
STATUTORY INSTRUMENTS

1987 No. 851

The Police Regulations 1987

PART IV

PAY

Rate of pay

37.—(1) The rate of pay of a member of a police force shall be in accordance with the appropriate scale mentioned in Schedule 5.

(2) Subject to regulations 41, 42 and 43, section 2(1) of the Police (Overseas Service) Act 1945⁽¹⁾ and section 43(1) of the Police Act 1964, in reckoning the service of a member of a police force in any rank for the purposes of any of the aforesaid scales of pay, account shall be taken of all his service in that rank, whether in that or another police force; and service in a higher rank, on temporary promotion thereto or otherwise, shall be treated as if it had been service in that rank:

Provided that in reckoning a member's service in any rank—

- (a) that service shall be treated as unbroken by, and including, any period of service in Her Majesty's forces which he is entitled to reckon as pensionable service;
- (b) except where the police authority in the circumstances of a particular case otherwise determine with the approval of the Secretary of State, no account shall be taken of any previous service in that rank which terminated in his reduction in rank as a punishment but any previous service in a higher rank which so terminated shall be treated as if it had been service in the rank to which the member was reduced;
- (c) no account shall be taken of any performance of the duties of that rank in respect of which a temporary salary is payable under regulation 38;
- (d) any period of unpaid leave shall be disregarded;

and, in the case of a member of a police force of a rank higher than that of inspector, this paragraph shall have effect subject to any contrary agreement so far as it relates to the reckoning of previous service in that or another force, not being a force from which he was statutorily transferred to his present force.

(3) Where a member of a combined police force has been a member of a police force for an area comprised in whole or in part in the combined area (hereafter in this paragraph referred to as "the former force") and—

- (a) he ceased to be a member of the former force and became a member of the combined force by reason only of the provisions of one or more amalgamation schemes under the Police Act 1964, and
- (b) immediately before he ceased to be a member of the former force he held the rank of deputy chief constable,

(1) 1945 c. 17 (9 & 10 Geo. 6), as read with s.11 of the Overseas Development and Co-operation Act 1980 (c. 63).

then, notwithstanding anything in paragraph (1), his pay may be increased by such amount as may be approved by the Secretary of State.

(4) Nothing in this regulation shall affect the operation of any provisions of the Discipline Regulations and, in relation to a member of a police force suspended or fined thereunder, the provisions of paragraphs 1 and 3 of Schedule 6 or of paragraph 4 thereof shall have effect.

(5) Paragraph (1) and Schedule 5 shall have effect in relation to a university scholar subject to the provisions of paragraph 3 of Schedule 4.

Temporary salary

38.—(1) A member of a police force of the rank of superintendent who is required for a continuous period exceeding 7 days to perform duties normally performed by a member of the force of a higher rank than his own, otherwise (subject to paragraph (2)) than as the direct or indirect result of the absence of any member of the force on a monthly or other leave day granted under regulation 30, shall be paid in respect of that period, other than the first 7 days thereof, at a rate equal to the lowest rate of pay for that higher rank.

(2) Where any member of the force is absent for a continuous period comprising both—

- (a) monthly or other leave days granted under regulation 30, and
- (b) one or more annual leave days granted under regulation 33,

paragraph (1) shall have effect as if the entire continuous period of absence were a period of annual leave.

(3) A member of a police force below the rank of superintendent who, in any year, has been required to perform duties normally performed by a member of the force of a higher rank than his own for 14 complete days shall be paid in respect of each further complete day in that year on which he is required to perform such duties at a rate equal to the lowest rate of pay to which he would be entitled on promotion to the higher rank:

Provided that where a member is entitled to be paid under this paragraph and the higher rank is that of superintendent or above there shall be no entitlement to an allowance, or time off, under regulation 28 or 29 in respect of such duties; but where in such a case the member is required to do duty on a public holiday or rostered rest day, he shall be granted a day's leave for each such day.

(4) For the purposes of this regulation the expression "year" means a period of 12 months beginning on 1st April.

(5) For the purposes of this regulation, the expression "day" means, in relation to a member of a police force below the rank of superintendent, his normal daily period of duty.

London weighting

39. The annual pay of a member of the City of London or metropolitan police force shall be increased by £885, but any allowance under these Regulations calculated by reference to a member's pay, shall be calculated as if this regulation had not been made.

Reckoning of service in the Royal Ulster Constabulary

40.—(1) Where a member of a police force joined or rejoined that force having left the Royal Ulster Constabulary, on or after 17th December 1969, for that purpose or on exercising the right of reversion conferred by section 2(1) of the Police Act 1969 then, for the purposes of regulation 37, his service in any rank in the Royal Ulster Constabulary shall be treated as if it were service in the corresponding rank in the police force he joined or rejoined as aforesaid:

Provided that in the case of a member of a police force of a rank higher than that of inspector this paragraph shall have effect subject to any contrary agreement.

(2) A member of a police force of the rank of constable shall be entitled to reckon, for the purposes of the scale of pay for that rank, any period of service in the Royal Ulster Constabulary not reckonable under paragraph (1).

(3) In this regulation, any reference to a rank corresponding to a rank in a police force is a reference to a rank in the Royal Ulster Constabulary designated by the Secretary of State for the purposes hereof as the rank corresponding to the rank in question.

Reckoning by constables of service in certain constabularies

41.—(1) A member of a police force of the rank of constable shall be entitled to reckon for the purposes of the scale of pay for that rank any period of service in a constabulary mentioned in paragraph (2).

(2) The constabularies referred to in paragraph (1) are—

- (a) the Ministry of Defence Police, that is to say the force established by section 1 of the Ministry of Defence Police Act 1987(2);
- (b) the Port of London Authority's police force, that is to say the force of constables appointed under section 154 of the Port of London Act 1968(3).

Reckoning of service in an airport constabulary

42. Where a member of an aerodrome constabulary has been transferred to a police force by an order under section 30 of the Aviation Security Act 1982 then, for the purposes of regulation 37, his service in any rank in that constabulary shall be treated as if it were service in the corresponding rank in a police force.

Reckoning by constables of overseas police service

43.—(1) A member of a police force of the rank of constable shall be entitled to reckon for the purposes of the scale of pay for that rank the following periods of service, that is to say, any period of—

- (a) certified overseas police service such as is mentioned in paragraph (2);
- (b) certified service in the British South Africa Police such as is mentioned in paragraph (3),
- (c) such service in a police force in the Channel Islands or the Isle of Man as is mentioned in paragraph (4),

notwithstanding that such service is not service in the rank of constable in a police force in Great Britain.

(2) The reference in paragraph (1) to certified overseas police service is a reference to—

- (a) continuous service as a member of a police force in any territory or country outside the United Kingdom, being a colony, protectorate or protected state within the meaning of the British Nationality Act 1948(4), a dependent territory within the meaning of the British Nationality Act 1981(5) or, where appropriate, the territory or country wherein the colony, protectorate, protected state or dependent territory was incorporated after the inception of

(2) 1987 c. 4.
(3) 1968 c.xxxii.
(4) 1948 c. 56.
(5) 1981 c. 61.

the service, subject to it having been certified by or on behalf of the Secretary of State that—

- (i) the service was, at its inception, pensionable, and
 - (ii) in his opinion the person concerned ceased so to serve for reasons connected with constitutional developments in the territory or country in question, or
- (b) continuous service for 6 years or more as a member of a police force outside the United Kingdom, subject to it having been certified by or on behalf of the Secretary of State that—
- (i) the person concerned so served under a contract of service,
 - (ii) immediately before he ceased so to serve, the person concerned was, for the purposes of section 12 of the Overseas Development and Co-operation Act 1980⁽⁶⁾, a person designated in accordance with such an agreement as is therein mentioned, and
 - (iii) in his opinion the person concerned ceased so to serve for reasons connected with constitutional developments in the territory or country in question,

except that the said reference in paragraph (1) does not include a reference to service as a reversionary member of a home police force.

(3) The reference in paragraph (1) to certified service in the British South Africa Police is a reference to continuous service as a member thereof, for a period which included 11th November 1965, up to such time, on or after that date, as the person concerned ceased to perform duties therein, subject to his having ceased to perform those duties before 2nd March 1970 and subject to it having been certified by or on behalf of the Secretary of State that he approves the application of this regulation in the case of the person concerned.

(4) The reference in paragraph (1) to service in a police force in the Channel Islands or the Isle of Man is a reference to service in—

- (a) the Island police force maintained under the Guernsey Law of 1919 entitled *Loi Ayant Rapport a` la Police Salariée pour l'Île Entie`re*.
- (b) the States of Jersey police force maintained under the Jersey Laws entitled the Police Force (Jersey) Law 1974, or
- (c) the Isle of Man Constabulary maintained under the Police (Isle of Man) Act 1962 (an Act of Tynwald).

Deductions from pay of social security benefits and statutory sick pay

44.—(1) There shall be deducted from the pay of a member of a police force—

- (a) the amount of any sickness benefit, invalidity pension or invalidity allowance to which he is entitled under the Social Security Acts 1975—1982, and
- (b) any statutory sick pay to which he is entitled under the Social Security and Housing Benefits Act 1982⁽⁷⁾,

and for the purposes of sub-paragraph (a) above 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 policewoman who as a married woman or widow has elected to pay contributions under Part I of the Social Security Act 1975 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.

⁽⁶⁾ 1980 c. 63.

⁽⁷⁾ 1982 c. 24.

Calculation of monthly, weekly and daily pay

45.—(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 28 and 29, at a daily rate determined by dividing by 7 the weekly rate, determined as aforesaid.

Pay day

46.—(1) 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 of members.

(2) In fixing the interval for any class the police authority shall have regard to the wishes of the members of that class.