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STATUTORY RULES AND ORDERS,
1931, No. 878.

POLICE, ENGLAND AND WALES.

THE POLICE (WOMEN) REGULATIONS, DATED OCTOBER 7, 1931, MADE
BY THE SECRETARY OF STATE UNDER SECTION 4 OF THE POLICE
ACT, 1919 (9 & 10 GEO. 5. c. 46).

I, the Right Honourable Sir Herbert Samuel, one of His Majesty's Principal Secretaries of State, in pursuance of the powers conferred upon me by Section 4 of the Police Act, 1919, hereby make the following Regulations:—

1. The Police Regulations^(a) shall apply as respects the employment of women as members of a police force to the extent and subject to the additions, substitutions and modifications hereinafter set out, that is to say—

Ranks and Designations.

(i) In substitution for Police Regulations 1 to 4, the following provisions shall apply:—

The ranks of women members of a police force shall be known by such of the following designations as the police authority may adopt:—

Inspector
Sergeant
Constable

Provided that intermediate or other ranks may be adopted by the police authority, subject to the approval of the Secretary of State.

Strength.

(ii) In substitution for Police Regulations 5 and 6 the following provisions shall apply:—

(a) The authorised strength of women employed in the several ranks in any police force and any changes thereof shall be subject to the approval of the Secretary of State.

(a) S.R. & O. 1920 (No. 1484) II p. 523 as amended by 1922 (No. 250) p. 845 ; 1923 (No. 327) p. 787 ; 1924 (No. 291) p. 1533 ; 1925 (Nos. 319 and 613) pp. 1331 and 1333 ; 1926 (No. 1581) p. 1137 ; 1930 (No. 614) p. 1397 ; and 1931, No. 842.

The 1920 Regulations have been reprinted as amended up to 1930.

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(b) The numbers shall be sufficient to provide women for the carrying out of such of the duties mentioned in the Appendix to these Regulations as may be assigned to police women by the Chief Officer of Police with the approval of the police authority.

(c) Nothing in these Regulations shall be deemed to prevent police women being required by proper authority to perform extra duties connected with the police.

Appointment.

(iii) Police Regulation 7 shall apply subject to the substitution for paragraphs (2) and (3) of the following :—

A candidate for appointment as a police woman must be—

- (a) unmarried or a widow :
- (b) not under 22 or over 35 years of age :
- (c) not less in height than 5 feet 4 inches.

(iv) Police Regulation 8 shall apply with the omission of the references to " wife " and the addition of the words " A police woman shall resign her appointment on marriage or remarriage ".

(v) Police Regulations 10 (1) and 11 shall apply.

Discipline.

(vi) Police Regulations 12 to 26 shall apply.

Promotion.

(vii)—(a) Police Regulations 27, 28 (1) (a) and (b) and (3), 29 (1), (2) and (3), 30, 31 and 32 shall apply.

(b) Police Regulation 29 (4) shall apply subject to the modification that examinations shall be held as may be required.

Hours of Duty.

(viii) Police Regulations 33 to 39 shall apply, subject to the following modifications :—

(a) Where the duties performed are wholly or mainly patrol duty, the police authority may prescribe 7 hours as the normal daily duty period.

(b) Where the duties are performed in one tour of 7 hours, an interval of 30 minutes for refreshment shall be allowed.

(c) Where the normal duty period is 7 hours, Regulation 36 shall apply with the substitution of " 8 hours " for " 9 hours ", and " 7 hours " for " 8 hours ".

(d) In Regulation 37, " 1s. 3d." shall be substituted for " 1s. 6d." and " 1s. 6d." for " 2s."

Leave of Absence.

(ix) Police Regulations 41 to 43 shall apply.

Personal Records.

(x) Police Regulations 44 to 46 shall apply.

Pay.

(xi) In substitution for Police Regulation 47, the following provisions shall apply :—

The pay of each rank shall be in accordance with the Scale of Pay of the Force for Police Women, which shall be subject to the approval of the Secretary of State, and no pensionable payment shall be made to any woman member of a police force except in accordance with the approved Scale of Pay of the Force for Police Women.

(xii) In substitution for Police Regulation 48, the following provisions shall apply :—

In every police force to which these Regulations apply, the pay of constables other than constables who, on the 30th September, 1931, were serving in or training as candidates for any such police force or serving in any police force to which the Police (Scotland) Regulations apply, shall, until further provision is made by Regulation, be in accordance with the following scale :—

	<i>s.</i>	<i>d.</i>	
On appointment	50	0	weekly
After 1 year from appointment ...	52	0	„
After 2 years and until 3 years from appointment	54	0	„

(xiii) Police Regulations 49, 51 and 52 shall apply.

Allowances.

(xiv) In substitution for Police Regulations 64 and 65, the following provisions shall apply :—

All allowances shall be non-pensionable and the amounts and conditions of payment shall be subject to the approval of the Secretary of State, and no allowances shall be paid except such as are prescribed in

these Regulations or in the Scale of Allowances of the Force for Police Women, which shall be subject to the approval of the Secretary of State.

- (xv) Police Regulations 66 to 72, 73 (3) and 74 to 77 shall apply.

Clothing and Equipment.

- (xvi) Police Regulations 78 to 80 and 83 to 86 shall apply.
 (xvii) Police Regulation 81 shall apply subject to the omission of the reference to Trousers and Cape and the addition of the following :—

Article.	Issue.	Period of Wear.	Number in possession.
Skirt.	Annual.	4 years.	Four.

(Where more than one material is provided, the issue shall be alternated to meet the demands of use).

- (xviii) Regulation 82 shall apply subject to the addition of "Shirts, collars and ties".

Medical Attendance and Stoppages from Pay.

- (xix) Police Regulations 87 to 89A shall apply.

Supplementary Deductions.

- (xx) For Police Regulation 90 the following shall be substituted :—

90.—(1) As from the appointed day, supplementary deductions shall be made from the pay of every woman member of a police force to which these Regulations apply who, on the 30th September, 1931, was serving in or training as a candidate for any such force or was serving in any police force to which the Police (Scotland) Regulations apply, and such supplementary deductions shall be at the following rates :—

Constables in receipt of pay on a scale commencing at not less than 60s. per week.

Sergeants in receipt of pay on a scale commencing at not less than 90s. per week.

Inspectors in receipt of pay on a scale commencing at not less than 100s. per week.

At the rate of 5 per cent. of the pay.

All other women members of a police force. At such rate not exceeding 5 per cent. of the pay as may be fixed by the police authority, subject to the approval of the Secretary of State.

Provided that no supplementary deductions shall be made under this Regulation from the pay of any woman member of a police force who is in receipt of pay on a scale commencing at not more than 50s. weekly.

(2) The appointed day for the purposes of these Regulations shall be :—

(a) in the case of a woman member of a police force paid weekly, the first day of the first complete week in October, 1931, in respect of which such member of the force receives her pay :

(b) in the case of any other woman member of a police force, the 1st October, 1931, or the appointed day for women members of the force paid weekly, as the Chief Officer of Police may determine.

(3) The supplementary deductions shall be made for a period of 1 year from the appointed day.

General.

(xxi) Police Regulations 91 and 92 (2) shall apply.

2. These Regulations may be cited as the Police (Women) Regulations.

3. These Regulations shall apply to all police forces in England and Wales to which the Police Act, 1919, applies, and in which women are employed as members of the force.

4. These Regulations shall take effect forthwith, with the exception of Regulation 1 (xi) and (xiv), which shall take effect as from 1st January, 1932.

Herbert Samuel,

One of His Majesty's Principal Secretaries of State.

Whitehall.

7th October, 1931.

APPENDIX.

DUTIES WHICH MAY BE ASSIGNED TO POLICE WOMEN.

Patrol Duty.

Duties in connection with women and children reported missing, found ill, injured, destitute, or homeless, and those who have been the victims of sexual offences, or are in immoral surroundings.

Taking statements from women and children in cases of sexual offences.

Duties in connection with the conveyance of women and children to or from hospitals, poor-law institutions, police stations, prisons, places of detention, and industrial and reformatory schools.

Watching female prisoners or women who have attempted suicide detained in hospitals, etc.

Attendance on women and children in Court.

Searching and attending female prisoners.

Clerical work.

Plain clothes duty and detective work.

LONDON.

PRINTED AND PUBLISHED BY HIS MAJESTY'S STATIONERY OFFICE.

To be purchased directly from H.M. STATIONERY OFFICE at the following addresses:

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1931.

