2. POLICE (WOMEN) REGULATIONS

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

1949 No. 1243 (S. 89)

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

In exercise of the powers conferred on me by section four of the Police Act, 1919(a), I hereby make the following Regulations :—

1. Subject to the following provisions of these Regulations, the Police (Women) (Scotland) Regulations(b) shall have effect subject to the amendments specified in the Schedule to these Regulations.

2. The Police (Women) (Scotland) Regulations shall, in relation to a woman member of a police force who on the first day of July, nineteen hundred and forty-nine, is such a member or is serving in an overseas corps within the meaning of the Police Pensions (Scotland) Regulations, 1949(c), and who has not elected in accordance with Regulation 83 of the last mentioned Regulations, have effect subject to :—

(i) the amendments specified in the Schedule to these Regulations other than the amendments specified in paragraphs 3, 4, 5, 10 and 17 of the said Schedule ; and

(ii) the substitution in Regulation 48 in paragraph (1) for the words " one-seventh " of the words " one-sixth ".

3. Where such a woman member has elected in accordance with the said Regulation, the last foregoing Regulation shall be deemed to have ceased to have effect in relation to her from whichever is the latest of the following dates—

(i) one month before the date on which she so elected ;

(ii) the first day of July, nineteen hundred and forty-nine ; or

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

Provided that—

(*a*) where the police authority are satisfied that she would have so elected at an earlier date had she not been prevented from so doing by illness, absence from the United Kingdom or other special circumstances, they may in their discretion increase the period of one month before-mentioned in this Regulation ; and

(*b*) where, on the date on which the last foregoing Regulation is deemed to have ceased to have effect in relation to her, 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

(a) 9 & 10 Geo. 5. c. 46.
(b) S.R. & O. 1934 (No. 659) II, p. 51 as amended. The 1934 Regulations have been reprinted as amended up to and including the 5th July, 1948.
(c) S.I. 1949 No. 1240, p. 3401 below.

would otherwise be entitled by virtue of the amendments to the Police (Scotland) Regulations specified in paragraphs 3, 4, 5, 10 and 17 of the Schedule to these Regulations, reduced by an amount equal to the amount by which her rate of pay has been reduced by that punishment.

4. These Regulations may be cited as the Police (Women) (Scotland) (Amendment) Regulations, 1949, and shall come into operation on the first day of July, nineteen hundred and forty-nine.

Arthur Woodburn,
One of His Majesty's Principal Secretaries of State.

St. Andrew's House,
Edinburgh, 1.
30th June, 1949.

SCHEDULE

1. In Regulation 2, paragraphs (2) and (3) shall be omitted.

2. In Regulation 7 in paragraph (3) for the words "detective allowance" there shall be substituted the words "detective duty allowance, detective expenses allowance."

3. In Regulation 22 in paragraph (2) the words "in the force" shall be omitted.

4. In Regulation 22(a) the words "(except the increment in the Scale of Pay for a constable which is dependent on completion of the probationary period, or any additional or any special increment which is subject to good conduct as provided in the Regulations relating to Pay)" shall be omitted.

5. In Regulation 27A paragraphs (2) and (3) shall be omitted.

6. In Regulation 28 in paragraph (2) for the words "means pensionable service and service in a relevant auxiliary capacity" there shall be substituted the words "includes 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".

7. For Regulations 34 to 39B there shall be substituted the following Regulations:—

"34.—(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 when 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 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.

(3) This Regulation shall apply to a woman member of a police force who is not paid a detective duty allowance.

35.—(1) Subject to the provisions of this Regulation, where a woman member of a police force to whom Regulation 34 of these Regulations 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 constable permit, in respect of each unit of time during which she so remains on duty after the tour of duty ends or after being so recalled (hereafter in this Regulation 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.

(a) "Regulation 23" substituted by S.I. 1949 No. 1458, p. 3400 below.

(2) If in the case of a woman member being a sergeant or a constable time off in respect of the overtime during any week is not granted within such time (not exceeding three months) after the said week as the chief constable may fix, the woman member 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 fixed as aforesaid the right of such member 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 member is engaged on 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 constable may allow;

(*b*) where the tour or tours of duty 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 member receives an allowance under Regulation 70 of these Regulations;

(*d*) where a woman member 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 constable;

(*e*) where a woman member who has completed a full tour of duty, which commenced at any time after 6 p.m. and ended at any time after 2 a.m. on the day next following, is recalled to duty before nine-and-a-half hours have elapsed from the time when such tour of duty ended, she shall be deemed, if the period of overtime thereby worked before the elapse of nine-and-a-half hours 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 member recalled to duty shall not include a reference to a woman member 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 constable.

36.—(1) Every woman member of a police force shall so far as the exigencies of duty permit be granted a day's leave on New Year's Day and on each of five other days being so far as practicable local public holidays.

(2) Every woman member of a police force who is required to do duty on any of the aforesaid days or on a day which would otherwise have been a rest day under the provisions of the Police (Weekly Rest Day) (Scotland) Act, 1914(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 any of the days mentioned in paragraph (1) of this Regulation or on a day which would otherwise have been a rest day under the provisions of the Police (Weekly Rest Day) (Scotland) Act, 1914, shall only be deemed to be required to do duty on that day if she has been specifically ordered to do duty.

(a) 4 & 5 Geo. 5. c. 8.

(3) If in the opinion of the chief constable 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 said 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.

37. On any occasion or occasions of emergency within the meaning of the Police (Weekly Rest Day) (Scotland) Act, 1914, the Secretary of State may direct that the provisions of Regulations 34, 35 and 36 of these Regulations shall apply only to such extent and under such conditions as he may determine."

8. In Regulation 40 in paragraph (1) for the words "Regulation 39A" there shall be substituted the words "Regulation 36 of these Regulations," and the words "in pursuance of a notice of intention to retire" shall be omitted.

9. Regulation 41 shall be omitted.

10. For Regulations 46 to 48, 50 and 52 to 59 there shall be substituted the following Regulations:—

"46.—(1) The rate of pay of a woman member holding the rank of inspector, sergeant, or constable, shall be in accordance with the scale of pay for her rank set out in the Fourth Appendix hereto.

(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 (Scotland) Regulations, 1949, by virtue of the fact that section one of the Police and Firemen (War Service) Act, 1939(**a**), applied to her;

(*b*) where the woman member is promoted, whether substantively or temporarily, 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;

(*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 51 of these Regulations.

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

47.—(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 members of that class.

48.—(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.

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

(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."

11. After Regulation 63B there shall be inserted the following Regulation:—

"*Transfer Allowance*

63C. A woman member of a police force who in the opinion of the chief constable 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
	£
Inspector	20
Sergeant or Constable	15 "

12. For Regulation 66 there shall be substituted the following Regulation:—

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

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

TABLE

Rank	Amount
Inspector	£42 a year
Sergeant	£36 a year
Constable	£30 a year

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

(3) If immediately before the first day of July, 1949, the chief constable was satisfied that a woman member of a police force was normally engaged in detective duty other than outside duty, that woman member shall, on making application to the chief constable 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 constable 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 36 thereof and paragraph (2) of this Regulation, as if she were paid a detective duty allowance."

13. In Regulation 67 for that part of paragraph (3) 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	Inspectors	Sergeants and Constables
	s. d.	s. d.
Refreshment Allowance—		
(i) for one meal	3 0	2 6
(ii) for two meals	4 6	4 0
Subsistence Allowance—		
Period of retention or engagement—		
(i) over 5 hours and not exceeding 8 hours	4 6	4 0
(ii) over 8 hours and not exceeding 12 hours	6 6	5 6
(iii) over 12 hours and not exceeding 24 hours	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.		
	s. d.	s. d.
Lodging Allowance—		
For each night	14 0	12 0"

14. For Regulation 69 there shall be substituted the following Regulation:—

"69. A woman member of a police force 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. No such allowance shall, except with the approval of the Secretary of State, be payable for a longer period than three months."

15. In Regulation 71 for the words "extended hours of duty" there shall be substituted the word "Overtime."

16. In Regulation 72 for the words "Detective Allowance or any other allowance" there shall be substituted the words "detective duty allowance, detective expenses allowance or any other allowance."

17. In Regulation 86 in paragraph (3) after the words "under the Police Pensions Acts, 1921 and 1926(a)," there shall be inserted the words "or under Regulations made under the Police Pensions Act, 1948(b)."

18. The First Appendix shall be omitted.

(a) 11 & 12 Geo. 5. c. 31; 16 & 17 Geo. 5. c. 34.
(b) 11 & 12 Geo. 6. c. 24.

19. After the Third Appendix there shall be added the following Appendix:—

"FOURTH APPENDIX

SCALES OF PAY

	Inspector	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 „	£290 „
After 2 years „ „ „ „	£475 „	£420 „	£300 „
„ 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.)

These Regulations amend the Police (Women) (Scotland) Regulations which lay down scales of pay and conditions of service for women members of police forces in Scotland.

Regulation 1 and the Schedule effect various amendments. Paragraphs 1 and 18 of the Schedule remove the restriction on the duties upon which police women can be engaged. Paragraph 6 deals with the counting of service for promotion. Paragraph 7 deals with the calculation of overtime, with time off for such overtime and for duty on public holidays and weekly rest-days and with payment in lieu of such time off. Paragraphs 10 and 19 lay down increased rates of pay. Paragraph 11 makes provision for a transfer allowance where a woman member has to move her home. Paragraph 12 deals with detective duty allowance and detective expenses allowance. Paragraph 13 provides increased scales for certain subsistence allowances. Paragraph 14 deals with temporary duty allowance for performing the duties of a higher rank. The remaining paragraphs of the Schedule make amendments which are consequential on the foregoing.

Regulations 2 and 3 provide that the new scales of pay prescribed by paragraph 10 of the Schedule, and the consequential amendments set out in paragraphs 3, 4, 5 and 20 thereof, do not apply to a woman member serving on the 1st July, 1949, until she has elected under the Police Pensions (Scotland) Regulations, 1949, to have her pension calculated on pay averaged over a three year period.