licensing laws or any other premises where liquors are stored or distributed when his presence there is not required in the execution of his duty, or

(*b*) any such premises in uniform while off duty.

(16) If he lends money to any superior or borrows from or accepts any present from any inferior in rank.

(17) Any member of a police force also commits an offence against discipline, and shall be liable to punishment as provided in these Regulations, if he is guilty of an offence which is punishable on conviction, whether summarily or on indictment, or if he connives at or is knowingly an accessory to any offence against discipline under this code.

SECOND SCHEDULE

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

2. The place at which a constable resides shall be subject to the approval of the chief officer of police.

3.—(1) A constable shall not, without the previous consent of the chief officer of police, 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 constable shall not, unless he has previously given written notice to the chief officer of police, 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 constable shall not wilfully refuse or neglect to discharge any lawful debt.

THIRD SCHEDULE

REGULATIONS REVOKED

The Police Regulations, 1947(a).
The Police (No. 2) Regulations, 1947(b).
The Police (No. 3) Regulations, 1947(c).
The Police Regulations, 1948(d).
The Police (No. 2) Regulations, 1948(e).

EXPLANATORY NOTE

(This Note is not part of the Regulations, but is intended to indicate their general purport.)

These Regulations consolidate, with amendments, the Regulations set out in the Third Schedule. Amendments are made in Regulations 39 and 39A (which relate to a day's leave or payment in lieu of the weekly rest day or a public holiday), Regulation 65A (which relates to supplementary allowance), Regulation 87 (which relates to sick leave) and Regulation 88 (which relates to deductions from pay of insurance benefits, together with minor amendments in Regulations 7(2)(*a*), 7(4), 28(2), 56(2), 73(1)(vi), 89B(2) and (3)(*b*), 90(1) and (3) and 95(5), Regulation 89A of the existing Regulations being omitted.

(a) S.R. & O. 1947 (No. 1603) I, p. 1687.
(b) S.R. & O. 1947 (No. 2005) I, p. 1716.
(c) S.R. & O. 1947 (No. 2844) I, p. 1717.
(d) S.I. 1948 No. 229.
(e) S.I. 1948 No. 855.