
STATUTORY RULES OF NORTHERN IRELAND

2001 No. 369

Police Trainee Regulations (Northern Ireland) 2001

Part III

Leave

Leave

11.—(1) A police trainee shall be allowed—

- (a) eight days' leave;
- (b) subject to any requirement of which notice is given under regulation 4(4), a day's leave on each Saturday, Sunday or public holiday falling within the period of service as a police trainee; and
- (c) a day's leave for every Saturday, Sunday or public holiday on which he is required to attend training.

(2) Where the Chief Constable specifies a longer period of service for a police trainee under regulation 3(a) the number of days specified in paragraph (1)(a) shall be increased proportionately for that police trainee.

(3) Days of leave granted under paragraph (1) may only be taken at times approved by the Chief Constable.

(4) Where a Saturday, Sunday or public holiday falls within a period of leave taken under paragraph (1), that day shall be ignored for the purposes of reckoning the number of days' leave taken.

Sick leave

12.—(1) A police trainee shall not be entitled to be absent from training for a period of seven days or less on account of injury, illness or quarantine except with the consent of the Chief Constable.

(2) A police trainee shall not be entitled to be absent from training for a period exceeding seven days on account of injury, illness or quarantine unless certified by a registered medical practitioner as being unfit to attend training or as being in quarantine.

(3) For the purposes of paragraphs (1) and (2), the period of seven days includes Saturdays, Sundays and public holidays.

(4) A police trainee who is, or ceases to be, certified under paragraph (2) shall, as soon as reasonably practicable, inform the Chief Constable of the fact and send any certificate to the Chief Constable.

Leave for ante-natal care

13.—(1) A female police trainee who is pregnant and who, on the advice of a registered medical practitioner, registered midwife or registered health visitor, has made an appointment to attend at any place for the purpose of receiving ante-natal care shall, subject to the following provisions of

this regulation, have the right not to be unreasonably refused special leave from training to enable her to keep the appointment.

(2) Subject to paragraph (3), the Chief Constable shall not be required by virtue of this regulation to permit a female police trainee to take special leave from training to keep an appointment unless, if he requests her to do so, she produces for his inspection—

- (a) a certificate from a registered medical practitioner, registered midwife or registered health visitor stating that she is pregnant, and
- (b) an appointment card or other document showing that the appointment has been made.

(3) Paragraph (2) shall not apply where the female police trainee's appointment is the first appointment during her pregnancy for which she seeks permission to take special leave from training in accordance with paragraph (1).

Maternity leave

14.—(1) In this regulation—

“expected date of birth” means, subject to paragraph (4), the date given in accordance with paragraph (2)(b);

“maternity leave” means leave taken in accordance with the provisions of this regulation by a qualified police trainee during the maternity period;

“maternity period”, in relation to a qualified police trainee, means the period beginning six months before the probable date of birth of the police trainee's child, as given under paragraph (2)(b) or, as the case may be, paragraph (4), and ending nine months after the date so given; and

“qualified police trainee” means a police trainee who qualifies under paragraph (2).

(2) Subject to the following provisions of this regulation, a female police trainee qualifies for maternity leave when she has given to the Chief Constable notice stating—

- (a) that she is pregnant;
- (b) the probable date of the birth of her child; and
- (c) the date on which she intends to commence maternity leave or, where she proposes to take more than one period of maternity leave before the probable date of birth of her child, the proposed dates of those periods.

(3) A female police trainee does not qualify for maternity leave where the Chief Constable has requested a certificate from a registered medical practitioner, registered midwife or registered health visitor setting out the matters referred to in paragraph (2)(a) and (b) and she fails to produce such a certificate.

(4) Where a certificate produced under paragraph (3) sets out a different date as the probable date of the birth of the child of the female police trainee from the date given in accordance with paragraph (2)(b), the date given in the certificate shall have effect in place of the date given in the notice.

(5) A female police trainee who is pregnant shall give the notice required by paragraph (2) as soon as reasonably practicable after she becomes aware of the probable date of birth of her child.

(6) The date given in accordance with paragraph (2)(c) may be amended by a subsequent notice to the Chief Constable, provided not less than 21 days' notice is given of the qualified police trainee's intention to return to training.

(7) A qualified police trainee shall commence maternity leave no later than the date given in accordance with paragraph (2)(b) and, subject to paragraphs (8) and (9), the leave shall continue until the last day of the maternity leave.

(8) Where a qualified police trainee intends to return to training before the end of the maternity period after taking maternity leave, she shall give the Chief Constable not less than 21 days' notice of her intention.

(9) A notice under paragraph (8) may be subsequently revoked; and any such revocation shall be without prejudice to the giving of another notice under that paragraph of an intention to return to duty before the end of the maternity period.

(10) During any period of maternity leave, a qualified police trainee shall not be entitled to any sick leave under regulation 12.

(11) In paragraph (10) "period of maternity leave" means the period—

(a) beginning on—

(i) the date given in accordance with paragraph (2)(c) as the date on which the qualified police trainee intends to commence maternity leave or, where she proposes to take more than one period of such leave, the first of those dates, or

(ii) where that date or, as the case may be, the first of those dates has been amended by a subsequent notice under paragraph (6), that date; and

(b) ending on—

(i) where a notice has been given under paragraph (8) and has not been subsequently revoked, the date so given, or

(ii) where no such notice has been given or remains in force, the last day of the maternity period.

Paternity leave

15.—(1) Standing orders under regulation 7 shall make provision for the circumstances in which a police trainee is to be entitled to paternity leave.

(2) Paternity leave shall consist of two days' leave.

(3) Where a woman becomes pregnant, paternity leave in connection with that pregnancy shall be taken during the period beginning with the later of—

(a) the date on which she is certified by a registered medical practitioner to be pregnant, and

(b) the date 6 months before the one estimated by that practitioner as being the probable date of birth,

and ending 9 months after the birth of the child.