STATUTORY INSTRUMENTS

1968 No. 716 (S. 71)

POLICE

The Police (Scotland) Regulations 1968

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In exercise of the powers conferred on me by sections 7, 16 and 26 of the Police (Scotland) Act 1967(a) and of all other powers enabling me in that behalf, and after consulting (i) the Police Advisory Board for Scotland in accordance with section 26(9) of the said Act and (ii) the Police Council for Great Britain in accordance with section 26(8) of the said Act, I hereby make the following regulations:—

(a) 1967 c. 77.

PART I

Citation, commencement and interpretation

1.—(1) These regulations may be cited as the Police (Scotland) Regulations 1968 and shall come into operation on 17th May 1968.

(2) In these regulations, unless the context otherwise requires—

(*a*) a reference to a regulation shall be construed as a reference to a regulation contained in these regulations, a reference to a Schedule shall be construed as a reference to a Schedule to these regulations, a reference to a paragraph shall be construed as a reference to a paragraph in the same regulation or, as the case may be, the same part of the same Schedule and a reference to a sub-paragraph shall be construed as a reference to a sub-paragraph contained in the same paragraph;

(*b*) a reference to any enactment or instrument shall be construed as including a reference to that enactment or instrument as amended, extended or applied by any other enactment or instrument;

(*c*) a reference to a constable voluntarily transferring from one force to another shall be construed as a reference to such a constable leaving a force for the purpose of joining another force and joining that other force, where—

(i) he left the force first mentioned in this regulation on or after 1st January 1963 for the purposes aforesaid with, in the case of the chief constable, the consent of the police authority;

(ii) he left the force first mentioned in this regulation before 1st January 1963 for the purposes aforesaid with the consent, in the case of the chief constable, of the police authority, or, in any other case, with written consent of the chief constable.

(*d*) a reference to a constable being statutorily transferred from one force to another shall be construed as a reference to such a constable being transferred by or under the Police (Scotland) Act 1946(a), the Police (Scotland) Act 1956(b), or the Police (Scotland) Act 1967;

(*e*) a reference to a constable transferring from one force to another shall be construed as a reference to his either voluntarily so transferring or being statutorily so transferred;

(*f*) service in a police force from which a constable is or has been statutorily transferred and service in a police force to which he is or has been so transferred shall be treated as if it were service in the same police force;

(*g*) the following expressions have the meanings hereby respectively assigned to them, that is to say—

"appropriate disciplinary authority" has the like meaning as in section 26(7) of the Police (Scotland) Act 1967;

"central police officer" has the like meaning as in the Police Pensions Regulations;

"Discipline Regulations" means the regulations relating to discipline from time to time in force under section 26 of the Police (Scotland) Act 1967 or any corresponding earlier enactment;

"inspector" includes chief inspector;

"pensionable service" has the like meaning as in the Police Pensions Regulations;

(a) 1946 c. 71. (b) 1956 c. 26.

"Police Pensions Regulations" means the regulations from time to time in force under the Police Pensions Act 1948(a);

"Promotion Regulations" means the regulations relating to qualification and selection for promotion from time to time in force under section 26 of the Police (Scotland) Act 1967;

"public holiday" means New Year's Day and each of 5 other days, being so far as is practicable local public holidays;

"reversionary member of a home police force" has the like meaning as in the Police Pensions Regulations;

"serviceman (1939–1945)" has the like meaning as in the Police Pensions Regulations;

"superintendent" includes chief superintendent, superintendent, Grade I, and superintendent, Grade II;

"transferred force" has the like meaning as in Schedule 2 to the Police (Scotland) Act 1967;

(*h*) a reference to a police force, which shall have the like meaning as in the Police (Scotland) Act 1967, shall include a reference to a police force maintained under the Police Act 1964(b), so however that nothing in these regulations shall be construed as relating to the government, administration or conditions of service of such a force as is last mentioned.

(3) In these regulations any reference to a constable, which shall include a chief constable, is a reference to any regular constable as defined in the Police (Scotland) Act 1967, except where the context requires that the reference is confined to a constable holding the rank of constable, and references to a chief constable, an assistant chief constable, a superintendent, an inspector or a sergeant are references to constables holding those ranks respectively.

(4) The Interpretation Act 1889(c) shall apply for the interpretation of these regulations as it applies for the interpretation of an Act of Parliament.

PART II

ORGANISATION

Ranks

2. The ranks which may be held by constables shall be known by the following designations—

Chief Constable,
Superintendent, Grade I,
Superintendent, Grade II,
Inspector,
Sergeant,
Constable:

Provided that in a police force where varying degrees of responsibility render intermediate ranks necessary, any of the following ranks may be adopted subject to the approval of the Secretary of State—

Assistant Chief Constable,
Chief Superintendent,
Chief Inspector.

(a) 1948 c. 24.
(b) 1964 c. 48.
(c) 1889 c. 63.

Beats, sections, sub-divisions and divisions

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

Restrictions on the private life of constables

4. The restrictions on private life contained in Schedule 1 shall apply to all constables; and no restrictions other than those designed to secure the proper exercise of the functions of a constable shall be imposed by the appropriate disciplinary authority.

Business interests

5.—(1) A constable shall not have a business interest without the consent of the appropriate disciplinary authority.

(2) If a constable acquires or is likely to acquire, or in the case of a constable appointed to the office of chief constable or of deputy chief constable or promoted to the rank of assistant chief constable has, a business interest he shall forthwith give written notice of that interest to the appropriate disciplinary authority unless he has previously disclosed that interest to that authority.

(3) A person applying for appointment to a police force, other than a person referred to in paragraph (4), shall give written notice to the chief constable of any business interest.

(4) A person applying for appointment to the office of chief constable or of deputy chief constable or in the rank of assistant chief constable in a police force shall give written notice to the police authority responsible for the appointment of any business interest which he has or is likely to acquire after appointment.

(5) A person shall be regarded as having a business interest if—

(*a*) he carries on any business or holds any office or employment for hire or gain (otherwise than as a constable), or

(*b*) he resides at any premises where any member of his family keeps a shop or carries on any like business, or

(*c*) he holds, or any member of his family living with him holds, any licence, certificate or permit granted in pursuance of the laws relating to liquor licensing or betting and gaming or regulating places of public entertainment in the police area of the force of which he is a constable or to which he is applying for appointment or has any pecuniary interest in such licence, certificate or permit, or

(*d*) his spouse (not being separated from him) keeps a shop or carries on any like business in the police area of the force of which he is a constable or to which he is applying for appointment.

(6) For the purposes of this regulation, the expression "member of his family" shall include parent, son, daughter, brother, sister or spouse (not being separated from him).

APPOINTMENT AND PROBATION

Qualifications for appointment of constables

6. No person shall be qualified for appointment as a constable unless he or she—

(*a*) has attained 19 years of age and is under 30 years of age:

Provided that a man or a woman over the specified age limit may be appointed if—

(i) he or she is immediately transferred from another police force, or

(ii) he or she has had previous service as a constable, or is otherwise entitled to reckon previous service as pensionable service, or

(iii) there are other special circumstances approved by the Secretary of State upon the recommendation of the chief constable;

(*b*) save where for special reasons the chief constable otherwise decides, is not less in height than, in the case of a man, 5 feet 8 inches, or, in the case of a woman, 5 feet 4 inches;

(*c*) satisfies the chief constable that he or she is sufficiently educated by passing an examination in reading, writing and simple arithmetic prescribed by the chief constable, or such other examination of equivalent or higher standard as may be prescribed by the Secretary of State after consultation with the Police Advisory Board for Scotland.

(*d*) has produced satisfactory references as to character, and, if he or she has served in any branch of Her Majesty's naval, military or air forces, or in the civil service of the State, or in any police force, has produced satisfactory proof of good conduct while in such service or force;

(*e*) has been 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 the office of constable; and

(*f*) has given such information as may be required by the chief constable as to his or her previous history or employment.

Qualifications for appointment of assistant chief constable, superintendent or chief inspector

7. No person shall be qualified for appointment as assistant chief constable, superintendent or chief inspector in a police force unless he has had previous police experience in the rank of inspector.

Qualifications for appointment of chief constable

8.—(1) No person shall be qualified for appointment as chief constable unless he—

(*a*) is serving in a police force and has had at least 2 years' experience in the substantive rank of inspector, or a higher rank, in a police force other than the force for which the appointment is required, as a central police officer, or as a constable assigned to duty with the Scottish Crime Squad;

(*b*) has produced satisfactory references as to character and satisfactory proof of good conduct while a constable;

(*c*) has given such information as may be required by the police authority as to his previous history and employment;

(*d*) is not more than 55 years of age:

Provided that a man over that age limit may be appointed if he has served in another police force as chief constable of that force;

(*e*) has been 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 the office of chief constable.

(2) In the case of a constable of a combined force, previous service in the rank of assistant chief constable or above in any of its component parts shall count for the purposes of this regulation as service in a force other than the force for which the appointment is required.

Notice to be given to candidates for appointment

9. A candidate for appointment as a constable shall be given a notice in terms approved by the Secretary of State drawing attention to the conditions of service obtaining.

Form of declaration to be made on appointment

10. The terms of the declaration to be made under section 16 of the Police (Scotland) Act 1967 by a person appointed as a constable shall be as follows:—

"I hereby do solemnly and sincerely and truly declare and affirm that I will faithfully discharge the duties of the office of constable."

Probationary service in the rank of constable

11.—(1) This regulation shall apply to a constable of a police force appointed in the rank of constable other than such a constable—

(*a*) who transferred to the force from another police force, having satisfied therein the probation requirement in paragraph (2) or (3), or

(*b*) who has at least 2 years' qualifying overseas police service such as is mentioned in paragraph (4) and, since ceasing to be in such service, has not undertaken any other service or employment.

(2) A constable of a police force to whom this regulation applies shall, unless paragraph (3) applies in his case, be on probation for the first 2 years of his service as a constable in that police force following his last appointment thereto.

(3) A constable of a police force to whom this regulation applies who has served on probation for a period of not less than a year following a previous appointment to that or any other police force, or who has at least a year's qualifying overseas police service, shall be on probation for the first year of his service as a constable in the police force in which he is currently serving following his last appointment thereto:

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 or, as the case may be, of qualifying overseas police service, shall not be less than 2 years, or

(*b*) dispense with the period of probation, if the constable, following his previous appointment, completed the required period of probation in the force in question or, as the case may be, if the constable completed at least 2 years' qualifying overseas police service.

(4) For the purposes of this regulation—

(*a*) any reference to qualifying overseas police service is a reference to service as a member of the Royal Ulster Constabulary or to certified overseas police service within the meaning of regulation 31; and

(*b*) any period of unpaid maternity leave shall be disregarded in reckoning a constable's service.

Discharge of probationer

12.—(1) Subject to the provisions of this regulation, the chief constable of a police force may at any time by written notice given to the constable to whom it relates in accordance with the provisions of this regulation discharge from his appointment a constable of the force of the rank of constable who is on probation, if the chief constable considers that the constable 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 who is discharged under this regulation—

(*a*) shall be informed in writing of the provisions of paragraph (3);

(*b*) shall be entitled to receive a month's notice or a month's pay in lieu thereof.

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

RESIGNATION

Period of notice required before resignation

13. A constable may voluntarily resign his appointment if he has given to the appropriate disciplinary authority one month's written notice, or such shorter notice as that authority may accept, of his intention to do so, and not otherwise:

Provided that nothing in this regulation shall affect the operation of any resignation tendered in the circumstances specified in regulation 12(3).

PERSONAL RECORDS

Contents of personal records

14.—(1) The chief constable of every police force shall cause to be kept, in accordance with this regulation, a personal record of each constable of the force.

(2) The personal record shall contain—

(*a*) a photograph not more than 10 years old of the constable taken in accordance with the directions of the chief constable and at the expense of the police authority;

(*b*) a personal description of the constable;

(*c*) particulars of the constable's place and date of birth;

(*d*) particulars of his marriage (if any) and of his children (if any);

(*e*) a record of his service (if any) in any branch of Her Majesty's naval, military or air forces or in the civil service of the State;

(*f*) a record of his service (if any) in any other police force or as an auxiliary;

(*g*) a record of whether he has passed or failed to pass any qualifying examination held under the Promotion Regulations at which he was a candidate;

(*h*) a record of his service in the police force, including particulars of all promotions, changes of pay, postings, transfers, removals, injuries received, periods of illness, attendances at training courses, commendations, rewards, punishments other than cautions, and the date of his ceasing to be a constable of the police force with the reason, cause or manner thereof:

Provided that—

(i) a punishment of a fine not exceeding 2 days' pay 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 7 years free from punishment, other than a caution.

(3) Where a punishment is expunged from a constable's personal record, so much of that personal record as relates to punishments shall be destroyed and a new part made out so as not to disclose that the expunged punishment has been imposed.

(4) A constable shall, if he so requests, be permitted to inspect his personal record.

Transfer of personal records

15. Where a constable transfers to another police force his personal record shall be transferred to the chief constable of that other police force.

Personal record of constable leaving force

16.—(1) Where a constable of a police force ceases to be a constable of that police force the constable shall, unless he transfers to another police force, be given a certificate signed by or on behalf of the chief constable stating—

(*a*) the rank last held by him in the first mentioned force;

(*b*) the period of his service in that force and in any other police force;

(*c*) which, if any, of the circumstances specified in the next following paragraph was the reason for his ceasing to be employed in the first mentioned force;

(*d*) particulars of his personal description.

(2) The circumstances referred to in paragraph (1) are the following:—

Pensioned on completion of service.

Pensioned in consequence of injury received on duty.

Pensioned on account of ill health.

Discharged on gratuity on account of ill health.

Discharged before completion of period of probation.

Resigned.

Required to resign.

Dismissed.

(3) The chief constable may append to the certificate any recommendation which he feels justified in giving.

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

Fingerprints of constables

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

(2) Fingerprints of constables taken in pursuance of paragraph (1) shall be kept in a register separate from any register containing fingerprints taken otherwise than in pursuance of that paragraph.

(3) The fingerprints of a constable of a police force taken in pursuance of paragraph (1) and all copies and records thereof shall be destroyed on his ceasing to be a constable of that force, except that, where he transfers to another police force, they shall be transferred to the chief constable of that other force.

PART III

Duty, Overtime and Leave

Duties of constables

18.—(1) Every constable 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.

(2) Without prejudice to any enactment laying specific duties on constables, the following are duties which constables shall not be required to perform:—

(*a*) collection and recovery of monies due under decrees of affiliation and aliment and decrees for aliment;

(*b*) acting as theatre or public hall attendant;

(*c*) collection of market tolls.

Limitation on duties to be assigned to constables statutorily transferred

19.—(1) Where a constable of a combined police force has been a constable of the police force of a burgh or a county comprised in the combined area and has been statutorily transferred to the combined police force, then, subject to the provisions of paragraph (2), he shall, while a constable of the combined police force, not be assigned without his consent to duties which, in the opinion of the Secretary of State, make it necessary for him to establish his home outside the area for which the burgh or, as the case may be, the county police force was maintained.

(2) This regulation shall not apply to such a constable of a combined police force as is described in paragraph (1)—

(*a*) if, since he became a constable of the burgh police force or, as the case may be, of the county police force, he has been a chief constable, or

(*b*) if, in the case of a constable who has been a constable of the police force of a county comprised in the combined area, he has, before 1st May 1968, been assigned to such duties as are there mentioned.

(3) This regulation shall apply in the case of a constable of a police force who served as a central police officer or who ceased to be a constable of a police force and became a serviceman (1939–1945) or a reversionary member of a home police force—

(*a*) where on ceasing to be such, he resumed service in, or, as the case may be, exercised his right of reversion to, his former force, as if he had not ceased to be a constable of that force, or

(*b*) where on ceasing to be such, he resumed service in, or, as the case may be, exercised his right of reversion to some other force to which constables of his former force had been statutorily transferred, as if he had been statutorily transferred from his former force to that other force.

Meetings of the Scottish Police Federation treated as police duty

20.—(1) The attendance of a constable at one of the following meetings of the Scottish Police Federation, that is to say a duly authorised meeting of a branch board, a central committee, a central conference or a women's annual conference, shall be treated as an occasion of police duty.

(2) For the purposes of this regulation, a "duly authorised meeting" shall be any such meeting as may be provided for in regulations 8, 10, 12 and 13 of the Police Federation (Scotland) Regulations 1966(a).

Normal daily period of duty

21.—(1) This regulation shall apply to every constable who—

(*a*) is below the rank of superintendent;

(*b*) is not paid a detective duty allowance; and

(*c*) is not assigned to duties which the Secretary of State has specifically excepted from the provisions of this regulation.

(2) The normal daily period of duty (including the period for refreshment referred to in paragraph (3)) of a constable 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:

Provided that in relation to a woman constable whose duty is wholly or mainly patrol duty, the police authority may substitute 7 hours or 7½ hours for the said 8 hours.

(3) Where the normal daily period of duty is performed in one tour of duty an interval of 45 minutes shall normally be allowed for refreshment:

Provided that in the case of a woman constable whose duty is wholly or mainly patrol duty and the normal period of duty, other than the time occupied in reporting for duty, is 7½ hours or more, the said interval shall normally be an hour.

Overtime

22.—(1) Subject to the provisions of this regulation, where a constable to whom regulation 21 applies remains on duty after his tour of duty ends or is recalled to duty between 2 tours of duty, he shall be granted, if and as soon as

(a) S.I. 1966/132 (1966 I, p. 241).

the exigencies of duty in the opinion of the chief constable permit, in respect of each unit of time during which he so remains on duty after his tour of duty ends or after being so recalled (hereafter in these regulations referred to as "overtime") one unit of time off and in addition for each 3 units of overtime in any week an additional unit of time off.

(2) If in the case of a constable below the rank of inspector time off in respect of his overtime during any week is not granted within such time (not exceeding 3 months) after the said week as the chief constable may fix, the constable shall be granted for each unit of overtime worked during that week for which time off has not been granted an allowance of a twenty-fourth of a day's pay, fractions of a penny being ignored, and after the time so fixed any right to time off in respect of that week shall cease.

(3) In computing any period of overtime for the purposes of this regulation—

(*a*) where the constable is engaged on casual escort duty, account shall be taken only of—

(i) the time during which he is in charge of the person under escort,

(ii) such other time as is necessarily spent in travelling to or from the place where the constable is to take charge of, or hand over, the person under escort, as the case may be, and

(iii) any other time that may be allowed by the chief constable:

Provided that, if the constable 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 constable is not in charge of the person under escort as he considers appropriate in the circumstances;

(*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;

(*c*) no account shall be taken of any overtime for which the constable receives an allowance under regulation 55 or 58;

(*d*) where a constable is recalled to duty, the period of overtime shall include the time occupied by the constable in going from and returning to his home not exceeding such reasonable limit as may be fixed by the chief constable;

(*e*) where a constable who has completed a full tour of night duty, which ended at any time after 2 a.m. and before 10 a.m., is recalled to duty before 9½ hours have elapsed from the time when such tour of duty ended, he shall be deemed, if the period of overtime worked on that occasion amounts to less than 16 units of overtime, to have worked in respect of that period a period of overtime equal to 16 units of overtime and for the purposes of this sub-paragraph, where a constable does not complete a full tour of duty by reason only of having been granted time off in respect of overtime already worked, he shall nevertheless be treated as if he had, at the time at which he went off duty, completed a full tour of duty; and

(*f*) no account shall be taken of any casual overtime except as authorised by paragraph (4).

(4) A constable shall for any period of not less than 2 units of casual overtime be granted, if and as soon as the exigencies of duty in the opinion of the chief

constable permit, time off of 20 minutes for each such unit if in any fortnight the aggregate number of units of casual overtime, excluding any period of less than 2 units, is not less than 12.

(5) In respect of any overtime worked on any special occasion by an inspector other than an inspector who is paid a detective duty allowance, paragraph (2) shall apply as it applies to overtime worked by constables below the rank of inspector.

(6) Notwithstanding the provisions of paragraph (1) of regulation 21, where on any special occasion a constable below the rank of superintendent who is paid a detective duty allowance is required to do duty in connection with that special occasion, then, if he remains on such duty beyond the normal daily period of duty, he shall be entitled in respect of such overtime to time off in accordance with paragraph (1) or an allowance in lieu thereof in accordance with paragraph (2).

(7) For the purposes of this regulation—

(*a*) the following expressions shall have the meanings hereby respectively assigned to them, that is to say—

"a day's pay" means a week's pay divided by 5¼, fractions of a penny being ignored;

"casual overtime" means a period of overtime of less than 4 units during which a constable remains on duty after his tour of duty ends, other than a period in respect of which the constable was informed at the commencement of his tour that he would be required to remain on duty after his tour ended;

"fortnight" means that period of 14 days beginning with such day as is fixed by the chief constable;

"special occasion" means an occasion designated as a special occasion for the purposes of this regulation by the chief constable;

"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; and

(*b*) references to a constable recalled to duty shall not include a reference to a constable who is only warned to be in readiness for duty if required.

Public holidays and rest days for lower ranks

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

(2) Such a constable shall, so far as the exigencies of duty permit, be granted in each year a day's leave on each public holiday and be granted rest days at the rate of—

(*a*) at least 52 days in a year, such days being distributed throughout the year with the object of securing so far as practicable to every such constable one day's rest in every 7;

(*b*) one additional rest day in each fortnight; and

(*c*) one additional rest day in each period of 4 weeks:

Provided that on any occasion or occasions of emergency the Secretary of State may direct that this paragraph shall apply only to such extent and under such conditions as he may determine.

(3) Such a constable who is required to do duty on a public holiday or on a day which would otherwise have been a rest day shall be granted, if and as soon as the exigencies of duty permit, time off equal to 1½ times the period of completed quarters of an hour of duty on each such day.

(4) If in the opinion of the chief constable the exigencies of duty do not permit the grant of time off under paragraph (3) within such time (not exceeding 3 months) as he may fix, the constable shall be granted in lieu of time off an allowance at the rate of 3 sixty-fourths of a day's pay for each quarter of an hour of duty on each such day, fractions of a penny being ignored.

(5) For the purposes of this regulation—

(*a*) a constable who is paid a detective duty allowance in respect of duty on a public holiday or on a day which otherwise would have been a rest day shall be deemed to be required to do duty on such day only if he has been specifically so ordered;

(*b*) a day's pay means a week's pay divided by 5¼, fractions of a penny being ignored;

(*c*) a period of less than 8 completed quarters of an hour of duty on a public holiday or on a day which would otherwise have been a rest day shall be treated as though it were a period of 8 completed quarters of an hour of duty;

(*d*) a reference to a day which would otherwise have been a 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 constable 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 constable concerned;

(*e*) the expression "rest day" means a day on which a constable is not required to perform police duty and includes an additional rest day;

(*f*) the expression "fortnight" means that period of 14 days beginning with such day as is fixed by the chief constable;

(*g*) where a constable is recalled to duty after completing a tour of duty, his period of duty shall include the time occupied by him in going from and returning to his home on and after his recall, not exceeding such reasonable limit as may be fixed by the chief constable;

(*h*) where a constable is required to do duty on a public holiday or on a day which would otherwise have been a rest day (otherwise than when he is recalled to duty after completing a tour of duty), his period of duty shall include 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 any period of time so occupied which together with the constable's period of duty amounts to more than 4 hours shall be disregarded; and

(*i*) the expression "year" means that period of 12 months beginning on such date as may from time to time be determined by the chief constable.

Public holidays and monthly leave days for higher ranks

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

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

(*a*) in the case of a superintendent, 4 monthly leave days;

(*b*) in any other case, 1½ monthly leave days.

(3) Such a constable 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 4 monthly leave days, then, during the next following month he shall, so far as the exigencies of duty permit, be granted the number of days not granted as additional monthly leave days.

Annual leave

25.—(1) Every constable shall, so far as the exigencies of duty permit, be granted annual leave in accordance with Schedule 2.

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

(*a*) regulation 23, in the case of a constable below the rank of superintendent, or

(*b*) regulation 24, in the case of a constable of, or above, the rank of superintendent;

and a constable 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 constable 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 constable may be so absent, without being so certified, for a period not exceeding 3 days on any occasion, excluding any day on which he would not have been required to perform police duty were he not absent;

(*b*) if, notwithstanding such certification of unfitness for duty, a registered medical practitioner appointed or approved by the police authority has examined the constable 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 constable who is in quarantine as it applies to a constable 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 married woman constable 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 constable 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 of the rank of 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 married woman constable 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.

PART IV

PAY

Rate of pay

28.—(1) The rate of pay of a constable holding—

(*a*) the rank of chief inspector, inspector, sergeant or constable shall be in accordance with the appropriate scale of pay mentioned in Schedule 3;

(*b*) any other rank shall be in accordance with such scale of pay as shall be determined by the Secretary of State.

(2) Subject to regulations 29, 30 and 31, section 2(1) of the Police (Overseas Service) Act 1945(a) and section 38(1) of the Police (Scotland) Act 1967, in reckoning the service of a constable of a police force in any rank for the purposes of any of the aforesaid scales of pay, account shall be taken only of service in the force in that rank since his last promotion thereto or, as the case may be, his last appointment to the force, together with any previous service in that or a higher rank on temporary promotion thereto, since his last appointment to the force:

Provided that in reckoning a constable's service in any rank—

(*a*) that service shall be treated as unbroken by, and including, any period of service in a higher rank on temporary promotion thereto or any period of service in Her Majesty's forces which he is entitled to reckon as pensionable service;

(*b*) previous service in that or a higher rank, on temporary promotion thereto, shall be disregarded if, subsequent to that promotion, he has been reduced in rank as a punishment;

(*c*) any period of unpaid maternity leave shall be disregarded.

(3) Notwithstanding anything in paragraph (1), the pay of a constable holding the office of deputy chief constable shall be increased by such amount as may be approved by the Secretary of State and, in the case of a constable who, having held the office of deputy chief constable in the transferred force, has been statutorily transferred, may be increased with the approval of the Secretary of State by such amount as may be approved by the Secretary of State.

(4) Nothing in this regulation shall effect the operation of any provision of the Discipline Regulations.

Reckoning of previous service

29.—(1) A constable of a police force of a rank higher than that of constable, who voluntarily transferred thereto from some other force in that higher rank, shall be entitled (subject to any contrary agreement) to reckon, for the purposes of the scale of pay for that rank, the service which was so reckonable immediately before he transferred:

(a) 9 & 10 Geo. 6. c. 17.

Provided that, if on transfer to the force his rate of pay for that rank fell to be determined in accordance with a scale of pay higher than that applicable in the force from which he transferred, he shall be entitled to reckon under this regulation only such service as secured that his rate of pay immediately after transferring was not less than his rate of pay immediately before transferring.

(2) A constable of a police force of the rank of constable who—

(*a*) voluntarily transferred thereto from some other force, or

(*b*) rejoined or joined that force after 28th June 1948, having previously resigned from that or some other force,

shall be entitled to reckon, for the purposes of the scale of pay for the rank of constable, the service which was so reckonable immediately before he transferred or previously resigned, as the case may be.

(3) A constable of the rank of constable shall be entitled to reckon, for the purposes of the scale of pay for the rank of constable, any period of whole-time service in Orkney or Zetland before 15th January 1938 or 29th May 1940 respectively and any period of service in Her Majesty's forces following a period of service as defined in regulation 30.

Reckoning by constables of auxiliary service

30.—(1) A constable of the rank of constable shall be entitled to reckon for the purposes of the scale of pay for that rank any period of whole-time paid service after 3rd September 1939—

(*a*) as a police war reservist;

(*b*) as a special constable in receipt of pay under the Special Constables (Scotland) Order, (No. 2), 1940(a);

(*c*) as a member of the first class of the police reserve not in receipt of a pension in respect of service as a constable;

(*d*) as a member of Class A of the Women's Auxiliary Police Corps;

(*e*) as a member of the Women's Auxiliary Police Corps, otherwise than of Class A thereof, assigned wholly or mainly to street patrol duties, motor patrol duties or outside detective duties, being a period of such service of not less than a complete month and ending before 1st April 1945.

(2) For the purposes of this regulation, whole-time paid service includes all leave with full pay, any period of leave without full pay not exceeding 7 days in duration and any period of absence or suspension with full pay or the equivalent of full pay, and leave shall not be taken to be leave without full pay by reason only that there was deducted from pay the amount of benefits under the National Health Insurance Acts 1936 to 1941, or the National Insurance Acts 1946(b), of payments under any scheme made by the Minister of Social Security under the Personal Injuries (Emergency Provisions) Act 1939(c), or of weekly payments under the Workmen's Compensation Acts 1925—1945; but save as aforesaid whole-time paid service does not include any period of leave or suspension.

Reckoning by constables of overseas police service

31.—(1) A constable 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*) service in the Palestine police force;

(*b*) service in the Royal Ulster Constabulary;

(a) S.R. & O. 1940/1275 (1940 I, p. 200). (b) 1946 c. 62 & c. 67.
(c) 1939 c. 82.

(*c*) certified overseas police service such as is mentioned in paragraph (2), notwithstanding that such service is not service in the rank of constable in a police force in Great Britain.

(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), or, where appropriate, the territory or country wherein the colony, protectorate or protected state was incorporated after the inception of the service, subject to it being certified by or on behalf of the Minister of Overseas Development 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 being certified by or on behalf of the Minister of Overseas Development 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 1 of the Overseas Service Act 1961(b), 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.

Deductions from pay of sickness or injury benefits

32.—(1) There shall be deducted from the pay of a constable the amount of any sickness benefit or of any injury benefit to which he may be entitled.

(2) In this regulation—

(*a*) the expression "sickness benefit" means sickness benefit under the National Insurance Act 1965(c) together with any supplement thereto payable under section 2 of the National Insurance Act 1966(d); and

(*b*) the expression "injury benefit" means injury benefit under the National Insurance (Industrial Injuries) Act 1965(e) together with any supplement payable therewith under the said section 2;

and, for the purposes thereof, a married woman constable who is excepted from liability to pay contributions under section 3 of the National Insurance Act 1965 shall be deemed to be entitled to any sickness benefit, other than any supplement under section 2 of the National Insurance Act 1966, to which she would have been entitled had she not been so excepted.

(a) 1948 c. 56. (b) 1961 c. 10. (c) 1965 c. 51.
(d) 1966 c. 6. (e) 1965 c. 52.

Calculation of monthly, weekly and daily pay

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

(2) A week's pay shall be calculated, for all purposes, at a weekly rate of pay determined by dividing by $52\frac{1}{8}$ the annual rate.

(3) A day's pay shall be calculated, except for the purposes of regulations 22 and 23, at a daily rate determined by dividing by 7 the weekly rate, determined as aforesaid.

(4) In determining a monthly, weekly or daily rate of pay, fractions of a penny shall be ignored.

Pay day

34.—(1) Constables shall be paid at such intervals as the police authority may fix and the police authority may fix different intervals for different classes.

(2) In fixing the interval for any class the police authority shall have regard to the wishes of the constables of that class.

PART V

Allowances and other Emoluments

Restriction on payment of allowances

35.—(1) No allowances shall be paid to a constable except as provided by these regulations or by the Discipline 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 constable 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.

Restriction on payments for private employment of police

36. Without prejudice to the generality of regulation 35, a constable who is engaged on duty at the request of any person who has agreed to pay the police authority for the constable's services shall not be entitled to any payment for those services except as provided by these regulations; and any payments made in pursuance of that agreement shall be made by that person to the police authority.

Rent allowance

37.—(1) A constable 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 constable to whom regulation 38 applies who is provided with a house or quarters shall be paid a rent allowance in addition;

(*b*) a woman constable shall not be paid a rent allowance if she is either married to a constable and living with him or is on unpaid maternity leave.

(2) A maximum limit allowance—

(*a*) shall be paid to a married man not separated from his wife;

(*b*) shall be paid to a constable of a police force, not being a married man (other than a man separated from his wife) or a married woman, who—

(i) has attained the age of 30 years,

(ii) has served for 5 years as a constable of that or any other police force, and

(iii) occupies as owner or tenant the accommodation in which he or she is living;

(*c*) may, if the police authority think fit, be paid to a man, not being a man 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 wife, or

(iii) is a widower;

(*d*) may, if in special circumstances the police authority think fit, be paid to a woman constable, not being a woman to whom sub-paragraph (*b*) applies;

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

(3)—(*a*) A maximum limit allowance shall, subject to the maximum limit, be the aggregate of the amount paid in rates and—

(i) where the constable owns the accommodation in which he resides, the amount which in the opinion of the District Valuer would be paid as rent therefor if the accommodation were let unfurnished,

(ii) where the constable is living in unfurnished accommodation, the amount paid in rent therefor, or

(iii) subject to sub-paragraph (*a*)(i), where the constable 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 accommodation is let to or occupied by a tenant or lodger, as the case may be, who is not a constable, the police authority may make a deduction from the said aggregate in respect of such part.

(*b*) The maximum limit shall be fixed by the police authority with the approval of the Secretary of State for each rank.

(4) A flat-rate allowance shall be an allowance fixed by the police authority with the approval of the Secretary of State for each rank of an amount sufficient to cover the reasonable average cost of unfurnished accommodation for single constables of the rank in question.

(5) A constable who is either a married man separated from his wife or a man who has divorced, or been divorced by, his wife and who regularly makes periodic payments to her or for her benefit may 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 2 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.

(6) 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;

(ii) in relation to any other man, 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 (3)(*a*) were unchanged since 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 man 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" means any rate, charge or assessment, the proceeds of which are applicable to public local purposes and which are leviable on lands and heritages and includes any rate in respect of water supply payable according to the net annual value of the house or quarters.

Supplementary rent allowance

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

(*a*) a constable, other than a woman constable, who—

(i) is a widower with a child or children or a married man,

(ii) is not living with his family, and

(iii) satisfies the police authority 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 constable, other than such a constable 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 constable 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 37, the rent allowance to be paid to a constable to whom this regulation applies shall be that which would be payable under the said regulation 37—

(*a*) in the case of such a constable as is mentioned in paragraph (1)(*a*), if he were a constable 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 constable 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 constable to whom this regulation applies shall be paid a supplementary rent allowance at the following rate—

(*a*) if he is provided with quarters free of rent and rates, 35s. a week;

(*b*) if he is not so provided, 50s. a week.

(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 constable 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.

Constable assigned to duty with the Scottish Crime Squad

39.—(1) This regulation shall apply to a constable who is assigned to duty with the Scottish Crime Squad established in pursuance of a collaboration agreement made under section 12 of the Police (Scotland) Act 1967.

(2) Where a constable to whom this regulation applies moves his home and the removal is in the opinion of the Scottish Crime Squad Committee of Chief Constables due to the exigencies of police duty or is made at the request of that Committee and is, in their opinion, in the interest of the efficiency of the Scottish Crime Squad, then notwithstanding the provisions of regulation 37, the rent allowance to be paid to him shall be that which would be payable to him under that regulation if he was a constable of the force of the police area in which his home is for the time being situate.

(3) Where a constable to whom this regulation applies, being a widower with a child or children or a married man, is not living with his family and in the opinion of the Scottish Crime Squad Committee of Chief Constables the only reason why he is not so living is that he could not conveniently return daily to the family home, then—

(*a*) regulation 38 shall apply to him as if paragraph (1)(*a*)(iii) were omitted therefrom;

(*b*) regulation 38 (2)(*a*) shall have effect in his case as if the words "he were a constable of the force of the police area in which his family are for the time being living and" were omitted; and

(*c*) where, if he were a constable of the force of the police area in which he is for the time being living and entitled to a flat rate allowance under regulation 37, that allowance would be payable at a higher rate than 50s. a week, regulation 38(3)(*b*) shall have effect in his case as if for the rate of 50s. a week there were substituted that higher rate.

(4) In this regulation any reference to the Scottish Crime Squad Committee of Chief Constables is a reference to the Scottish Crime Squad Committee of Chief Constables established under the collaboration agreement referred to in paragraph (1) or such one or more of the members of that Committee as the Committee may have designated to act on their behalf for the purposes of this regulation.

Compensatory grant

40.—(1) In each fiscal year, a constable of a police force who has during the preceding fiscal year paid income tax in respect of a rent allowance or any compensatory grant 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 constable'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.

(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 a constable 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 constable 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 constable'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 expression "year" or "fiscal year" means a year commencing on 6th April and ending on the following 5th April; and

(*b*) where a constable 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.

Discharge of tax liability in respect of police house or quarters

41. Where a constable is provided with a house or quarters free of rent and rates and his liability to pay income tax is increased—

(*a*) in consequence thereof, by virtue of section 47 of the Finance Act 1963(a); or

(*b*) in consequence of any payment required to be made by this regulation,

that liability, to the extent that it is so increased, shall be discharged by the police authority.

Removal allowance

42.—(1) Where a constable moves his home otherwise than on voluntary transfer from one force to another 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, the police authority shall either reimburse the reasonably incurred cost of removal or carry out the removal.

(2) Where a constable moves his home on voluntary transfer from one force to another, the police authority of the force to which he transfers either may reimburse the reasonably incurred cost of removal or may carry out the removal.

(3) Where the cost of removal is reimbursed or the removal is carried out by the police authority under paragraph (1) or (2), then, subject to paragraph (4), in respect of expenditure incidental to the move the police authority shall pay the constable an allowance of the amount hereinafter provided.

(a) 1963 c. 25

(4) An allowance under paragraph (3)—

(*a*) shall not be payable, where a constable who has never been married moves from furnished accommodation;

(*b*) shall only be payable if the chief constable so decides, where a constable moves from unfurnished into furnished accommodation.

(5) In the case of a constable who—

(*a*) moves into furnished accommodation; or

(*b*) moves into unfurnished accommodation but has not previously, while a constable, lived in such accommodation,

the amount of the allowance under paragraph (3) shall be £10.

(6) In the case of any other constable the amount of the allowance under paragraph (3) shall be—

(*a*) where he holds, or is transferring to be appointed in, a rank higher than that of chief superintendent, such as may be determined by the police authority;

(*b*) where he holds, or is transferring to be appointed in, the rank of superintendent, £50;

(*c*) where he holds, or is transferring to be appointed in, the rank of inspector, £40;

(*d*) where he holds, or is transferring to be appointed in, any rank lower than that of inspector, £30.

Uniform allowance

43. A chief constable or assistant chief constable who does duty in uniform but is not supplied with uniform by the police authority shall be paid in lieu a uniform allowance of an amount to be approved by the Secretary of State.

Footwear allowance

44. A constable who is not supplied with footwear by the police authority shall be paid in lieu thereof a footwear allowance at the rate of 3s. 9d. a week.

Plain clothes allowance

45.—(1) A constable who is required for a continuous period of not less than a week to do duty in plain clothes shall be paid a plain clothes allowance.

(2) A plain clothes allowance payable under paragraph (1) shall be payable at the rate of—

(*a*) £49 a year, in the case of a superintendent;

(*b*) £46 a year, in the case of an inspector;

(*c*) 15s. 6d. a week, in the case of a sergeant;

(*d*) 14s. 6d. a week, in the case of a constable of the rank of constable.

(3) A constable below the rank of superintendent required to perform duties in plain clothes for not less than 48 hours in the aggregate in any period of 6 months shall be paid a plain clothes allowance in respect of such duties:

Provided that for the purposes of calculating the said aggregate—

(*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) A plain clothes allowance payable under paragraph (3) shall be payable at the rate of—

(*a*) 5d. an hour, in the case of an inspector;

(*b*) 4½d. an hour, in the case of a sergeant;

(*c*) 4d. an hour, in the case of a constable of the rank of constable.

(5) Notwithstanding anything in paragraph (2) or (4), where a constable 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 (3) shall be payable at such rate as may be approved by the Secretary of State.

Detective duty and detective expenses allowances

46.—(1) This regulation shall apply in the case of a constable below the rank of superintendent 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, normally engaged in outside duty.

(2) Such a constable shall be paid a detective duty allowance in accordance with Schedule 4 and a detective expenses allowance at the rate of 10s. a week.

Supplementary detective allowances

47.—(1) A constable to whom a detective duty allowance is payable in respect of any period falling within any quarter shall be paid a supplementary detective allowance, in accordance with Schedule 4 hereto, if the average qualifying overtime referred to in the next following paragraph, performed during the preceding quarter, is 8 hours a week or more.

(2) The qualifying overtime referred to in the preceding paragraph is, in the case of a constable of a police force of the rank of constable, sergeant or inspector, overtime within the meaning of, and computed in accordance with, regulation 22 in respect of which an allowance is not payable under paragraph (6) of that regulation, performed by constables of the force of the rank of constable, sergeant or, as the case may be, inspector to whom a detective duty allowance is payable in respect of the period during which the overtime is performed; and the weekly average of such qualifying overtime shall be determined for the purposes of the preceding paragraph by reference to the average overtime performed each day by such constables on duty that day.

(3) Paragraph (1) shall have effect as respects the quarter in which a new police force is established, as if, in relation to a constable of that force, any reference therein to the preceding quarter were a reference to the quarter in which the force is established.

(4) This regulation shall have effect, where a constable of a police force is assigned to duty with the Scottish Crime Squad or other body established in pursuance of a collaboration agreement made under section 12 of the Police (Scotland) Act 1967, as if so long as he is assigned to such duty he were not a constable of the police force in question, but in such case this regulation shall

apply as if a reference therein to a police force or constable thereof were a reference to the Scottish Crime Squad or other body in question or a constable assigned to duties therewith.

(5) In this regulation the expression "quarter" means any one of the periods of 3 calendar months commencing on 1st September, 1st December, 1st March and 1st June in any year.

Refreshment, subsistence and lodging allowances

48.—(1) A constable 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 one 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 constable 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 constable 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 refreshment, subsistence or lodging allowance shall be of an amount determined in accordance with Schedule 5.

Advances to cover expenses when away on duty

49. Where a constable 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.

Motor vehicle allowances

50.—(1) Where the chief constable is of opinion that the duties normally performed by a constable of a police force are of such a nature that it is—

(*a*) essential, or

(*b*) desirable,

that the constable in question should, at all material times, have a motor vehicle at his disposal, he may authorise that constable to use (subject to his directions) a motor vehicle owned by the constable for the purposes of duties performed by him and, subject as hereinafter provided, in respect of such use the constable 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 constable concerned was willing to carry passengers for the purposes of the duties performed by him or, in the case of passengers being constables, by those constables.

(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 referred to in paragraph (1)(*a*), at the essential user's rate;

(*b*) where the chief constable is of the opinion referred to in paragraph (1)(*b*), at the casual user's rate,

as provided in Schedule 6:

Provided that where the constable concerned holds the office of deputy chief constable or the rank of assistant chief constable or above he may instead be paid a flat rate motor vehicle allowance at such annual rate as is determined by the police authority with the approval of the Secretary of State.

(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 are approved by the Secretary of State.

(6) In relation to a chief constable this regulation shall have effect as if any reference therein to the chief constable were a reference to the police authority.

(7) Paragraph 5 of Schedule 6 shall have effect for the purposes of the interpretation of this regulation.

(8) This regulation shall have effect as from 1st May 1968.

Bicycle allowance

51.—(1) Where a constable 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 7.

(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 constable is a reference to a bicycle kept and used by him.

Typewriter allowance

52.—(1) Where a constable 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 8, 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 constable is a reference to a typewriter kept and used by him.

Allowance in respect of medical charges

53. The police authority shall reimburse a constable any charges incurred in his case under section 40 of the National Health Service (Scotland) Act 1947(a), under section 1 of the National Health Service Act 1951(b), or under section 1 or 2 of the National Health Service Act 1952(c) (which sections relate to charges for certain drugs, medicines and appliances and for dental treatment).

Special area undermanning allowance

54.—(1) A constable of a police force for a special area within the meaning of paragraph (3), being a constable below the rank of superintendent, shall be paid an undermanning allowance—

(*a*) in the case of an inspector, at the rate of £45 a year;

(*b*) in the case of a sergeant, at the rate of £65 a year;

(*c*) in the case of a constable of the rank of constable, at the rate of £30 a year or, if he has completed 3 years of service, at the rate of £65 a year.

(2) A constable shall be entitled to reckon for the purposes of this regulation the service which he is entitled to reckon for the purposes of his scale of pay.

(3) The reference in paragraph(1) to a special area is a reference to any police area which is for the time being designated by the Secretary of State a special area for the purposes of this regulation.

Extra duty allowance

55.—(1) A constable required to undertake any of the following duties 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—

(*a*) duties of inspector under the Diseases of Animals Act 1950(d), and making of returns in relation thereto;

(*b*) inspection of weights and measures;

(*c*) inspection and procuring samples under the Food and Drugs (Scotland) Act 1956(e) and the Fertilisers and Feeding Stuffs Act 1926(f);

(*d*) inspection of premises for the purposes of the Explosives Acts 1875 and 1923(g), and the Petroleum (Consolidation) Act 1928(h);

(*e*) duties of inspector under the Shops Act 1950(i).

(2) In respect of the following duties, no allowance shall be payable other than the allowance or payment (if any) to which a constable would normally be entitled in respect of overtime as provided in these regulations—

(*a*) enforcement of the Cinematograph Acts 1909 and 1952(j), and the Celluloid and Cinematograph Film Act 1922(k);

(a) 1947 c. 27.
(b) 1951 c. 31.
(c) 1952 c. 25.
(d) 1950 c. 36.
(e) 1956 c. 30.
(f) 1926 c. 45.
(g) 1875 c. 17; 1923 c. 17.
(h) 1928 c. 32.
(i) 1950 c. 28.
(j) 1909 c. 30; 1952 c. 68.
(k) 1922 c. 35.

(*b*) enforcement of burgh bye-laws;

(*c*) billeting;

(*d*) issue of pedlars' certificates;

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

(*e*) inspection of domestic servants' registries;

(*f*) inspection of common lodging houses;

(*g*) inspection of hackney carriages;

(*h*) inspection of licensed boats;

(*i*) inspection of beach trading;

(*j*) inspection of markets;

(*k*) inspection of fire appliances;

(*l*) inspection of lighting;

(*m*) inspection of cleansing.

Temporary duty allowance

56.—(1) A constable of the rank of superintendent, other than a constable holding the office of deputy chief constable whose pay is for the time being increased under regulation 28(3), who is required for a continuous period exceeding 7 days to perform duties normally performed by a constable of a higher rank than his own, except when that other constable is unable to perform those duties by reason of the absence on annual leave of himself or any other constable, shall be granted in respect of that period, other than the first 7 days thereof, a temporary duty allowance at a rate equal to the difference between his rate of pay and the lowest rate of pay for that higher rank.

(2) A constable below the rank of superintendent who, in any year, has been required to perform duties normally performed by a constable of a higher rank than his own for 14 days shall be granted, in respect of each further day in that year on which he is required to perform such duties, a temporary duty allowance at a rate equal to the difference between his rate of pay and the lowest rate of pay for that higher rank.

(3) For the purposes of this regulation—

(*a*) the expression "year" means a period of 12 months beginning on 1st April; and

(*b*) the expression "day" means, in relation to a constable below the rank of superintendent, his normal daily period of duty.

(4) Paragraphs (2) and (3) of this regulation shall have effect as from 1st April 1968.

Promotion examination allowance

57.—(1) A constable who on or after 1st January 1961 has taken an examination or paper in consequence of which he obtains a pass in the qualifying examination held under the Promotion Regulations for promotion from the rank of constable to the rank of sergeant shall be paid a constable's promotion examination allowance of £30 unless he has previously obtained, or been deemed

to have obtained, a pass in the qualifying examination held under the Promotion Regulations for promotion from the rank of constable to the rank of sergeant, or under the Police (Scotland) Regulations 1956(a), the Police (Scotland) Regulations 1952(b), the Police (Women) (Scotland) Regulations 1934(c), or the Police (Scotland) Regulations 1920(d), or has, while serving in a police force service in which may be reckonable as pensionable service for the purposes of the Police Pensions Regulations, received a payment for passing the examination which qualifies him for promotion to the rank of sergeant in that police force.

(2) A constable who on or after 1st January 1961 has taken an examination or paper in consequence of which he obtains a pass in the qualifying examination held under the Promotion Regulations for promotion from the rank of sergeant to the rank of inspector shall be paid a sergeant's promotion examination allowance of £30 unless he has previously obtained a pass in the qualifying examination held under the Promotion Regulations for promotion from the rank of sergeant to the rank of inspector, or under the Police (Scotland) Regulations 1956, the Police (Scotland) Regulations 1952, the Police (Women) (Scotland) Regulations 1934, or the Police (Scotland) Regulations 1920, or has, while serving in a police force service in which may be reckonable as pensionable service for the purposes of the Police Pensions Regulations, received a payment for passing the examination which qualifies him for promotion to the next rank above sergeant in that police force.

(3) Where a reversionary member of a home police force or a central police officer has, while such a member or officer, qualified for a promotion examination allowance under paragraph (1) or (2), he shall be paid such an allowance on exercising his right of reversion to his police force under section 2(1) of the Police (Overseas) Service Act 1945, or, as the case may be, section 38(1) of the Police (Scotland) Act 1967.

(4) An allowance payable under paragraph (1) or (2) shall be payable by the police authority of the police force of which the constable concerned was a constable when he took the examination or paper referred to in the paragraph in question, and an allowance payable under paragraph (3) shall be payable by the police authority of the police force to which the constable concerned reverts.

Allowance for recurring escort duty, etc.

58. 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 retention on duty beyond the normal daily period and not covered by any other payment.

Continuance of allowances when a constable is ill

59. If a constable who is regularly in receipt of a plain clothes allowance, detective duty allowance, detective expenses allowance, supplementary detective 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

(a) S.I. 1956/1999 (1956 II, p. 1766). (b) S.I. 1952/1355 (1952 II, p. 2546).
(c) S.R & O. 1934/659 (Rev. XVIII, p. 223; 1934 II, p. 51).
(d) S.R. & O. 1920/2113 (Rev. XVIII, p. 193; 1920 II, p. 548).

allowance shall be payable during his or her absence from duty up to a period of one month, but thereafter, during the remainder of his or her absence from duty, payment may be suspended at the discretion of the chief constable:

Provided that a footwear allowance shall not cease to be payable while the constable is on the sick list.

PART VI

HOUSING, UNIFORM AND EQUIPMENT

Provision of house or quarters

60. A constable who is not paid a rent allowance under regulation 37(1) shall be provided with a house or quarters free of rent and rates:

Provided that—

(*a*) a constable to whom regulation 38 applies may be provided with quarters as aforesaid notwithstanding that he is paid a rent allowance under regulation 37(1) as modified by regulation 38(2);

(*b*) a woman constable shall not be provided with a house or quarters if she is either married to a constable and living with him or is on unpaid maternity leave.

Issue of uniform and equipment

61.—(1) Uniform and equipment shall be issued by the police authority free of charge to constables of the rank of superintendent and below in accordance with the provisions of Schedule 9.

(2) Uniform and equipment may, if the police authority so determine, be issued as required to a constable above the rank of superintendent.

Ownership of uniform and equipment

62. Subject to regulation 63, the uniform and equipment issued by a police authority shall not become the property of the constable 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

63. On any article of uniform or equipment (except trousers) being replaced by the police authority the article shall be handed back to the police authority unless the constable, with the consent of the police authority, buys such article at a price to be fixed by the police authority.

Re-issue of uniform and equipment

64. Uniform and equipment handed back to the police authority shall not be re-issued to another constable until it has received any necessary cleaning or renovation and is in serviceable condition.

Footwear

65. Every constable shall be in possession of 2 pairs of boots or shoes suitable for duty.

PART VII

SUPPLEMENTAL

Revocations amendments and transitional provisions

66.—(1) The regulations set out in Schedule 10 are, insofar as not already revoked, hereby revoked.

(2) Section 38 of the Interpretation Act 1889 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.

(3) Paragraph (5) of regulation 14 of the Police (Discipline) (Scotland) Regulations 1967(a) shall be amended to read as follows:—

"(5) A constable suspended from duty shall not in respect of the period of suspension be entitled to pay, or to any allowances under the Police (Scotland) Regulations 1968 except a rent allowance, a supplementary rent allowance, compensatory grant or special area undermanning allowance.".

(4) Sub-paragraph (*b*) of paragraph 2 of the Discipline Code as set out in Schedule 1 to the Police (Discipline) (Scotland) Regulations 1967 shall be amended to read as follows:—

"(*b*) contravention of regulation 5 of, or Schedule 1 to, the Police (Scotland) Regulations 1968;".

(5) Any appointment, deduction, payment, application, grant, election or publication made, or approval, authorisation, direction, consent, certificate or notice given, or any record or list kept, or any examination passed, or any rank adopted, or any uniform or equipment issued, 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 regulation revoked by these regulations shall not be invalidated by the revocation effected by paragraph (1), but shall insofar as it could have been made, given, kept, passed, adopted, issued, worked, fixed or done under a provision of these regulations have effect as if it had been made, given, kept, passed, adopted, issued, worked, fixed or done under that provision.

(6) Where immediately before the coming into operation of these regulations a constable was in receipt of a detective allowance by virtue of regulation 44(3) of the Police (Scotland) Regulations 1956, he shall continue to receive that allowance until—

(*a*) the chief constable is satisfied that he is no longer normally engaged in detective duty other than outside duty, or

(*b*) he is promoted;

and so long as a constable continues to receive the said allowance he shall be treated for the purposes of these regulations, other than regulations 22 and 47, as if he were paid a detective duty allowance.

William Ross,
One of Her Majesty's Principal Secretaries of State.

St. Andrew's House,
Edinburgh,
2nd May 1968.

(a) S.I. 1967/1021 (1967 II, p. 3091).

Regulation 4

SCHEDULE 1

Restrictions on the Private Life of Constables

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 appropriate disciplinary authority.

3.—(1) A constable shall not, without the previous consent of the appropriate disciplinary authority, receive a lodger in any house or quarters with which he is provided by the police authority or sub-let any part of any such house or quarters.

(2) A constable shall not, unless he has previously given written notice to the appropriate disciplinary authority, 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.

Regulation 25

SCHEDULE 2

Annual Leave

1. Subject to regulation 25 and the provisions of this Schedule, every constable 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 17 years' relevant service, in the third column thereof;

(*c*) where he has completed 17 or more years' relevant service, in the fourth column thereof.

TABLE

Rank	Annual leave		
	Under 10 years' relevant service	10 or more years' relevant service	17 or more years' relevant service
	Days	Days	Days
Constable	16	19	21
Sergeant	18	21	21
Inspector	21	24	24
Chief Inspector	24	27	27
Superintendent	42	48	48
Any rank higher than that of Superintendent	Not less than 42	Not less than 48	Not less than 48

2. In the leave year in which a constable of a police force is appointed to, is promoted in, or retires from the force or completes 10 years' or, being of the rank of constable, completes 17 years' relevant service, his annual leave shall be calculated at the rate of one-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 constable is promoted or completes 10 years' or 17 years' relevant service while completing a month's service in the leave year in question, he shall be treated for the purposes of this paragraph as if he had been promoted or, as the case may be, completed 10 years' or 17 years' relevant service at the beginning of that month's service.

3. Notwithstanding anything in paragraphs 1 and 2, where the chief constable is satisfied that the exigencies of duty have prevented the grant in any leave year to a constable below the rank of superintendent of the full period of annual leave specified in his case in those paragraphs, then the chief constable may, in his discretion and subject to the exigencies of duty, grant to the constable, during the first 2 months of the following leave year, up to 6 days of the period not granted as additional days of annual leave.

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

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

"relevant service" means any service which the constable concerned is entitled to reckon for the purposes of his scale of pay together with any service which he was previously so entitled to reckon—

(*a*) in the case of a constable below the rank of superintendent, in any lower rank;

(*b*) in any other case, in the rank of superintendent or any higher rank;

except that relevant service shall not include any such service as is mentioned in regulations 29(3), 30 or 31.

Regulation 28

SCHEDULE 3

SCALES OF PAY

PART I

MEN

1. The annual pay of a man holding a rank referred to in the following Table shall be determined in accordance with the appropriate scale set out in the Table:—

TABLE

Rank	Before completing 1 year of service in the rank	After 1 year of service in the rank	After 2 years of service in the rank
	a year	a year	a year
Chief Inspector	£1,680	£1,735	£1,795
Inspector	£1,500	£1,550	£1,600
Sergeant	£1,275	£1,320	£1,370

2.—(1) The annual pay of a man holding the rank of constable who has not attained the age of 22 years shall be determined, by reference to his age in years, in accordance with the scale set out in the following Table:

Provided that, in the case of a man who has completed 2 years' service, the scale shall have effect as if it provided for supplementary pay of £35 a year:—

TABLE

Age	Annual Pay
19	£765
20	£800
21	£835

(2) Save as provided in paragraph 3, the pay of a man holding the rank of constable who has attained the age of 22 years shall be determined, by reference to his service after attaining that age, in accordance with the scale set out in the following Table:

Provided that, in the case of a man who has completed 2 years' service, if and so long as he has not performed 2 years' service after attaining the age of 22 years, the scale shall have effect as if it provided for supplementary pay of £35 a year:—

TABLE

Service after attaining 22 years of age	Annual Pay
Before completing 1 year of service	£870
After 1 year of service	£905
After 2 years of service	£975
After 3 years of service	£1,015
After 4 years of service	£1,055
After 5 years of service	£1,095
After 6 years of service	£1,135
After 14 years of service	£1,170
After 19 years of service	£1,205

3.—(1) The pay of a man holding the rank of constable whose period of service reckonable for the purposes of his scale of pay began on or before 1st March 1967 and who had attained the age of 22 years on or before that date shall be determined in accordance with sub-paragraphs (2) and (4) except that, in the case of a man who had completed a year of such service but had not completed 4 years of such service on or before 1st March 1967, his pay shall be determined in accordance with sub-paragraphs (2) and (4) or in accordance with sub-paragraphs (3) and (4), whichever are for the time being the more favourable in his case.

(2) Where the pay of a man falls to be determined in accordance with this sub-paragraph his annual pay shall be determined in accordance with the scale set out in the Table in sub-paragraph (4) by reference to his relevant service for the purposes of this sub-paragraph, that is to say, by reference to his completed years of service reckonable for the purposes of his scale of pay reduced by the years of such service (if any) which he had completed on or before 1st March 1967, subject to a maximum reduction of 3 years:

Provided that—

(*a*) in the case of a man who, on or before 1st March 1967, had not completed 2 years' service reckonable for the purposes of his scale of pay, until he has completed 2 years of such service his annual pay, determined as aforesaid, shall be reduced by £35;

(*b*) in the case of a man who, on or before 1st March 1967, had completed 2 years' but not 3 years' service so reckonable and had not attained the age of 24 years, until he has completed 3 years of such service his annual pay, determined as aforesaid, shall be reduced by £35.

(3) Where the pay of a man falls to be determined in accordance with this sub-paragraph, his annual pay shall be determined in accordance with the scale set out in the Table in sub-paragraph (4) by reference to his relevant service for the purposes of this sub-paragraph, that is to say by reference to his service after the commencement of the last anniversary of the day of his birth falling on or before 1st March 1967:

Provided that—

(*a*) in the case of a man who, on or before 1st March 1967, had not completed 2 years' service reckonable for the purposes of his scale of pay, until he has completed 2 years of such service his annual pay, determined as aforesaid, shall be reduced by £35;

(*b*) in the case of a man who, on or before 1st March 1967, had completed 2 years' but not 3 years' service so reckonable and had not attained the age of 24 years, until he has completed a year's relevant service his annual pay, determined as aforesaid, shall be reduced by £35.

(4) The Table referred to in sub-paragraphs (2) and (3) is the following Table and, for the purposes thereof, the expression "relevant service" has the meaning assigned thereto by sub-paragraph (2) or, as the case may be, by sub-paragraph (3):—

TABLE

Relevant Service	Annual Pay
Before completing 1 year of relevant service	£905
After 1 year of relevant service	£940
After 2 years of relevant service	£975
After 3 years of relevant service	£1,015
After 4 years of relevant service	£1,055
After 5 years of relevant service	£1,095
After 6 years of relevant service	£1,135
After 14 years of relevant service	£1,170
After 19 years of relevant service	£1,205

4. For the purposes of paragraphs 2 and 3 a reference to service is a reference to service in the rank of constable and a person shall be deemed not to have attained the age of 22 years or 24 years until the commencement of the twenty-second or, as the case may be, the twenty-fourth anniversary of the day of his birth.

PART II

WOMEN

1. The annual pay of a woman holding a rank referred to in the following Table shall be determined in accordance with the appropriate scale set out in the Table:—

TABLE

Rank	Before completing 1 year of service in the rank	After 1 year of service in the rank	After 2 years of service in the rank
	a year	a year	a year
Chief Inspector	£1,510	£1,560	£1,615
Inspector	£1,350	£1,395	£1,440
Sergeant	£1,150	£1,190	£1,235

2.—(1) The annual pay of a woman holding the rank of constable who has not attained the age of 22 years shall be determined, by reference to her age in years, in accordance with the scale set out in the following Table:

Provided that, in the case of a woman who has completed 2 years' service, the scale shall have effect as if it provided for supplementary pay of £35 a year:—

TABLE

Age	Annual Pay
19	£690
20	£720
21	£750

(2) Save as provided in paragraph 3, the pay of a woman holding the rank of constable who has attained the age of 22 years shall be determined, by reference to her service after attaining that age, in accordance with the scale set out in the following Table:

Provided that, in the case of a woman who has completed 2 years' service, if and so long as she has not performed 2 years' service after attaining the age of 22 years, the scale shall have effect as if it provided for supplementary pay of £30 a year:—

TABLE

Service after attaining 22 years of age	Annual Pay
Before completing 1 year of service	£785
After 1 year of service	£815
After 2 years of service	£880
After 3 years of service	£915
After 4 years of service	£950
After 5 years of service	£985
After 6 years of service	£1,020
After 14 years of service	£1,050
After 19 years of service	£1,085

3.—(1) The pay of a woman holding the rank of constable whose period of service reckonable for the purposes of her scale of pay began on or before 1st March 1967 and who had attained the age of 22 years on or before that date shall be determined in accordance with sub-paragraphs (2) and (4) except that, in the case of a woman who had completed a year of such service but had not completed 4 years of such service on or before 1st March 1967, her pay shall be determined in accordance with sub-paragraphs (2) and (4) or in accordance with sub-paragraphs (3) and (4), whichever are for the time being the more favourable in her case.

(2) Where the pay of a woman falls to be determined in accordance with this sub-paragraph, her annual pay shall be determined in accordance with the scale set out in the Table in sub-paragraph (4) by reference to her relevant service for the purposes of this sub-paragraph, that is to say, by reference to her completed years of service reckonable for the purposes of her scale of pay reduced by the years of such service (if any) which she had completed on or before 1st March 1967, subject to a maximum reduction of 3 years:

Provided that—

(*a*) in the case of a woman who, on or before 1st March 1967, had not completed 2 years' service reckonable for the purposes of her scale of pay, until she has completed 2 years of such service her annual pay, determined as aforesaid, shall be reduced by £30;

(*b*) in the case of a woman who, on or before 1st March 1967, had completed 2 years' but not 3 years' service so reckonable and had not attained the age of 24 years, until she has completed 3 years of such service her annual pay, determined as aforesaid, shall be reduced by £30.

(3) Where the pay of a woman falls to be determined in accordance with this sub-paragraph, her annual pay shall be determined in accordance with the scale set out in the Table in sub-paragraph (4) by reference to her relevant service for the purposes of this sub-paragraph, that is to say, by reference to her service after the commencement of the last anniversary of the day of her birth falling on or before 1st March 1967:

Provided that—

(*a*) in the case of a woman who, on or before 1st March 1967, had not completed 2 years' service reckonable for the purposes of her scale of pay, until she has completed 2 years of such service her annual pay, determined as aforesaid, shall be reduced by £30;

(*b*) in the case of a woman who, on or before 1st March 1967, had completed 2 years' but not 3 years' service so reckonable and had not attained the age of 24 years, until she has completed a year's relevant service her annual pay, determined as aforesaid, shall be reduced by £30.

(4) The Table referred to in sub-paragraphs (2) and (3) is the following Table and, for the purposes thereof, the expression "relevant service" has the meaning assigned thereto by sub-paragraph (2) or, as the case may be, by sub-paragraph (3):—

TABLE

Relevant Service	Annual Pay
Before completing 1 year of relevant service	£815
After 1 year of relevant service	£845
After 2 years of relevant service	£880
After 3 years of relevant service	£915
After 4 years of relevant service	£950
After 5 years of relevant service	£985
After 6 years of relevant service	£1,020
After 14 years of relevant service	£1,050
After 19 years of relevant service	£1,085

4. For the purposes of paragraphs 2 and 3 a reference to service is a reference to service in the rank of constable and a person shall be deemed not to have attained the age of 22 years or 24 years until the commencement of the twenty-second or, as the case may be, the twenty-fourth anniversary of the day of her birth.

Regulations 46 and 47

SCHEDULE 4

DETECTIVE DUTY AND SUPPLEMENTARY DETECTIVE ALLOWANCES

1. A detective duty allowance payable under regulation 46 to a constable shall be paid at the annual rate set opposite the rank he holds in the second column of the following Table or, where the constable is a woman, in the third column thereof:—

TABLE

Rank	Men	Women
Chief Inspector	£165	£149
Inspector	£148	£133
Sergeant	£126	£114
Constable	£94	£85

2. A supplementary detective allowance payable under regulation 47 to a constable shall be paid at the annual rate set opposite the rank he holds in the following Table—

(*a*) where the average qualifying overtime mentioned in regulation 47(1) is less than 12 hours a week, in the second column or, where the constable is a woman, in the third column thereof;

(*b*) where the said overtime is 12 hours or more a week, in the fourth column or, where the constable is a woman, in the fifth column thereof:—

TABLE

Rank	8-12 hours qualifying overtime		12 or more hours qualifying overtime	
	Men	Women	Men	Women
Chief Inspector	£135	£125	£245	£225
Inspector ...	£125	£110	£225	£200
Sergeant ...	£105	£95	£190	£170
Constable ...	£80	£70	£145	£125

Regulation 48

SCHEDULE 5

REFRESHMENT, SUBSISTENCE AND LODGING ALLOWANCES

1. Subject as hereafter in this Schedule provided, the amount of a refreshment, subsistence or lodging allowance payable under regulation 48 shall be in accordance with the scale set out in the following Table appropriate to the rank of the constable concerned:—

TABLE

Description of Allowance	Superintendents	Inspectors, Sergeants and Constables
	s. d.	s. d.
Refreshment Allowance:		
(i) for one meal	6 6	6 0
(ii) for two meals	9 6	8 6
Subsistence Allowance:		
Period of retention or engagement on duty—		
(i) over 5 hours and not exceeding 8 hours	9 6	8 6
(ii) over 8 hours and not exceeding 12 hours	14 0	12 6
(iii) over 12 hours and not exceeding 24 hours	24 0	20 6
(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 Table for any excess over the aggregate of such complete periods.		
Lodging Allowance—for each night	43 0	33 0

2. If a lodging allowance is payable as well as a subsistence allowance in respect of a total 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 one 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 constable concerned.

6. If a constable below the rank of superintendent is required during any period to accompany a constable 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.

Regulation 50

SCHEDULE 6

Motor Vehicle Allowances in Respect of Motor Cars

1.—(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*) a fixed element calculated, by reference to the number of completed months comprised in the period of authorised use in that year, at the annual rate set opposite the cylinder capacity of the motor car in question in the second column of the following Table or, in the case of a motor car of a cylinder capacity of 1,700 c.c. or more, at such annual rate as is approved by the Secretary of State, and

(*b*) a mileage element calculated, in relation to the first 7,200 miles of authorised use in that year, at the basic rate so set out in the third column of the said Table and, in relation to any further authorised use in that year, at the reduced rate so set out in the fourth column of the said Table or, in the case of a motor car of a cyclinder capacity of 1,700 c.c. or more, at such basic and reduced rates, respectively, as are approved by the Secretary of State:—

Table

Cylinder capacity	Annual rate of fixed element	Mileage element	
		Basic rate per mile	Reduced rate per mile
1,200 c.c. or more but less than 1,700 c.c.	£81	7¼d.	4¼d.
1,000 c.c. or more but less than 1,200 c.c.	£71	6¼d.	4d.
Less than 1,000 c.c.	£64	5¾d.	3¼d.

(2) A motor vehicle allowance payable at the essential user's rate shall be payable at such intervals of less than a year as the police authority may determine, in advance or in arrears as they may determine; but any overpayment shall be recoverable.

(3) Where in any year a motor vehicle allowance is payable at the essential user's rate to a constable and he is on sick leave, or the motor car in question is out of order, for a continuous period of 4 or more weeks in that year, the allowance shall be reduced by such amount as the police authority, with the approval of the Secretary of State, determines to be appropriate in all the circumstances.

(4) 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, subparagraph (1)(*b*) shall have effect as if for the reference to 7,200 miles 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.

2. 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 the rate set out opposite the cylinder capacity of the motor car in question in the seecond column of the following Table or, in the case of a motor car of a cylinder capacity of 1,700 c.c. or more, at such rate as is approved by the Secretary of State; except that, where the amount of the allowance would be less if it were payable at the essential user's rate, it shall be of an amount calculated in accordance with paragraph 1:—

TABLE

Cylinder capacity	Rate per mile
1,200 c.c. or more but less than 1,700 c.c.	1s. 0½d.
1,000 c.c. or more but less than 1,200 c.c.	11½d.
Less than 1,000 c.c.	10d.

3. The amount of a motor vehicle allowance payable to a constable shall not exceed that which would be payable if the vehicle in question were of such a cylinder capacity as the chief constable, with the approval of the police authority, has determined to be appropriate for use for the purposes of the duties normally performed by the constable concerned.

4. The amount of a motor vehicle allowance payable to a constable may be increased by such amount as is approved by the Secretary of State in circumstances to be determined by the Secretary of State where exceptional expense is incurred by the constable in the authorised use of a motor vehicle owned by him.

5. 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 constable of a police force concerned for the purposes of his duties as a constable of that force or, where he has been statutorily transferred from one force to another force, as a constable of either of those forces, and "period of authorised use" means the period during which such use is so authorised;

"cylinder capacity" means the cylinder capacity of the engine of a vehicle calculated in accordance with the regulations from time to time in force under the Vehicles (Excise) Act 1962(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);

(a) 1962 c. 13.

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

"year" means a period of 12 months beginning on 1st May;

and a reference to a motor vehicle owned by a constable is a reference to such a vehicle kept and used by him.

Regulation 51

SCHEDULE 7

Bicycle Allowance

1. Subject as hereafter in this Schedule 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 the rate of £11 a year:

Provided that the amount of the allowance payable to a constable in any year shall not be less than £2 15s. 0d.

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.

3. Where for a period ending immediately before 5th October 1966 a constable was paid a bicycle allowance approved by the Secretary of State for the purposes of regulation 37 of the Police (Scotland) Regulations 1956 in respect of his use for the purposes mentioned in regulation 51 of a bicycle owned by him (within the meaning of that regulation), then, any bicycle allowance payable to him for a period ending before 5th October 1970 shall be calculated in the manner provided in paragraph 1 or in the like manner as his former allowance was calculated, whichever is the more favourable in his case.

Regulation 52

SCHEDULE 8

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 police authority not exceeding £4 a year.

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.

Regulation 61

SCHEDULE 9

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—

(1) where particular duties or the duties of a particular constable entail greater or less wear than normal the issue of any article of uniform may be made as required;

(2) the chief constable's uniform shall be supplied on appointment and renewed on requisition:—

TABLES

MEN

Article	Issue	Period of wear	Number in possession
Jacket	1 annually	4 years	4
Trousers	2 pairs annually	2 years	4 pairs
Great-coat	As required	—	1 or 2 as may be determined by the police authority.
Rain-coat	As required	—	2
Cap	As required	—	2
Shirts	2 annually	—	—
Collars	3 for each shirt issued	—	—
Ties	2 annually	—	—

WOMEN

Article	Issue	Period of wear	Number in possession
Jacket	1 annually	4 years	4
Skirt	2 annually	2 years	4
Great-coat	As required	—	1 or 2 as may be determined by the police authority.
Rain-coat	As required	—	2
Head-dress	As required	—	2
Shirts	2 annually	—	—
Collars	3 for each shirt issued	—	—
Ties	2 annually	—	—
Stockings	12 pairs annually	—	—

2. Men on appointment shall be supplied with 2 jackets, 2 pairs of trousers, 2 raincoats, not less than 4 nor more than 6 shirts, 3 collars for each shirt issued, 2 ties and 1 of each of the other articles mentioned in the Table relating to men and shall not, in the case of any article except raincoats, be required to have the number specified in the last column of that Table in their possession until after the second (or in the case of jackets the third) issue of such articles.

3. Women on appointment shall be supplied with 2 jackets, 2 skirts, 2 raincoats, not less than 4 nor more than 6 shirts, 3 collars for each shirt issued, 2 ties, 12 pairs of stockings and 1 of each of the other articles mentioned in the Table relating to women and shall not, in the case of any article except raincoats, be required to have the number specified in the last column of that Table in their possession until after the second (or in the case of jackets the third) issue of such articles.

4. Uniform or equipment issued by the police authority which is lost or damaged otherwise than owing to the constable'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 constable.

5. Clothing for particular duties such as mounted duty, cycling, driving of vehicles, or stable duty shall be issued as required.

6. Where boots or shoes are provided by the police authority for the purposes of duty the issue shall be at the rate of 2 pairs annually or as may be approved by the Secretary of State.

7. Issues of equipment shall be made as circumstances require and may include the issue of the following articles:—

Baton
Button brushes and button stick
Cape
Cape strap and sling
Detachable fleece or woollen raincoat lining
Gloves
Handcuffs
Haversack or kitbag
Lamp
Leggings
Overalls
Pocket notebook
Waist-belt
Warrant card
Waterproof cape
Whistle and chain

Regulation 66

SCHEDULE 10

Regulations revoked	References
The Police (Scotland) Regulations 1956.	S.I. 1956/1999 (1956 II, p. 1766).
The Police (Scotland) Amendment Regulations 1957.	S.I. 1957/336 (1957 II, p. 1879).
The Police (Scotland) Amendment (No. 2) Regulations 1957.	S.I. 1957/742 (1957 II, p. 1880).
The Police (Scotland) Amendment (No. 3) Regulations 1957.	S.I. 1957/1781 (1957 II, p. 1882).
The Police (Scotland) Amendment (No. 4) Regulations 1957.	S.I. 1957/2039 (1957 II, p. 1883).
The Police (Scotland) Amendment Regulations 1958.	S.I. 1958/2009 (1958 II, p. 1917).
The Police (Scotland) Amendment Regulations 1959.	S.I. 1959/747 (1959 II, p. 2096).
The Police (Scotland) Amendment (No. 2) Regulations 1959.	S.I. 1959/1917 (1959 II, p. 2098).
The Police (Scotland) Amendment (No. 3) Regulations 1959.	S.I. 1959/2257 (1959 II, p. 2100).
The Police (Scotland) Amendment Regulations 1960.	S.I. 1960/369 (1960 II, p. 2750).
The Police (Scotland) Amendment (No. 2) Regulations 1960.	S.I. 1960/1622 (1960 II, p. 2751).
The Police (Scotland) Amendment (No. 3) Regulations 1960.	S.I. 1960/2404 (1960 II, p. 2753).
The Police (Scotland) Amendment Regulations 1961.	S.I. 1961/275 (1961 I, p. 470).
The Police (Scotland) Amendment (No. 2) Regulations 1961.	S.I. 1961/1311 (1961 II, p. 2539).
The Police (Scotland) Amendment (No. 3) Regulations 1961.	S.I. 1961/1902 (1961 III, p. 3575).
The Police (Scotland) Amendment Regulations 1962.	S.I. 1962/874 (1962 I, p. 994).
The Police (Scotland) Amendment (No. 2) Regulations 1962.	S.I. 1962/2741 (1962 III, p. 3718).
The Police (Scotland) Amendment Regulations 1963.	S.I. 1963/2077 (1963 III, p. 4396).
The Police (Scotland) Amendment Regulations 1964.	S.I. 1964/149 (1964 I, p. 274).
The Police (Scotland) Amendment (No. 2) Regulations 1964.	S.I. 1964/461 (1964 I, p. 742).
The Police (Scotland) Amendment (No. 3) Regulations 1964.	S.I. 1964/973 (1964 II, p. 2217).

SCHEDULE 10—continued

Regulations revoked	References
The Police (Scotland) Amendment (No. 4) Regulations 1964.	S.I. 1964/1969 (1964 III, p. 4445).
The Police (Scotland) Amendment Regulations 1965.	S.I. 1965/826 (1965 I, p. 2296).
The Police (Scotland) Amendment (No. 2) Regulations 1965.	S.I. 1965/1227 (1965 II, p. 3460).
The Police (Scotland) Amendment (No. 3) Regulations 1965.	S.I. 1965/1899 (1965 III, p. 5726).
The Police (Scotland) Amendment Regulations 1966.	S.I. 1966/966 (1966 II, p. 2327).
The Police (Scotland) Amendment (No. 2) Regulations 1966.	S.I. 1966/1083 (1966 II, p. 2668).
The Police (Scotland) Amendment (No. 3) Regulations 1966.	S.I. 1966/1244 (1966 III, p. 3373).
The Police (Scotland) Amendment (No. 4) Regulations 1966.	S.I. 1966/1619 (1966 III, p. 5059).
The Police (Scotland) Amendment Regulations 1967.	S.I. 1967/944 (1967 II, p. 2885).
The Police (Scotland) Amendment (No. 2) Regulations 1967.	S.I. 1967/1342 (1967 III, p. 3988).
The Police (Scotland) Amendment Regulations 1968.	S.I. 1968/50 (1968 I, p. 110).

EXPLANATORY NOTE

(This Note is not part of the Regulations.)

These regulations come into operation on 17th May 1968 and consolidate, with amendments, the regulations set out in Schedule 10, namely the Police (Scotland) Regulations 1956 and the regulations amending those regulations.

The main changes are mentioned below.

Provision is made throughout the regulations for abolition of the requirement that a woman constable should resign on marriage.

Regulation 19 affords to constables of county forces which are amalgamated protection against being required to move their homes similar to that enjoyed by constables of burgh police forces under regulation 60 of the 1956 regulations.

Regulation 39 makes provision for the payment of rent allowances to constables serving with the Scottish Crime Squad.

Regulation 50 changes the conditions of payment of motor vehicle allowances to bring the provision for police broadly into line with that in effect for local authority staffs.

Regulation 54 provides for the payment of an undermanning allowance in certain circumstances in areas with substantial strength deficiencies.

Regulation 56 changes the conditions of payment of temporary duty allowance to constables below the rank of superintendent to provide for payment for every day on which such constables perform the duties of a higher rank subject to an annual qualifying period of 14 days without payment.