

1994 No. 431

POLICE

Royal Ulster Constabulary (Amendment No. 5) Regulations 1994

Made 7th November 1994

Coming into operation 9th December 1994

To be laid before Parliament

The Secretary of State, in pursuance of section 25 of the Police Act (Northern Ireland) 1970(a), read with section 18 of the Administrative and Financial Provisions Act (Northern Ireland) 1962(b), and after consulting, in accordance with section 34(2) of the said Act of 1970, the Police Authority and the Police Association, and after taking into account the recommendations of the Police Negotiating Board for the United Kingdom and furnishing that Board with a draft of the regulations in accordance with section 2(1) of the Police Negotiating Board Act 1980(c), hereby makes the following regulations:—

Citation, operation and effect

1. These regulations may be cited as the Royal Ulster Constabulary (Amendment No. 5) Regulations 1994 and shall come into operation on 9th December 1994, but shall have effect for the purposes of regulations 3 to 5 on and after 1st September 1994.

Interpretation

2. In these regulations any reference to the principal regulations is a reference to the Royal Ulster Constabulary Regulations 1984(d).

Rate of pay and reckoning of service

3. The principal regulations shall be amended as follows—

(a) in regulation 29—

(i) by substituting for paragraph (1) the following paragraph—

“(1) Schedule 5 shall have effect for determining the pay of members.”; and

(a) 1970 c. 9 (N.I.) as amended by 1994 c. 29 and modified by S.I. 1973/2163

(b) 1962 c. 7 (N.I.)

(c) 1980 c. 10

(d) S.R. 1984 No. 62; the relevant amending regulations are S.R. 1984 No. 380, S.R. 1985 No. 119, S.R. 1985 No. 292, S.R. 1985 No. 362, S.R. 1986 No. 314, S.R. 1987 No. 205, S.R. 1987 No. 441, S.R. 1989 No. 207, S.R. 1990 No. 74, S.R. 1990 No. 435, S.R. 1991 No. 459, S.R. 1992 No. 447, S.R. 1993 No. 207 and S.R. 1994 No. 71

- (ii) in paragraph (3) by deleting the words “any of the aforesaid scales”;
- (b) in regulation 31(2) by deleting the words “the scale of”;
- (c) in regulation 32(1) by deleting the words “the scale of”; and
- (d) in regulation 34(1) by deleting the words “the scale of”.

Determination of pay

4.—(1) Schedule 5 to the principal regulations shall be amended in paragraph 2—

- (a) by substituting for sub-paragraph (1) the following paragraph—

“(1) Subject to sub-paragraphs (2) to (7), the annual pay of a member is the amount specified below at the pay point for his pay category.

(1A) The pay points for superintendents and chief superintendents are the following.

<i>Pay Category</i>	<i>Pay Point</i>	<i>Amount £</i>
A	1	37,596
B	2	38,523
C	3	39,450
D	4	40,337
E	5	41,304
F	6	42,231
G	7	43,158
H	8	44,085
I	9	45,012

(1B) The pay categories for superintendents and chief superintendents are the following.

<i>Category</i>	<i>Description</i>
A	The member is a superintendent and— <ol style="list-style-type: none"> (a) was appointed in that rank after 31st August 1994, (b) immediately before his appointment was an inspector or chief inspector in pay category F or a lower category, and (c) has not completed one year's service in the rank of superintendent.

*Category**Description*

- | <i>Category</i> | <i>Description</i> |
|-----------------|--|
| B | The member is a superintendent— <ul style="list-style-type: none"> (a) who was appointed in that rank before 1st September 1994 and has not completed 1 year's service in it, or (b) who was appointed in that rank after 31st August 1994 and has not completed one year's service in it but, immediately before his appointment, was a chief inspector in pay category G or a higher category, or (c) who was appointed in that rank after 31st August 1994 at pay category A and has completed one year's service in it. |
| C | The member is a superintendent— <ul style="list-style-type: none"> (a) who was appointed in that rank before 1st September 1994 and has completed one year's service in it, or (b) who was appointed in that rank after 31st August 1994 and has completed one year's service in it at pay category B. |
| D | The member is a superintendent— <ul style="list-style-type: none"> (a) who was appointed in that rank before 1st September 1994 and has completed 2 years' service in it, or (b) who was appointed in that rank after 31st September 1994 and has completed 1 year's service in it at pay category C. |
| E | The member is a superintendent— <ul style="list-style-type: none"> (a) who was appointed in that rank before 1st September 1994 and has completed 3 or more years' service in it, or (b) who was appointed in that rank after 31st August 1994 and has completed one year's service in it at pay category D, or (c) whose pay category would otherwise be C but who has been assigned by the chief constable to this category. |
| F | The member— <ul style="list-style-type: none"> (a) is a superintendent whose pay category would otherwise be C, D or E but who has been assigned by the chief constable to this category, or (b) is a chief superintendent and has completed one year's service in that rank, or |

<i>Category</i>	<i>Description</i>
	(c) is a superintendent who was appointed in that rank after 31st August 1994 and has completed one year's service in it at pay category E.
G	<p>The member—</p> <p>(a) is a superintendent whose pay category would otherwise be C, D, E or F or a chief superintendent whose pay category would otherwise be F but who has been assigned by the chief constable to this category, or</p> <p>(b) is a chief superintendent and has completed one year's service in that rank, or</p> <p>(c) is a superintendent who has been assigned to pay category F by virtue of a decision under paragraph (a) of the description of that category and who has completed one year's service at that pay category.</p>
H	<p>The member—</p> <p>(a) is a superintendent whose pay category would otherwise be C, D, E, F or G or a chief superintendent whose pay category would otherwise be F or G but who has been assigned by the chief constable to this category, or</p> <p>(b) is a chief superintendent and has completed 2 years' service in that rank, or</p> <p>(c) is a superintendent or chief superintendent who has been assigned to pay category G by virtue of a decision under paragraph (a) of the description of that category and who has completed one year's service at that pay category.</p>
I	<p>The member—</p> <p>(a) is a superintendent or chief superintendent whose pay category would otherwise be H but who has been assigned by the chief constable to this category, or</p> <p>(b) is a chief superintendent and has completed 3 years' service in that rank, or</p> <p>(c) is a superintendent or chief superintendent who has been assigned to pay category H by virtue of a decision under paragraph (a) of the description of that category and who has completed one year's service at that pay category.</p>

(1C) The pay points for inspectors and chief inspectors are the following.

<i>Pay Category</i>	<i>Pay Point</i>	<i>Amount £</i>
A	1	27,642
B	2	28,455
C	3	29,268
D	4	30,081
E	5	30,897
F	6	31,533
G	7	32,172
H	8	32,811
I	9	33,384

(1D) The pay categories for inspectors and chief inspectors are the following.

<i>Category</i>	<i>Description</i>
A	The member is an inspector who— (a) has not completed one year's service in that rank, and (b) was not on 31st August 1994 an inspector to whom sub-paragraph (5) applied.
B	The member is an inspector who has either— (a) completed one year's service in that rank, or (b) not completed one year's service in it but was on 31st August 1994 an inspector to whom sub-paragraph (5) applied.
C	The member is an inspector who has either— (a) completed 2 years' service in that rank, or (b) not completed 2 years' service in it but— (i) was on 31st August 1994 an inspector to whom sub-paragraph (5) applied, and (ii) has completed one year's service in that rank.
D	The member is an inspector who has either— (a) completed 3 years' service in that rank, or (b) not completed 3 years' service in it but— (i) was on 31st August 1994 an inspector to whom sub-paragraph (5) applied, and

<i>Category</i>	<i>Description</i>
	(ii) has completed 2 years' service in that rank.
E	<p>The member is—</p> <p>(a) a person appointed in the rank of chief inspector who has not completed one year's service in it and has not been assigned to pay category F, or</p> <p>(b) an inspector who, having completed 3 years' service in the rank and, having been assigned to this pay category by the chief constable, thereby holds the rank of chief inspector, or</p> <p>(c) an inspector who has completed 4 years' or more service in that rank, or</p> <p>(d) an inspector who has not completed 4 years' service in that rank and who has not been assigned to the category by virtue of paragraph (b) of this description, but who—</p> <p style="padding-left: 40px;">(i) was on 31st August 1994 an inspector to whom sub-paragraph (5) applied, and</p> <p style="padding-left: 40px;">(ii) has completed 3 years' service in that rank.</p>
F	<p>The member is—</p> <p>(a) a person appointed in or holding the rank of chief inspector who has completed one year's service in it at pay category E, or</p> <p>(b) a person who was a chief inspector on 31st August 1994—</p> <p style="padding-left: 40px;">(i) who has completed one year's service in that rank, or</p> <p style="padding-left: 40px;">(ii) to whom on that date sub-paragraph (5) applied and who has not completed one year's service in that rank, or</p> <p>(c) a person appointed in the rank of chief inspector who was assigned to this pay category by the chief constable and has not completed one year's service in it, or</p> <p>(d) an inspector who, having completed 3 or more years' service in that rank and having been assigned to this pay category by the chief constable, thereby holds the rank of chief inspector.</p>

<i>Category</i>	<i>Description</i>
G	The member is a chief inspector— (a) who has completed one year's service in that rank and has been assigned to this pay category by the chief constable, or (b) who has completed one year's service in it at pay category F, or (c) who was a chief inspector on 31st August 1994 and— (i) has completed 2 years' service in that rank, or (ii) to whom on that date sub-paragraph (5) applied and who has completed one year's service, but not 2 years' service, in that rank.
H	The member was a chief inspector on 31st August 1994 and— (a) has completed 2, but not 3, years' service in that rank, but (b) on that date, sub-paragraph (5) applied to him.
I	The member was a chief inspector on 31st August 1994 and— (a) has completed 3, but not 4, years' service in that rank, but (b) on that date, sub-paragraph (5) applied to him.

(1E) The pay points for sergeants are the following.

<i>Pay Category</i>	<i>Pay Point</i>	<i>Amount £</i>
A	1	21,372
B	2	22,146
C	3	22,917
D	4	23,691
E	5	24,204
F	6	24,927

(1F) The pay categories for sergeants are the following.

<i>Category</i>	<i>Description</i>
A	The member has not completed one year's service in the rank of sergeant.
B	The member has completed one year's service in that rank.
C	The member has completed 2 years' service in that rank.
D	The member has completed 3 years' service in that rank.
E	The member has completed 4 years' service in that rank.
F	The member has completed 5 years' service in that rank.

(1G) The pay points for constables are the following.

<i>Pay Category</i>	<i>Pay Point</i>	<i>Amount £</i>
A	1	13,922
B	2	15,192
P	1(P)	16,044
C	3	16,224
D	4	16,584
E	5	17,022
F	6	17,613
G	7	18,180
H	8	18,771
I	9	19,314
J	10	19,803
K	11	20,445
L	12	21,192
M	13	22,146

(1H) The pay categories for constables are the following.

<i>Category</i>	<i>Description</i>
A	The member— (a) was appointed before 1st September 1994, was under 22 years of age on appointment and has not completed one year's service, or (b) was appointed after 31st August 1994, is not a protected member and is undergoing initial training.

<i>Category</i>	<i>Description</i>
B	The member— (a) was appointed before 1st September 1994, was under 22 years of age on appointment and has completed one year's service, or (b) was appointed after 31st August 1994, is not a protected member, has completed initial training and has been assigned by the chief constable to this category.
P	The member is a protected member and— (a) is undergoing initial training, or (b) has completed initial training and has not been assigned by the chief constable to category C.
C	The member was appointed after 31st August 1994, has completed initial training and has been assigned by the chief constable to this category.
D	The member— (a) has completed 2 years' service, or (b) was appointed before 1st September 1994 and was of the age of 22 years or over on appointment.
E	The member has completed 3 years' service.
F	The member has completed 4 years' service.
G	The member has completed 5 years' service.
H	The member has completed 6 years' service.
I	The member has completed 7 years' service.
J	The member has completed 8 years' service.
K	The member has completed 10 years' service.
L	The member has completed 12 years' service.
M	The member has completed 14 years' or more service.

(1I) In sub-paragraph (1D) above, "sub-paragraph (5)" means sub-paragraph (5) of this paragraph (which required pay to be determined in certain cases as if the member had an additional year's service) as it had effect on 31st August 1994; and in sub-paragraph (1H), references to completing service of a specified number of years include service spent on initial training or on probation, and references to a protected member are to a member who was appointed after 31st August 1994 but before [operative date] and was of the age of 22 years or over on appointment.";

(b) in sub-paragraphs (2) and (3) by substituting for the words "Table A", wherever occurring, the words "sub-paragraphs (1) to (1B)";

(c) by deleting sub-paragraphs (4), (5) and (6A); and

(d) in sub-paragraph (7)—

(i) by substituting for the words “sub-paragraphs (4) to (9A)” the words “sub-paragraph (6)”, and

(ii) by deleting the words “scale of”.

(2) Paragraph 3 of Schedule 5 to the principal regulations is hereby revoked.

Dog handler's allowance

5. Schedule 11 to the principal regulations shall be amended by substituting for the figure “£930” the figure “£957” and for the figure “£1,269” the figure “£1,308”.

Detective duty and detective expenses allowances

6. In the Royal Ulster Constabulary (Amendment No. 3) Regulations 1994(a) in regulation 13(j) for the figure “47” there shall be substituted the figures “47(2) and (4)”.

Northern Ireland Office
7th November 1994

P. B. B. Mayhew
One of Her Majesty's Principal
Secretaries of State

EXPLANATORY NOTE

(This note is not part of the Regulations.)

These regulations, which further amend the Royal Ulster Constabulary Regulations 1984 (the principal regulations), introduce new pay arrangements for members.

The former scales of pay for the various ranks, which were set out in Tables in paragraphs 2 and 3 of Schedule 5 to the principal regulations, were based almost entirely on length of service in the rank. The new paragraph 2(1) to (1I) substituted for paragraph 2(1) by regulation 4(1)(a) of these regulations provides for the assimilation from the former scales on that basis, but at increased rates, on 1st September 1994 (the effective date of this new provision), of the pay of officers serving in a rank immediately before that date. It also provides for the initial pay of officers appointed in a rank after 31st August 1994, and for the pay progression after that date of both kinds of officer. This new provision retains a basic element of length of service, but in the case of chief superintendents, superintendents, chief inspectors and inspectors the chief constable is enabled to assign individual officers to a higher pay category than they would have attained on that basis.

Related amendments are made by regulations 3 and 4(1)(b) to (d), and the former provision as to constables' pay (paragraph 3 of Schedule 5 to the principal regulations, replaced by new provision in paragraph 2) is revoked by regulation 4(2).

Regulation 5 increases the rates of dog-handler's allowance.

Regulation 6 corrects a drafting error in a previous amendment.

The amendments to the principal regulations have effect as from 1st September 1994: retrospectioin is authorised by section 18 of the Administrative and Financial Provisions Act 1962.