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## EXPLANATORY NOTE

*(This note is not part of the Regulations.)*

These regulations consolidate, with amendments, the Royal Ulster Constabulary Reserve (Full-Time) (Appointment and Conditions of Service) Regulations 1988 (the 1988 regulations), as amended by the amending regulations specified in Part I of Schedule 10 to these regulations. The amendments, other than drafting amendments, made by these regulations are as follows.

Regulation 27 confers a right on a female member to take special leave in order to receive ante-natal care. Regulations 28 and 32 make fresh provision in respect of maternity leave. Under regulation 32 the first 3 months of maternity leave continue to be paid, subject to the conditions in paragraph (2) of that regulation being satisfied. However, the entitlement to maternity leave has been altered. The automatic requirement in regulation 26(3) of the 1988 Regulations for a certificate of pregnancy from a registered medical practitioner has been replaced by regulation 28(2) under which the female member can give a notice stating that she is pregnant; however, if so requested by the chief constable, she will have to provide a certificate which can now be given by a registered midwife or registered health visitor as well as by a registered medical practitioner.

Regulations 10 and 30 are amended so that, in reckoning service for the purposes of probation and pay, account is taken of maternity leave.

Regulation 29 makes provision for the grant of paternity leave.

Regulation 33 is amended so that the deductions from pay in respect of certain social security benefits which are authorised by that regulation apply only when the member is on full pay.

Regulation 38(1)(d) has been amended to correct an error made by a previous amendment.

Rates of pay and dog handler's allowance are increased.

By virtue of regulation 1(2) the regulations will come into operation on 30th December 1996 but the provisions mentioned in that paragraph will have effect from the earlier dates specified therein. Retrospective effect is authorised by section 18 of the Administrative and Financial Provisions Act (Northern Ireland) 1962.