
STATUTORY RULES OF NORTHERN IRELAND

1996 No. 564

**Royal Ulster Constabulary Reserve (Full-time)
(Appointment and Conditions of Service) Regulations 1996**

Part IV

Pay

Rate of pay

30.—(1) The rate of pay of a member holding such rank as is specified in Schedule 4 shall be in accordance with the scale in that Schedule.

(2) For the purposes of this regulation, in reckoning the service of a female member who has taken one or more periods of maternity leave—

- (a) where that leave has been for fourteen weeks or more, account shall be taken of the first fourteen weeks whilst on maternity leave;
- (b) where that leave has been for less than fourteen weeks, account shall be taken of any period spent on maternity leave.

(3) Nothing in this regulation shall affect the operation of any provision of the Discipline Regulations and, in relation to a member suspended or fined thereunder, the provisions of paragraphs 1 and 3 of Schedule 5 or of paragraph 4 thereof shall have effect.

Sick pay

31.—(1) Where a member loses remuneration in consequence of an injury received or disease contracted—

- (a) in the execution of his duty; or
- (b) while on duty or while on a journey necessary to enable him to report for duty or to return home after duty,

he shall be entitled to an allowance by way of sick pay as hereinafter provided.

(2) Except where the Secretary of State, at the request of the Police Authority, determines otherwise in specific cases, the sick pay shall be payable for so long as the member continues to lose remuneration or for a period of 26 weeks, whichever is the less; and, subject to regulation 33, the rate thereof shall be in accordance with regulation 30.

Pay during maternity leave

32.—(1) Subject to the following provisions of this regulation, a female member who satisfies the conditions in paragraph (2) is entitled to be paid as respects the first three months of any period or periods of maternity leave in any one maternity period (as defined by regulation 28) taken in accordance with regulation 28, but is not entitled to be paid thereafter.

(2) The conditions referred to in paragraph (1) are that—

- (a) at the beginning of the week in which the expected date of birth (as defined in regulation 28(1)) occurs, the female member will have served continuously for a period of not less than sixty-three weeks in the force or in the Royal Ulster Constabulary or in a police force in Great Britain; and
- (b) on the date (“the relevant date”) fifteen weeks before the expected date of birth (as so defined) she either—
 - (i) remains pregnant, or
 - (ii) has given birth prematurely to a baby who is alive on the relevant date.
- (3) In this regulation “week” means a period of seven days beginning with Sunday.

Deductions from pay of social security benefits and statutory sick pay

33.—(1) There shall be deducted from the pay of a member who is in receipt of full pay at the rate ascertained from regulation 30—

- (a) the amount of any short-term or long-term incapacity benefit to which he is entitled under the Social Security (Incapacity for Work) (Northern Ireland) Order 1994(1), and
- (b) any statutory sick pay to which he is entitled under the Social Security Contributions and Benefits (Northern Ireland) Act 1992(2),

and for the purposes of sub-paragraph (a) any increase for adult and child dependants shall be treated as forming part of the benefit or allowance to which it relates.

(2) For the purposes of this regulation, a woman member who, as a married woman or widow, has elected to pay contributions under section 19 of the Social Security Contributions and Benefits (Northern Ireland) Act 1992 at the reduced rate shall be deemed to be entitled to any social security benefits mentioned in paragraph (1) to which she would have been entitled had she not elected to contribute at the reduced rate.

Calculation of monthly, weekly and daily pay

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

(2) A week’s pay shall be calculated, for all purposes, at a weekly rate of pay determined by dividing by 52# the annual rate.

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

Pay day

35.—(1) Members shall be paid at such intervals as the Police Authority may fix and the Police Authority may fix different intervals for different ranks of members.

(2) In fixing the interval for any rank, the Police Authority shall have regard to the wishes of the members of that rank.

(3) The Police Authority may, if it thinks fit, pay to a member such part of his pay as it may determine in advance of the day on which it would otherwise be due to be paid in accordance with this regulation.

(1) S.I.1994/1898 (N.I. 12)

(2) 1992 c. 7