EXPLANATORY NOTE

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

Regulation 3 deals with the counting of service for promotion. Regulation 5 deals with the calculation of overtime, with time off for such overtime and for duty on public holidays and weekly rest day and payment in lieu of such time off. Regulation 8 and the Schedule lay down increased rates of pay. Regulation 9 deals with rent allowance. Regulation 10 continues supplementary allowances for a further year. Regulation 11 makes provision for a transfer allowance where a member has to move his home. Regulation 12 deals with detective duty allowance and detective expenses allowance. Regulation 13 provides increased scales for certain subsistence allowances. Regulation 14 provides a London allowance for sergeants and constables of the City of London and metropolitan police forces. Regulation 16 deals with temporary duty allowance for performing the duties of a higher rank. Regulation 22 provides that the rates of pay prescribed by Regulation 8 do not apply to a member serving on the 1st July, 1949, until he has elected to have his pension calculated on pay averaged over a three-year period. The remaining Regulations are consequential on the foregoing.

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2. POLICE (WOMEN) REGULATIONS

The Police (Women) (Consolidation) (Amendment) Regulations, 1949

1949 No. 1246

Made - - - -	30*th June*, 1949
Coming into Operation	1*st July*, 1949

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

1. Paragraphs (2) and (3) of Regulation 2 of the Police (Women) (Consolidation) Regulations, 1948(**b**), shall be omitted.

2. In paragraph (3) of Regulation 14B of the said Regulations for the words " detective allowance " there shall be substituted the words " detective duty allowance, detective expenses allowance ".

3. In Regulation 17 of the said Regulations the words "(except any additional or any special increment which is subject to good conduct as provided in the Regulations relating to pay) " and paragraph (2) of Regulation 20A of the said Regulations shall be omitted:

Provided that for the purposes of Regulation 20 of these Regulations they shall be deemed not to have been omitted.

4. In paragraph (2) of Regulation 21 of the Police (Women) (Consolidation) Regulations, 1948, for the words " means, subject to the provisions of paragraph (4) of Regulation 80A, years of pensionable service and service in a relevant auxiliary capacity " there shall be substituted the words

(**a**) 9 & 10 Geo. 5. c. 46. (**b**) S.I. 1948 (No. 1217) I, p. 3403.

" includes, subject to the provisions of paragraph (4) of Regulation 80A, service in a relevant auxiliary capacity but does not include service during which the woman member of a police force is below the age of twenty ".

5. For Regulations 27 to 32B(**a**) of the said Regulations there shall be substituted the following Regulations:—

" 27.—(1) The normal daily period of duty of a woman member of a police force to whom this Regulation applies shall be eight hours and in addition any time occupied in reporting at the appointed place for duty before a tour of duty begins:

Provided that where the duty is wholly or mainly patrol duty, the police authority may substitute seven hours or seven and a half hours for the said eight hours.

(2) Where the normal period of duty is performed in one tour of duty an interval of forty-five minutes shall normally be allowed for refreshment:

Provided that where the duty is wholly or mainly patrol duty and the normal period of duty other than time occupied in reporting for duty is seven and a half hours or more the said interval shall normally be one hour.

(3) This Regulation shall apply to a member of a police force who is not

(*a*) above the rank of inspector,

(*b*) employed in duties which have been specially excepted by the Secretary of State, or

(*c*) paid a detective duty allowance.

28.—(1) Subject to the provisions of this Regulation, where a woman member of a police force to whom Regulation 27 applies remains on duty after her tour of duty ends or is recalled to duty between two tours of duty, she shall be granted, if and as soon as the exigencies of duty in the opinion of the chief officer of police permit, in respect of each unit of time during which she remains on duty after her tour of duty ends or after being so recalled (hereafter in these Regulations referred to as " overtime ") an equal period of time off and in addition for each three units of overtime in any week an additional quarter of an hour of time off.

(2) If in respect of the overtime during any week time off is not granted within such time (not exceeding three months) after the said week as the chief officer of police may fix, the woman if she is below the rank of inspector shall be granted for each four units of overtime worked during that week for which time off has not been granted an allowance of 4s. 3d. if she is a sergeant and 3s. 9d. if she is a constable, 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 woman is engaged in casual escort duty, account shall be taken only of the time during which she is in charge of the prisoner and such other time during the period of the said escort duty as the chief officer of police may allow;

(**a**) *See* S.I. 1948 (No. 2735) I, p. 3428.

(*b*) where the tour or tours of duty does not or do not amount in the aggregate to more than the normal 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 period of duty;

(*c*) no account shall be taken of any overtime for which the woman receives an allowance under Regulation 65;

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

(*e*) where a woman who has completed a full tour of night duty is recalled to duty before 3.30 p.m., she shall be deemed, if the period of overtime worked on that occasion amounts to less than sixteen units of overtime, to have worked in respect of that period a period of overtime equal to sixteen units of overtime.

(4) For the purposes of this Regulation—

references to a woman recalled to duty shall not include a reference to a woman who is only warned to be in readiness for duty if required;

the expression "unit" means a complete quarter of an hour;

the expression "week" means that period of seven days beginning with such day as is fixed by the chief officer of police.

29.—(1) Every woman member of a police force shall, so far as the exigencies of duty permit, be granted a day's leave on each public holiday.

(2) Every woman member of a police force below the rank of superintendent who is required to do duty on a public holiday or on a day which would otherwise have been a weekly rest day under the provisions of the Police (Weekly Rest Day) Act, 1910(**a**), shall be granted, if and as soon as the exigencies of duty permit, time off equal to one-and-a-half times the period of completed hours of duty on each such day.

For the purposes of this Regulation a woman member of a police force who is paid a detective duty allowance in respect of duty on a public holiday or on a day which would otherwise have been a rest day under the provisions of the Police (Weekly Rest Day) Act, 1910, shall only be deemed to be required to do duty on that day if she has been specifically ordered to do duty.

(3) If in the opinion of the chief officer of police the exigencies of duty do not permit the grant of time off under the preceding paragraph within such time (not exceeding three months) as he may fix, the woman member shall be granted in lieu of time off an allowance at the rate of three-sixteenths of one day's pay for each completed hour of duty on each such day, fractions of a penny being ignored.

(4) Every woman member of a police force of or above the rank of superintendent 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 a grant within three months.

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

30. On any occasion or occasions of emergency within the meaning of the Police (Weekly Rest Day) Act, 1910, the Secretary of State may direct that the provisions of Regulations 27, 28 and 29 shall apply only to such extent and under such conditions as he may determine."

6.—(1) In Regulation 33 of the said Regulations for the words "under paragraph (1) of Regulation 32A" there shall be substituted the words "under Regulation 29".

(2) In the proviso to the said Regulation 33 the words "in pursuance of a notice of intention to retire" shall be omitted.

7. For Regulation 34 of the said Regulations there shall be substituted the following Regulation:—

"34. Every woman member of a police force of or above the rank of superintendent shall, in addition to the days on which she is not required to do duty under Regulation 29, be granted in each calendar year so far as the exigencies of duty permit—

(*a*) annual leave of not less than forty-two days, with an additional six days after completing ten years' service in any such rank or ranks, and

(*b*) leave off from duty for one day and a half in each month:

Provided that in the calendar year in which she retires she shall be granted so far as the exigencies of duty permit annual leave at the rate of one-twelfth of the annual leave to which she would be entitled under this Regulation for each complete month of service in that year, a fraction of a day being reckoned as a day."

8. The following Regulations shall be substituted for Regulations 39 to 42 and 44 to 54 of the said Regulations, except in so far as those Regulations are continued in force by Regulation 20 of these Regulations:—

"39.—(1) The rate of pay of a woman member of a police force holding—

(*a*) the rank of inspector, other than in the City of London police force or the metropolitan police force, sergeant, or constable shall be in accordance with the scale of pay for her rank set out in the Third Schedule hereto;

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

(2) In calculating service for any of the aforesaid scales of pay—

(*a*) there shall be included any period which is included in the woman member's pensionable service within the meaning of the Police Pensions Regulations, 1949(**a**), by virtue of the fact that section one of the Police and Firemen (War Service) Act, 1939(**b**), applied to her;

(*b*) where the woman member is promoted and has less than two years before the date of promotion held the same rank on a temporary promotion thereto, there shall be included all service during any previous temporary promotion to that rank;

(**a**) S.I. 1949 No. 1241, p. 3331 below. (**b**) 2 & 3 Geo. 6. c. 103.

(*c*) where the woman member has been temporarily promoted and subsequently reverts to the rank she held immediately before she was temporarily promoted, she shall be deemed while holding that rank thereafter to have held, during the period of her temporary promotion, the rank to which she has so reverted ;

(*d*) in the case of a constable, there shall be included any period of service in a relevant auxiliary capacity ;

(*e*) subject to the foregoing provisions of this paragraph, service means service since the woman member's last appointment as a constable or service since the woman member's last promotion to the rank she holds, as the case may be.

(3) Nothing in the foregoing provisions of this Regulation shall affect the operation of the Regulations relating to discipline or of Regulation 43 or of paragraph (4) of Regulation 80A.

(4) No pensionable payments except those above referred to shall be made.

40.—(1) Women members of a police force 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 women members of that class.

41.—(1) One month's pay shall be calculated for all purposes at the annual rate of pay divided by twelve, fractions of a penny being ignored.

(2) One week's pay shall be calculated for all purposes at the annual rate of pay divided by fifty-two and one-sixth, fractions of a penny being ignored.

(3) One day's pay shall be calculated for all purposes at the weekly rate of pay divided by six, fractions of a penny being ignored."

9. For Regulation 56A of the Police (Women) (Consolidation) Regulations, 1948(**a**), there shall be substituted the following Regulation:—

"56A.—(1) A police authority shall provide each woman member of the police force to whom this Regulation applies with a house or quarters free of rent and rates or shall pay her a rent allowance which shall be a flat-rate allowance unless the police authority in special circumstances authorise the payment of a maximum limit allowance.

(2) (*a*) The flat-rate allowance shall be an allowance equal to half the amount fixed as the maximum limit under Regulation 65 of the Police (Consolidation) Regulations, 1948(**b**), for members of the same police force and of the same rank.

(*b*) The maximum limit allowance shall be calculated in accordance with paragraph (2) of the said Regulation 65 and shall be subject to the maximum limit fixed thereunder.

(3) This Regulation shall apply to a woman member of a police force who is not—

(*a*) married to a member of a police force and living with him, or

(*b*) on unpaid maternity leave."

(**a**) S.I. 1948 (No. 1217) I, p. 3403.
(**b**) S.I. 1948 (No. 1216) I, p. 3370 ; and *see* S.I. 1949 No. 1245, p. 3313 above.

10. After Regulation 56B of the said Regulations there shall be inserted the following Regulation:—

"*Transfer allowance*

56C. A woman member of a police force who in the opinion of the chief officer of police is required to move her home by the exigencies of police duty otherwise than on transfer from one force to another shall have her removal expenses reimbursed and in addition shall be paid a transfer allowance of £5 and, if the cost actually and necessarily incurred in adapting her household furnishings in consequence of the said move exceeds £5, an additional allowance equal to the difference between the said cost and the said £5 subject to the maximum amount set out in the subjoined Table opposite to the rank she holds:—

TABLE

Rank	Amount
	£
Superintendent	25
Inspector	20
Constable and Sergeant	15."

11. For Regulation 60 of the said Regulations there shall be substituted the following Regulation:—

"60.—(1) If the chief officer of police is satisfied that a woman member of a police force while engaged in detective duties is usually engaged in outside duty, she shall be paid a detective duty allowance at the rate set out in the subjoined Table opposite to the rank she holds:—

TABLE

Rank	Amount
Inspector	£36 a year
Sergeant	£32 a year
Constable	£27 a year:

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

(2) A woman member of a police force in receipt of an allowance under paragraph (1) shall also be paid a detective expenses allowance at the rate of 10s. 0d. a week.

(3) If immediately before the first day of July, 1949, the chief officer of police was satisfied that a woman member of a police force below the rank of superintendent was normally engaged in detective duty other than outside duty, that woman shall, on making application to the chief officer of police before the first day of August, 1949, continue to receive the detective allowance which she was receiving immediately before the first day of July, 1949, until the chief officer of police is satisfied that she is no longer so engaged or until she is promoted and, so long as she receives the said allowance, she shall be treated for the purposes of these Regulations, other than Regulation 29 and paragraph (2) of this Regulation, as if she were paid a detective duty allowance."

12. For that part of paragraph (3) of Regulation 61 of the said Regulations which precedes the proviso there shall be substituted the following:—

"(3) The amount of the said allowances shall be according to the following scale:—

Description of Allowance	Superintendents	Inspectors	Sergeants and Constables
	s. d.	s. d.	s. d.
Refreshment Allowance—			
(i) for one meal	3 6	3 0	2 6
(ii) for two meals... ...	5 0	4 6	4 0
Subsistence Allowance: Period of retention or engagement—			
(i) over 5 hours and not exceeding 8 hours...	5 0	4 6	4 0
(ii) over 8 hours and not exceeding 12 hours	7 6	6 6	5 6
(iii) over 12 hours and not exceeding 24 hours	12 0	10 0	9 0
(iv) over 24 hours—at the rate under (iii) above for each complete period of 24 hours' retention or engagement, together with whichever is the appropriate amount under the preceding provisions of this scale for any excess over the aggregate of such complete periods.			
Lodging Allowance— For each night	18 0	14 0	12 0."

13. For Regulation 63 of the said Regulations there shall be substituted the following Regulation:—

"*London allowance*

63. Sergeants and constables who are members of the City of London police force or the metropolitan police force shall be paid a London allowance at the rate of £10 a year."

14. For Regulation 64 of the said Regulations there shall be substituted the following Regulation:—

"64. A woman member of a police force below the rank of superintendent, who is required for a continuous period exceeding one week to perform the duties of another member of the force holding a higher rank than her own either to fill a temporary vacancy or for some other special purpose, shall be granted in respect of such service after the said week an allowance in addition to her pay at a rate equal to the difference between her pay and the lowest rate of pay for that higher rank."

15. In Regulation 66 of the said Regulations for the words "extended hours of duty" there shall be substituted the word "overtime".

16. In Regulation 67 of the said Regulations for the words "detective allowance or any other allowance" there shall be substituted the words "detective duty allowance, detective expenses allowance or any allowance".

17.—(1) In sub-paragraph (*a*) of paragraph (1) of Regulation 82 of the said Regulations—

(*a*) after the words "the Police Pensions Acts, 1921 and 1926" there shall be inserted the words "or under Regulations made under the Police Pensions Act, 1948(a)";

(a) 11 & 12 Geo. 6. c. 24.

(*b*) for the words "calendar month" in the proviso to the said sub-paragraph there shall be substituted the word "month".

(2) After paragraph (3) of the said Regulation 82 there shall be added the following paragraph:—

"(4) In these Regulations the expression 'public holiday' means Christmas Day, Good Friday and bank holidays."

18. The First Schedule to the said Regulations shall be omitted.

19.—(1) After the Second Schedule to the said Regulations there shall be added the Third Schedule set out in the Schedule hereto.

(2) The Third Schedule to the said Regulations shall be re-numbered "Fourth Schedule", and for the words "Third Schedule" in paragraph (1) of Regulation 87 of the said Regulations there shall be substituted the words "Fourth Schedule".

20. Notwithstanding Regulation 8 of these Regulations, the rate of pay of a woman member of a police force who is such a member on the first day of July, 1949, or on that date was serving in an overseas corps within the meaning of the Police Pensions Regulations, 1949(**a**), and who has not elected in accordance with Regulation 87 of those Regulations shall, subject to the provisions of this Regulation—

(*a*) if she holds the rank of sergeant or constable, be in accordance with Regulations 39 to 42 and 44 to 54 of the Police (Women) (Consolidation) Regulations, 1948(**b**), subject to the modification that one day's pay shall be calculated for all purposes at the weekly rate of pay divided by six;

(*b*) if she holds any other rank, be in accordance with the scale of pay of her force approved by the Secretary of State under paragraph (2) of Regulation 39 of the Police (Women) (Consolidation) Regulations, 1948,

and paragraph (2) of Regulation 20A of the Police (Women) (Consolidation) Regulations, 1948, shall apply accordingly; and, if she has elected in accordance with the said Regulation 87, this Regulation shall cease to have effect in respect to her from whichever is the last of the following dates—

(i) one month before the date on which she has so elected, or

(ii) the first day of July, 1949, or

(iii) the date on which she last joined a police force:

Provided that—

(*a*) where the police authority are satisfied that a woman member of a police force who has elected in accordance with the said Regulation 87 would so have elected at an earlier date had she not been prevented from doing so by illness, absence from the United Kingdom or other special circumstances they may, in their discretion, increase the period of one month mentioned in sub-paragraph (i) above;

(*b*) where on the date on which this Regulation ceased to have effect in respect to the woman member she was subject to a punishment imposing a reduction in her rate of pay, she shall for the remainder of the period of that punishment have the pay to which she would be entitled by virtue of the said Regulation 8 reduced by an amount equal to the amount by which her rate of pay has been reduced by that punishment.

21. Any reference in these Regulations other than in Regulation 20 to any Regulation in the Police (Women) (Consolidation) Regulations, 1948(**c**), shall be taken as referring to the last-mentioned Regulation as amended by any other Regulation.

(**a**) S.I. 1949 No. 1241, p. 3331 below. (**b**) S.I. 1948 (No. 1217) I, p. 3403.
(**c**) S.I. 1948 (No. 1217) I, p. 3403.

22. These Regulations may be cited as the Police (Women) (Consolidation) (Amendment) Regulations, 1949, and shall come into operation on the first day of July, 1949.

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

Home Office,
Whitehall.
30th June, 1949.

SCHEDULE

THIRD SCHEDULE

Scales of Pay

	Inspector other than in the City of London or Metropolitan Police Force	Sergeant	Constable
On appointment as constable or on promotion, as the case may be...	£450 a year	£400 a year	£290 a year
After 1 year of service in the rank	£460 ,, ,,	£410 ,, ,,	—
After 2 years of service in the rank	£475 ,, ,,	£420 ,, ,,	£300 a year
,, 3 ,, ,, ,, ,, ,, ,,	£490 ,, ,,	£430 ,, ,,	£310 ,, ,,
,, 4 ,, ,, ,, ,, ,, ,,	—	£440 ,, ,,	£320 ,, ,,
,, 5 ,, ,, ,, ,, ,, ,,	—	—	£330 ,, ,,
,, 6 ,, ,, ,, ,, ,, ,,	—	—	£340 ,, ,,
,, 7 ,, ,, ,, ,, ,, ,,	—	—	£350 ,, ,,
,, 10 ,, ,, ,, ,, ,, ,,	—	—	£360 ,, ,,
,, 15 ,, ,, ,, ,, ,, ,,	—	—	£370 ,, ,,
,, 22 ,, ,, ,, ,, ,, ,,	—	—	£380 ,, ,,

EXPLANATORY NOTE

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

Regulations 1 and 18 revoke the provisions prescribing duties which may be ascribed to policewomen. Regulation 4 deals with the counting of service for promotion. Regulation 5 deals with the calculation of overtime, with time off for such overtime and for duty on public holidays and weekly rest day and payment in lieu of such time off. Regulation 8 and the Schedule lay down increased rates of pay. Regulation 9 deals with rent allowance. Regulation 10 makes provision for a transfer allowance where a member has to move her home. Regulation 11 deals with detective duty allowance and detective expenses allowance. Regulation 12 provides increased scales for certain subsistence allowances. Regulation 13 provides a London allowance for sergeants and constables of the City of London and metropolitan police forces. Regulation 14 deals with temporary duty allowance for performing the duties of a higher rank. Regulation 20 provides that the rates of pay prescribed by Regulation 8 do not apply to a member serving on the 1st July, 1949, until she has elected to have her pension calculated on pay over a three-year period. The remaining Regulations are consequential on the foregoing.