2. POLICE (WOMEN) REGULATIONS

The Police (Women) (Consolidation) Regulations, 1948

1948 No. 1217

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

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

Ranks and Designations

1. The ranks of women members of a police force shall be known by such of the following designations as the police authority may adopt:—

Inspector
Sergeant
Constable

Provided that intermediate or other ranks may be adopted by the police authority, subject to the approval of the Secretary of State.

Strength

2.—(1) The authorised strength of women employed in the several ranks in any police force and any changes thereof shall be subject to the approval of the Secretary of State.

(2) The numbers shall be sufficient to provide women for the carrying out of such of the duties mentioned in the First Schedule to these Regulations as may be assigned to women members of the force by the chief officer of police with the approval of the police authority.

(3) Nothing in these Regulations shall be deemed to prevent women members of a police force being required by proper authority to perform extra duties connected with the police.

Appointment

3. A candidate for appointment as a woman member of a police force—

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

(2) must not be under twenty-two or over thirty-five years of age or less than 5 feet 4 inches in height:

Provided that a candidate who does not comply with the requirements of this paragraph may be appointed—

(*a*) if she has had previous service in a police force otherwise than in a relevant auxiliary capacity, or

(*b*) in other special circumstances approved by the Secretary of State;

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

(3) must be certified by a registered medical practitioner approved by the police authority to be in good health, of sound constitution and fitted both physically and mentally to perform the duties of her office;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

6. During the period of probation the services of any constable may be dispensed with at any time if the chief officer of police considers that she is not fitted, physically or mentally, to perform the duties of her office, or that she is not likely to become an efficient and well conducted constable:

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

DISCIPLINE

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

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

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

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

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

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

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

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

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

(i) to dismiss the case, or

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

(iii) to award a punishment as provided in Regulation 15:

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

14A. The following provisions shall have effect with respect to disciplinary proceedings before the chief officer of police and also to proceedings before the watch committee:—

(1) if the accused so desires, she shall be allowed to have a serving member of a police force, selected by herself, to assist her in presenting her case:

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

14B.—(1) The chief officer of police may suspend from duty a woman member of the force against whom a report or complaint suggesting the commission of an offence against discipline is made. Such suspension from duty may continue until the disciplinary proceedings arising out of the said report or complaint have been concluded.

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

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

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

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

15. An offence against discipline may be punished by—

(1) dismissal;
(2) being required to resign forthwith, or at such date as may be ordered (as an alternative to dismissal);
(3) reduction in rank;
(4) reduction in rate of pay;
(5) forfeiture of merit or good conduct badges (except such as have been granted for an act of courage or bravery);
(6) fine;
(7) reprimand;
(8) caution.

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

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

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

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

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

19. Every report or complaint alleging the commission of any offence against discipline by a woman member of the force (other than an anonymous allegation unsupported by evidence) shall be duly entered, together with particulars of the action taken thereon, in the disciplinary report book of the force or the divisional disciplinary report book, as the case may be.

Promotion

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

20A.—(1) A woman member of a police force who is required to perform the duties of a higher rank may be promoted temporarily to that rank.

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

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

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

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

Provided that—

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

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

(2) For the purposes of this Regulation, the expression "years' service" means, subject to the provisions of paragraph (4) of Regulation 80A, years of pensionable service and service in a relevant auxiliary capacity.

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

(1) Examination in educational subjects, including—

(*a*) reading aloud;
(*b*) writing, including handwriting, spelling, punctuation, and the writing and composition of reports;
(*c*) arithmetic, for promotion to sergeant, first four rules, simple and compound, including imperial weights and measures, and simple fractions; for promotion to inspector, first four rules, simple and compound, including imperial weights and measures, reduction, vulgar fractions and decimals (excluding recurring decimals), ratio and proportion, averages and percentages;
(*d*) geography, especially the geography of the British Isles;
(*e*) general knowledge and intelligence; and
(*f*) any special subject or subjects which may be required in the circumstances of a particular force or forces.

(2) Examination in police duties, including—

(*a*) criminal law;
(*b*) evidence and procedure;
(*c*) general statutes, regulations and orders;
(*d*) local regulations and byelaws;
(*e*) extra duties performed by the particular force concerned; and
(*f*) principles of local government.

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

(4) The examinations shall be held as often as may be required, and, subject to the provisions of Regulation 25, any woman member of a police force who has given due notice to the chief officer of police shall be entitled to sit—

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

(*b*) after she has completed four years' service within the meaning of Regulation 21 for the examination in police duties for promotion to sergeant or inspector, as the case may be.

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

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

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

Hours of Duty

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

27.—(1) The normal daily period for which constables, sergeants and inspectors shall be required to perform their appointed police duties, shall be eight hours, exclusive of time occupied in parading for relief, waiting for relief and returning to station after relief:

Provided that where the duties performed are wholly or mainly patrol duty, the police authority may prescribe a period of seven hours or seven and a half hours as the normal daily duty period.

(2) Where the duties are performed in one tour an interval for refreshment shall be allowed which shall be one hour if the duties are wholly or mainly patrol duty and the duty period is seven and a half hours or more and otherwise shall be thirty minutes.

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

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

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

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

30.—(1) Where, in the opinion of the chief officer of police, the exigencies of duty do not permit of any sergeant or constable being granted the whole period of " time-off " from duty under the preceding Regulation within such reasonable period (not exceeding three months) as the chief officer of police may fix, the woman shall be granted in lieu of so much of the period of " time-off " as has not been granted to her, being not less than one hour, a non-pensionable payment at the rate of 3s. 9d. an hour for a sergeant and 3s. 3d. an hour for a constable.

(2) Where a sergeant or constable is engaged on duty involving her employment for irregular periods beyond the normal duty period so that the extension thereof cannot be definitely assessed and " time-off " cannot be granted, she may be granted, in lieu of all payments under paragraph (1) of this Regulation, a non-pensionable commuted payment at the rate provided in Regulation 63.

31. The provisions of Regulations 29 and 30 shall not apply—

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

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

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

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

32. Where a woman member of a police force to whom the Police (Weekly Rest Day) Act, 1910(**a**), applies is required to perform duty on a day which would otherwise have been a rest day, she shall be granted another rest day in lieu if and as soon as the exigencies of duty will permit; and if, in the opinion of the chief officer of police, the exigencies of duty do not permit of the grant of another rest day within such reasonable period (not exceeding three months) as he may fix, the woman shall be granted a non-pensionable payment at the rate prescribed by paragraph (1) of Regulation 30 or, in any case to which that paragraph does not apply, either at the rate of one-sixth of her pay in respect of the week in which the rest day on which she was required to do duty fell, or the sum of 35s., whichever amount is the greater.

32A.—(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 of the following days, namely, Christmas Day, Good Friday and the Bank Holidays as

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

defined in the Bank Holidays Act, 1871(a), and if owing to the exigencies of duty a woman is required to perform duty on any of the aforesaid days she shall be granted a day's leave in lieu of each such day if and as soon as the exigencies of duty permit.

(2) If in the opinion of the chief officer of police the exigencies of duty do not permit the grant of leave under the preceding paragraph within such reasonable time (not exceeding three months) as he may fix, the woman, provided she is of the rank of chief inspector or sub-divisional inspector (if such ranks are adopted under Regulation 1) or of the rank of inspector or any lower rank, shall be granted a non-pensionable payment for each such day on which she was required to perform duty at the rate prescribed by paragraph (1) of Regulation 30 or, in any case to which that paragraph does not apply, either at the rate of one-sixth of her pay in respect of the week in which such day fell, or the sum of 35s., whichever amount is the greater.

32B. On any occasion or occasions of emergency within the meaning of the Police (Weekly Rest Day) Act, 1910(b), the Secretary of State may direct that the provisions of Regulations 29, 30, 31, 32 and 32A shall apply only to such extent and under such conditions as he may prescribe.

Leave of Absence

33. Every woman member of a police force of the rank of chief inspector or sub-divisional inspector (if such ranks are adopted under Regulation 1) or of the rank of inspector or any lower rank shall, so far as the exigencies of duty permit, be granted leave of absence (hereinafter referred to as annual leave) in addition to the days upon which she is not required to perform police duties in compliance with the Police (Weekly Rest Day) Act, 1910(b), or under paragraph (1) of Regulation 32A, so that the members of the several ranks shall be granted annual leave in each complete calendar year as follows:—

	Days
Chief Inspectors in the Metropolitan Police	27
Sub-divisional Inspectors in the Metropolitan Police	25
Inspectors	24
Sergeants	20
Constables	18

Provided that a woman member of a police force, in the calendar year in which she is appointed and in that in which she retires in pursuance of a notice of intention to retire, shall, so far as the exigencies of duty permit, be granted an annual leave at the rate of one-twelfth of the period hereinbefore specified for her rank for each complete month of service in that year, a fraction of a day being reckoned as one day.

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

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

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

Personal Records

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

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

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

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

(2) The chief officer of police may append to the certificate any recommendation which he feels justified in giving, such as—

Her conduct was exemplary

Her conduct was very good

Her conduct was good.

Pay

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

(2) Subject to Regulation 20A, the pay of all other ranks shall be in accordance with the scale of pay of the force, which shall be subject to the approval of the Secretary of State.

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

Scales of pay

40. Subject to the provisions of Regulation 20A and 54, the scales of pay for sergeants and constables shall be as follows:—

Scale of pay for sergeants

	s.	d.	
On promotion	135	0	weekly
After one year from promotion	137	6	,,
,, two years ,, ,, ...	140	0	,,
,, three ,, ,, ,, ...	142	6	,,
,, four ,, ,, ,, ...	145	0	,,
,, five ,, ,, ,, ...	148	0	,,

Scale of pay for constables

	s.	d.	
On appointment	94	0	weekly
After two years from appointment	96	6	,,
,, three ,, ,, ,, ...	99	0	,,
,, four ,, ,, ,, ...	101	6	,,
,, five ,, ,, ,, ...	104	0	,,
,, six ,, ,, ,, ...	106	6	,,
,, seven ,, ,, ,, ...	109	0	,,
,, eight ,, ,, ,, ...	111	6	,,
,, nine ,, ,, ,, ...	114	0	,,
,, ten ,, ,, ,, ...	117	0	,,

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

42.—(1) All increments in the scale of pay for constables (except any increments granted under special conditions as provided in Regulations 44 to 52) and all increments in the scales of pay for the higher ranks shall be granted automatically upon completion of the stated periods of service, reckoned from the constable's appointment to the force or her promotion to higher rank, as the case may be, and the grant of any increment shall not be retarded or withheld on account of any offence or other cause except on a specific order of reduction in rank or pay by way of punishment for an offence as provided in the Regulations relating to discipline.

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

43.—(1) If a woman member of a police force above the rank of constable transfers with the written consent of the chief officer of police to the same rank in another force, previous service which she is entitled to reckon for purposes of pay in the force from which she transfers shall (unless otherwise agreed upon) count, for purposes of reckoning her pay in the force which she joins, as follows:—

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

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

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

Grant of special increments of pay for constables

44.—Subject to Regulations 51 and 54, a constable who is in receipt of pay according to the scale prescribed by these Regulations and who has passed the qualifying examinations for promotion in police duties and educational subjects, may, at any time after she has served for five years, be granted a special increment in her scale of pay if the chief officer of police is satisfied that she shows special zeal, intelligence and proficiency in the performance of her duties and that she is well conducted.

45. A constable who is in receipt of a special increment under Regulation 44 may at any time after she has served for one year from the date of the grant of the special increment, be granted a second special increment in her scale of pay if the chief officer of police is satisfied that she shows special zeal, intelligence and proficiency in the performance of her duties and is well conducted:

Provided that a second special increment may be granted under this Regulation immediately on the grant of a special increment under Regulation 44 if the chief officer of police is satisfied that the constable would by then have qualified for a second special increment if she had not ceased to serve as a constable in such circumstances that section one of the Police and Firemen (War Service) Act, 1939(a), applied to her.

46. A constable who has been granted a special increment or increments shall be paid at the rate at which she would be paid on the scale in Regulation 40, if she had been appointed, in the case of a grant of one special increment, one year and, in the case of a grant of two special increments, two years before she was appointed.

Grant of additional increments of pay for constables

47.—(1) Subject to Regulations 51 and 54, a constable who has served for seventeen years, or having been granted a special increment which has not been withdrawn, has served for sixteen years or, having been granted two special increments which have not been withdrawn, has served for fifteen years, may at any time after she has completed the appropriate qualifying period be granted an additional increment of 4s. a week in her pay if the chief officer of police is satisfied that she shows zeal and proficiency in the performance of her duties and that she is well conducted:

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

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

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

(2) For the purposes of this Regulation a constable shall be deemed to have served during any period which, by virtue of subsection (1) of section two of the Police and Firemen (War Service) Act, 1939, is to be treated as a period of approved service or would be so treated if the proviso to the said subsection did not apply or which she is entitled to reckon as pensionable service.

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

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

Provided that—

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

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

49.—(1) As soon as a constable has served for the appropriate qualifying period under Regulation 47 or Regulation 48, the chief officer of police shall consider whether an additional increment or, as the case may be, a second additional increment should be granted to her.

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

(3) A constable from whom an additional increment or increments has or have been withdrawn under Regulation 50 may apply to the chief officer of police at the end of each period of one or more complete years from the date of the withdrawal to consider whether an additional increment should be granted to her, and it shall accordingly be considered.

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

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

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

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

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

the constable shall be given a written warning of the opinion of the chief officer of police, and if, at the end of a period of two months from the date of the warning or of such longer period as may be specified in the warning, the chief officer of police is still of the same opinion, the increment or increments shall be withdrawn:

Provided that if after the latest grant to the constable under Regulation 44, 45, 47 or 48—

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

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

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

the increment or increments may be withdrawn without warning.

51. No special or additional increment shall be granted to a constable from whom an increment or increments has or have been withdrawn under Regulation 50 until a period of one year has elapsed from the date of the withdrawal.

52. The grant or withdrawal of any increment under Regulations 44 to 51 inclusive to or from a constable in a borough police force shall be subject to confirmation by the watch committee.

Service in a relevant auxiliary capacity

54. For the purpose of applying the scale of pay for constables and of reckoning the qualifying period for the grant of a special or an additional increment there shall be added to the constable's service any period of service in a relevant auxiliary capacity.

ALLOWANCES

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

Rent allowance

56A.—(1) A police authority shall provide each woman member of a police force with a house or quarters free of rent and rates or shall pay her a rent allowance:

Provided that this paragraph shall not apply to a woman member of a police force who—

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

(*b*) is on unpaid maternity leave.

(2) The rent allowance shall be paid at the same rate as that provided under Regulation 65 of the Police (Consolidation) Regulations, 1948(**a**), for single men who are members of the same police force and of the same rank:

Provided that a police authority may, in special circumstances, authorise payment to an individual woman member of the police force of a rent allowance at the rate provided by the said Regulation 65 for married men of the same rank.

Compensatory grant

56B.—(1) In the year commencing on the sixth day of April, 1947, and in each subsequent year, a woman member of a police force who has during the preceding year paid income tax in respect of a rent allowance or any compensatory grant mentioned in this paragraph paid or made to her in respect of her service in the force shall be paid a compensatory grant.

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

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

(**a**) S.I. 1948 No. 1216, p. 3370 above.

(4) Where a woman member of a police force leaves the force or dies whilst serving in the force she or, as the case may be, her personal representatives shall be paid the whole of the compensatory grant due to the member during that year and, in addition, shall be paid a further compensatory grant equal to the amount by which the income tax in fact deducted between the beginning of the year and the date on which she leaves the force or dies, according to the tax tables prepared or prescribed by the Commissioners of Inland Revenue, from the member's emoluments in respect of her 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 her.

(5) For the purposes of this Regulation—

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

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

Uniform allowance

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

Boot allowance

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

Plain clothes allowance

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

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

Provided that a sergeant or constable—

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

(*b*) who is provided with overalls when doing duty in plain clothes or for any other reason is, in the opinion of the Secretary of State, put to substantially less or substantially more than the normal expense caused by wearing her own clothes on duty may be paid a plain clothes allowance at a rate approved by the Secretary of State.

Detective allowance

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

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

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

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

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

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

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

Subsistence and lodging allowance

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

(*a*) if the period for which she is so retained or engaged exceeds one hour but does not exceed five hours, be paid a refreshment allowance;

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

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

(2) Notwithstanding anything in the preceding paragraph a woman member of a police force of or below the rank of superintendent who satisfies the chief officer of police that during her normal period of duty she was, although not away from her usual place of duty, unable by reason of the exigencies of duty to obtain her meals in her usual way and that she necessarily incurred additional expense for the purpose, may be paid a refreshment allowance.

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

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

Provided that—

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

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

(*c*) if the chief officer of police is satisfied in any particular case that the amount of the allowances specified above would be excessive having regard to the additional expenses necessarily incurred, he may direct that the amount of the allowances shall be reduced to such an amount as he determines, not being less than the amount of such expenses;

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

(4) Where the place of duty of a woman member of a police force has been temporarily changed, the expression in this Regulation " usual place of duty " shall, after such period from the date of change as the chief officer of police may determine, mean the temporary place of duty.

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

Detachment duty allowance

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

8s. 0d. daily for a superintendent

6s. 6d. ,, ,, an inspector

5s. 6d. ,, ,, a sergeant

4s. 6d. ,, ,, a constable

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

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

Temporary duty allowance

64. Where a constable is required to perform the duties of a sergeant, or a sergeant is required to perform the duties of an inspector, either to fill a temporary vacancy or for some other special purpose and for a continuous period exceeding two weeks, she shall be granted in respect of such service, after the first two weeks, an allowance in addition to her pay at a rate equal to the difference between her ordinary rate of pay and the lowest rate of pay of the rank in which she is temporarily acting.

Miscellaneous provisions as to allowances

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

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

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

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

CLOTHING, EQUIPMENT AND NECESSARIES

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

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

70. Issues of uniform shall, so far as circumstances permit, be made at stated periods, but where particular duties, or the duties of a particular woman, entail greater or less wear of all articles or of any particular article of uniform, the issue to a particular woman, or the issue of any particular garment, may be made on requisition approved by the chief officer of police. Clothing for particular duties may be issued on requisition.

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

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

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

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

Armlet and buckle
Button brushes and button stick
Cap strap and sling
Gloves
Handcuffs
Haversack or kit bag
Lamp
Leggings
Overalls
Pocket notebook
Shirts, collars and ties
Truncheon
Waist-belt
Waterproof coat or cape
Warrant card
Whistle and chain

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

74. All garments supplied by the police authority (but not boots) shall be returned to store on being replaced at the expiry of the prescribed period

of wear, and the amounts realised by their sale shall be paid to the police fund:

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

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

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

Medical Attendance and Stoppages from Pay

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

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

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

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

80A.—(1) During the maternity period a married woman member of a police force 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 of which, subject to paragraph (2) of this Regulation, three months shall be paid maternity leave and the remainder unpaid maternity leave.

(2) A married woman member of a police force shall not be entitled to more than three months' paid maternity leave during any period of twelve months or to any paid maternity leave before the end of her period of probation.

(4) In calculating the service of a married woman member of a police force for the purposes of probation, promotion or increments in pay any period or periods of unpaid maternity leave shall be disregarded.

(5) In this Regulation the maternity period means, in relation to a married woman member of a police force who is certified by a registered medical practitioner approved by the police authority to be pregnant, the period beginning six months before the date which is estimated by the said medical practitioner as being the probable date of birth and ending nine months after the birth of the child.

(**a**) 9 & 10 Geo. 6. c. 67. (**b**) 9 & 10 Geo. 6. c. 62.

MISCELLANEOUS PROVISIONS

81A.—(1) Subject to the provisions of paragraph (3) hereof, a woman member of a county police force or a combined police force who, having been a member of the police force of a borough comprised in the county of the combined area, has been transferred to the county police force or the combined police force by or under the provisions of the Police Act, 1946(**a**), shall not be assigned to duties which in the opinion of the Secretary of State make it necessary for her to establish her home outside the borough.

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

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

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

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

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

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

81B. For the purposes of these Regulations service in a police force from which a constable is transferred by or under the Police Act, 1946(**a**), and service in the force to which she is so transferred shall be treated as if it were service in the same force.

(**a**) 9 & 10 Geo. 6. c. 46.
(**b**) 9 & 10 Geo. 6. c. 17.
(**c**) 2 & 3 Geo. 6. c. 103.
(**d**) 11 & 12 Geo. 6. c. 24.
(**e**) 11 & 12 Geo. 5. c. 31.
(**f**) 3 & 4 Vict. c. 88.

82.—(1) (*a*) In these Regulations a reference to service in a relevant auxiliary capacity is to be taken as a reference to all service as a member of Class A of the Women's Auxiliary Police Corps and, while the constable in question was not in receipt of a pension under the Police Pensions Acts, 1921 and 1926(**a**), to all whole-time paid service after the third day of September, 1939, as a member of the first class of the Police Reserve and while the constable in question was assigned to duties which were wholly or mainly street patrol duties, motor patrol duties or outside detective duties, to whole-time paid service as a member of the Women's Auxiliary Police Corps, after the third day of September, 1939, and before the first day of April, 1945:

Provided that for the purpose of reckoning the length of such whole-time paid service account shall only be taken of each complete calendar month during the whole of which the constable in question was assigned to such duties.

(*b*) In connection with any reference to service in a relevant auxiliary capacity a reference to service in a force shall be taken to include a reference to service as a member of the Women's Auxiliary Police Corps under the directions of the chief officer of police of that force.

(*c*) In this paragraph whole-time paid service includes all leave with pay, any period of leave without full pay not exceeding seven days in duration and any period of absence or suspension with full pay or the equivalent of full pay and for this purpose leave shall not be taken to be leave without full pay by reason only that there is deducted from the constable's pay the amount of benefits under the National Health Insurance Acts, 1936 to 1941, or the National Insurance Acts, 1946(**b**), of payments made under any scheme made by the Minister of Pensions under the Personal Injuries (Emergency Provisions) Act, 1939(**c**), or for any weekly payments under the Workmen's Compensation Acts, 1925 to 1945.

(2) Any reference in these Regulations to a county police force, a borough police force or a watch committee shall, except in Regulation 81A, include a reference respectively to a combined force constituted by a county scheme, a combined force constituted by a borough scheme or a police authority constituted by a borough scheme.

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

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

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

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

(**a**) 11 & 12 Geo. 5. c. 31 and 16 & 17 Geo. 5. c. 34.
(**b**) 9 & 10 Geo. 6. c. 62 and 9 & 10 Geo. 6. c. 67.
(**c**) 2 & 3 Geo. 6. c. 82.
(**d**) 11 & 12 Geo. 6. c. 24.
(**e**) 52 & 53 Vict. c. 63.

86. These Regulations shall apply to all police forces in England and Wales to which the Police Act, 1919(a), applies, and in which women are employed as members of the force.

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

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

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

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

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

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

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

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

Home Office,
Whitehall.
7th June, 1948.

FIRST SCHEDULE

DUTIES WHICH MAY BE ASSIGNED TO WOMEN MEMBERS OF A POLICE FORCE

Patrol duty.

Duties in connection with women and children reported missing, found ill, injured, destitute, or homeless, and those who have been the victims of sexual offences, or are in immoral surroundings.

Taking statements from women and children in cases of sexual offences.

Duties in connection with the conveyance of women and children to or from hospitals, poor-law institutions, police stations, prisons, remand homes, and approved schools.

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

Watching female prisoners or women who have attempted suicide detained in hospitals, etc.

Attendance on women and children in court.

Searching and attending female prisoners.

Clerical work.

Plain clothes duty and detective work.

SECOND SCHEDULE

1. A constable shall at all times abstain from any activity which is likely to interfere with the impartial discharge of her duties or which is likely to give rise to the impression amongst members of the public that it may so interfere; and in particular a constable shall not take any active part in politics.

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

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

(2) A constable shall not, unless she has previously given written notice to the chief officer of police, receive a lodger in a house in which she resides and in respect of which she receives a rent allowance or sub-let any part of such a house.

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

THIRD SCHEDULE

REGULATIONS REVOKED

The Police (Women) Regulations, 1947(a).

The Police (Women) (No. 2) Regulations, 1947(b).

The Police (Women) (No. 3) Regulations, 1947(c).

The Police (Women) Regulations, 1948(d).

The Police (Women) (No. 2) Regulations, 1948(e).

EXPLANATORY NOTE

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

These Regulations consolidate, with amendments the Regulations set out in the Third Schedule. Amendments are made in Regulations 32 and 32A (which relate to a day's leave or payment in lieu of the weekly rest day or a public holiday), Regulation 77 (which relates to sick leave) and Regulation 79 (which relates to deductions from pay of insurance benefits), together with minor amendments in Regulations 3(3), 21(2), 47(2), 81A(2) and (3)(*a*), 82(1)(*c*) and (3) and 87(5), Regulations 80A(3) and 81 of the existing Regulations being omitted.

(a) S.R. & O. 1947 (No. 1604) I, p. 1718.
(b) S.R. & O. 1947 (No. 2006) I, p. 1741.
(c) S.R. & O. 1947 (No. 2845) I, p. 1742.
(d) S.I. 1948 No. 230.
(e) S.I. 1948 No. 856.