

STATUTORY INSTRUMENTS

1995 No. 137

The Police (Scotland) Amendment Regulations 1995

Citation, commencement and interpretation

1.—(1) These Regulations may be cited as the Police (Scotland) Amendment Regulations 1995 and shall come into force on 27th February 1995, but regulations 2 to 4 shall have effect as from 1st September 1994.

(2) In these Regulations “the principal Regulations” means the Police (Scotland) Regulations 1976(1).

Rate of pay and reckoning of service

2.—(1) Regulation 30 of the principal Regulations is amended—

(a) by substituting for paragraph (1)—

“(1) Schedule 3 shall have effect for determining the pay of constables of police forces.”; and

(b) in paragraph (2), by omitting the words “any of the aforesaid scales of”.

(2) Regulation 32(2) of the principal Regulations is amended by omitting the words “the scale of”.

(3) Regulation 33(1) of the principal Regulations is amended by omitting the words “the scale of”.

(4) Regulation 34(1) of the principal Regulations is amended by omitting the words “the scale of”.

(5) Regulation 36(1) of the principal Regulations is amended by omitting the words “the scale of”.

Determination of pay

3. For Schedule 3 to the principal Regulations (scales of pay) there is substituted the following Schedule:—

“SCHEDULE 3

Regulation 30

DETERMINATION OF PAY

1. Subject to paragraph 10, the annual pay of a constable of a police force is the amount specified below at the pay point for his pay category.

2. The pay points for superintendents and chief superintendents are the following:—

| Pay category | Pay point | Amount £ |
|--------------|-----------|-------------|
| A | 1 | 37,596 |
| B | 2 | 38,523 |
| C | 3 | 39,450 |

(1) S.I. 1976/1073; the relevant amending instruments are S.I. 1978/1170, 1979/767 and 1994/2095.

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| Pay category | Pay point | Amount £ |
|--------------|-----------|-------------|
| D | 4 | 40,377 |
| E | 5 | 41,304 |
| F | 6 | 42,231 |
| G | 7 | 43,158 |
| H | 8 | 44,085 |
| I | 9 | 45,012 |

3. The pay categories for superintendents and chief superintendents are the following:—

| Category | Description |
|----------|--|
| A | The constable is a superintendent in any force and— (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. |
| B | The constable is a superintendent— (a) who was appointed in that rank before 1st September 1994 and has not completed one 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 constable is a superintendent— (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 constable is a superintendent— (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 August 1994 and has completed |

| Category | Description |
|----------|---|
| | one year's service in it at pay category C. |
| E | The constable is a superintendent— (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 constable— (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 not completed one year's service in that rank, or (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 | The constable— (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 (b) is a chief superintendent and has completed one year's service in that rank, or (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. |
| H | The constable— (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 |

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| Category | Description |
|----------|--|
| | (b) is a chief superintendent and has completed 2 years' service in that rank, or |
| | (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. |
| I | The constable— |
| | (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 |
| | (b) is a chief superintendent and has completed 3 years' service in that rank, or |
| | (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. |

4. The pay points for inspectors and chief inspectors are the following:—

| Pay category | Pay point | Amount |
|--------------|-----------|--------|
| | | £ |
| 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 |

5.—(1) In this paragraph, “sub-paragraph (2), (3) or (4)” means sub-paragraph (2), (3) or (4) of paragraph 1 of this Schedule (which required pay to be determined in certain cases as if the constable of the rank of inspector or chief inspector had an additional year's service) as that sub-paragraph had effect on 31st August 1994.

(2) The pay categories for inspectors and chief inspectors are the following:—

| Category | Description |
|----------|---|
| A | The constable 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 (2), (3) or (4) applied. |
| B | The constable 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 (2), (3) or (4) applied. |
| C | The constable 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 (2), (3) or (4) applied, and (ii) has completed one year's service in that rank. |
| D | The constable 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 (2), (3) or (4) applied, and (ii) has completed 2 years' service in that rank. |
| E | The constable is— (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 (b) an inspector who, having completed 3 years' service in that rank and having been assigned to this pay category by the chief constable, thereby holds the rank of chief inspector, or (c) an inspector who has completed 4 years or more service in that rank, or (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— (i) was on 31st August 1994 an inspector to whom sub-paragraph (2), (3) or (4) applied, and (ii) has completed 3 years' service in that rank. |
| F | The constable is— |

| Category | Description |
|----------|--|
| | <ul style="list-style-type: none"> (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 (b) a person who was a chief inspector on 31st August 1994— <ul style="list-style-type: none"> (i) who has completed one year's service in that rank, or (ii) to whom on that date sub-paragraph (2), (3) or (4) applied and who has not completed one year's service in that rank, or (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 (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. |
| G | <p>The constable is a chief inspector—</p> <ul style="list-style-type: none"> (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— <ul style="list-style-type: none"> (i) who has completed 2 years' service in that rank, or (ii) to whom on that date sub-paragraph (2), (3) or (4) applied and who has completed one year's service, but not 2 years' service, in that rank. |
| H | <p>The constable was a chief inspector on 31st August 1994 and—</p> <ul style="list-style-type: none"> (a) has completed 2, but not 3, years' service in that rank, but (b) on that date sub-paragraph (2), (3) or (4) applied to him. |
| I | <p>The constable was a chief inspector on 31st August 1994 and—</p> <ul style="list-style-type: none"> (a) has completed 3, but not 4, years' service in that rank, but (b) on that date sub-paragraph (2), (3) or (4) applied to him. |

6. The pay points for sergeants are the following:—

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| Pay category | Pay point | Amount |
|--------------|-----------|--------|
| | | £ |
| A | 1 | 21,372 |
| B | 2 | 22,146 |
| C | 3 | 22,917 |
| D | 4 | 23,691 |
| E | 5 | 24,204 |
| F | 6 | 24,927 |

7. The pay categories for sergeants are the following:—

| Category | Description |
|----------|--|
| A | The constable has not completed one year's service in the rank of sergeant |
| B | The constable has completed one year's service in that rank. |
| C | The constable has completed 2 years' service in that rank. |
| D | The constable has completed 3 years' service in that rank. |
| E | The constable has completed 4 years' service in that rank. |
| F | The constable has completed 5 years' service in that rank. |

8. The pay points for constables are the following:—

| Pay category | Pay point | Amount |
|--------------|-----------|--------|
| | | £ |
| A | 1 | 13,992 |
| 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 |

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| Pay category | Pay point | Amount |
|--------------|-----------|--------|
| K | 11 | 20,445 |
| L | 12 | 21,192 |
| M | 13 | 22,146 |

9.—(1) In this paragraph, references to completing service of a specified number of years include service spent on initial training or on probation; and references to a protected constable are to a constable who was appointed after 31st August 1994 but before 27th February 1995 and was of the age of 22 years or over on appointment.

(2) The pay categories for constables are the following:—

| Category | Description |
|----------|---|
| A | The constable— (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 constable, and is undergoing initial training. |
| B | The constable— (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 constable, has completed initial training and has been assigned by the chief constable to this category. |
| P | The constable is a protected constable 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 constable was appointed after 31st August 1994, has completed initial training and has been assigned by the chief constable to this category. |
| D | The constable— (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 constable has completed 3 years' service. |
| F | The constable has completed 4 years' service. |
| G | The constable has completed 5 years' service. |
| H | The constable has completed 6 years' service. |
| I | The constable has completed 7 years' service. |
| J | The constable has completed 8 years' service. |

| Category | Description |
|----------|--|
| K | The constable has completed 10 years' service. |
| L | The constable has completed 12 years' service. |
| M | The constable has completed 14 years' or more service. |

10. Where a sergeant promoted to or appointed in that rank last served before his promotion or appointment in the rank of constable, then his annual pay for the rank of sergeant shall be determined—

- (a) if he had 12 or more (but less than 14) years' reckonable service as a constable, as if he had an additional year's service as a sergeant;
- (b) if he had 14 or more years' reckonable service as a constable, as if he had an additional 2 years' service as a sergeant,

and, for the purposes of this paragraph, a reference to reckonable service as a constable is a reference to the service reckonable for the purposes of the constable's pay in that rank including any additional service which is otherwise reckonable.”.

Dog handler's allowance

4. In paragraph 1(1) of Schedule 10 to the principal Regulations (dog handler's allowance)(2) for the sums “£930” and “£1,269” there are respectively substituted the sums “£957” and “£1,308”.

Revocations

5. The Regulations specified in column 1 of the Schedule to these Regulations are hereby revoked to the extent specified in column 3 of that Schedule.

St Andrew's House,
Edinburgh
22nd January 1995

James Douglas-Hamilton
Parliamentary Under Secretary of State

(2) The sum specified in paragraph 1(1) of Schedule 10 was substituted by [S.I. 1994/2095](#).