

**1974 No. 1515 (S. 136)**
**POLICE**
**The Police (Scotland) Amendment (No. 3) Regulations 1974**

|                               |                            |
|-------------------------------|----------------------------|
| <i>Made</i> - - - - -         | <i>5th September 1974</i>  |
| <i>Laid before Parliament</i> | <i>18th September 1974</i> |
| <i>Coming into Operation</i>  | <i>9th October 1974</i>    |

In exercise of the powers conferred on me by section 26 of the Police (Scotland) Act 1967(a), and of all other powers enabling me in that behalf, and after consulting the Police Council for the United Kingdom in accordance with section 4(4) of the Police Act 1969(b), I hereby make the following regulations:—

**PART I**
*Citation, commencement, operation and interpretation*

**1.** These regulations may be cited as the Police (Scotland) Amendment (No. 3) Regulations 1974.

**2.** These regulations shall come into operation on 9th October 1974 and shall have effect as follows, that is to say—

- (a) for the purposes of Part II thereof, as from 7th November 1973, and
- (b) for the purposes of Part III thereof, as from 1st September 1974, and
- (c) for the purposes of Part IV thereof, as from 9th October 1974.

**3.** In these regulations any reference to the principal regulations is a reference to the Police (Scotland) Regulations 1972(c), as amended (d).

**4.** The Interpretation Act 1889(e) shall apply for the interpretation of these regulations as it applies for the interpretation of an Act of Parliament.

**PART II**
*Provision having effect from 7th November 1973*

**5.** In paragraph 3(2) of Schedule 10 to the principal regulations (university scholars) for the rate “£50 a year” there shall be substituted “£74 a year”.

- 
- (a) 1967 c. 77.                      (b) 1969 c. 63.                      (c) S.I. 1972/777 (1972 II, p. 2490).  
 (d) S.I. 1972/1206, 1973/119, 391, 1458, 1609, 1974/489 (1972 II, p. 3573;  
 1973 I, p. 516; 1973 I, p. 1338; 1973 II, p. 4425; 1973 III, p. 5042;  
 1974 I, p. 1750).                      (e) 1889 c. 63.

## PART III

*Provisions having effect from 1st September 1974*

6. For regulation 29(1) of the principal regulations (rate of pay) there shall be substituted the following provision:—

“29.—(1) Subject to regulation 29A the rate of pay of a constable holding—

(a) the rank of chief inspector, inspector, sergeant or constable shall be in accordance with the appropriate scale of pay mentioned in Part I of Schedule 3;

(b) any other rank shall be in accordance with such scale of pay as shall be determined by the Secretary of State.”

7. After regulation 29 of the principal regulations there shall be inserted the following provision:—

“*Supplementary Pay*

29A.—(1) This regulation shall have effect for the purpose of supplementing the pay of a constable holding a rank lower than that of superintendent; but any allowance under these regulations calculated by reference to such a constable's pay other than an allowance under Regulation 59 shall be calculated as if this regulation had not been made.

(2) The annual pay of such a constable, as increased in accordance with regulation 5 of the Police (Scotland) Amendment (No. 2) Regulations 1974(a), shall be further increased in accordance with Part II of Schedule 3”.

8. For Schedule 3 to the principal regulations (scales of pay) there shall be substituted the schedule set out in Schedule I to these regulations.

9. For Schedule 4 to the principal regulations (detective duty and supplementary detective allowances) there shall be substituted the schedule set out in Schedule 2 to these regulations.

10. For paragraph 1(1) of Schedule 12 to the principal regulations (dog handler's allowances) there shall be substituted the following paragraph:—

“1.—(1) Subject as hereinafter provided, a dog handler's allowance shall be payable—

(a) in the case of a constable of the rank of constable, at the annual rate of £192; and

(b) in the case of a constable of any other rank, at the annual rate of £258.”.

11. Regulation 5 of the Police (Scotland) Amendment (No. 2) Regulations 1974 (supplementary pay related to the Retail Price Index figure) shall have effect as if any reference therein to the principal regulations were a reference to the principal regulations, within the meaning of regulation 3 above as amend-

ed by these regulations, and as if in paragraph (1) thereof after the words "constable's pay" there were inserted the words "other than an allowance under regulation 59".

PART IV

*Provision having effect from 9th October 1974*

**12.**—(1) In paragraph (2) of regulation 21 of the principal regulations (normal daily period of duty) the proviso shall be omitted.

(2) In paragraph (3) of the said regulation 21 the proviso shall be omitted.

*William Ross,*

One of Her Majesty's Principal  
Secretaries of State.

St. Andrew's House,  
Edinburgh.  
5th September 1974.

## SCHEDULE 1

SCHEDULE SUBSTITUTED FOR SCHEDULE 3 (SCALES OF PAY) TO THE PRINCIPAL REGULATIONS WITH EFFECT FROM 1ST SEPTEMBER 1974

## SCHEDULE 3

## SCALES OF PAY

## PART I

1. The annual pay of a man or woman holding a rank referred to in the following Table shall, subject to regulation 29A, be determined in accordance with the scale set out in Table A:—

TABLE A

| Rank                | Before completing 1 year of service in the rank | After 1 year of service in the rank | After 2 years of service in the rank | After 3 years of service in the rank | After 6 years of service in the rank |
|---------------------|---|-------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|
|                     | a year<br>£                                     | a year<br>£                         | a year<br>£                          | a year<br>£                          | a year<br>£                          |
| Chief Inspector ... | 3,204   | 3,306                               | 3,405                                | 3,513                                | 3,558                                |
| Inspector ...       | 2,808   | 2,904                               | 3,015                                | 3,117                                | 3,162                                |
| Sergeant ...        | 2,388   | 2,484                               | 2,571                                | 2,664                                | 2,745                                |

2.—(1) The annual pay of a man or woman holding the rank of constable shall, subject to regulation 29A and as hereinafter provided, be determined in accordance with the scales set out in the following Table B.

(2) The annual pay of a constable shall be determined by reference to his reckonable service in accordance with the standard scale set out in the second column of the Table except that this sub-paragraph shall not apply where he was serving as a constable immediately before 1st May 1971 and has so served continuously on or after that date; and in such case his annual pay shall be determined in accordance with sub-paragraph (3).

(3) Where sub-paragraph (2) does not apply, the annual pay of a constable shall be determined by reference to his reckonable service in accordance with the transitional scale, appropriate to his age on the date on which he became a constable, set out in the third, fourth, fifth or sixth column of the Table:

Provided that in a case in which the provisions of sub-paragraph (4) or of sub-paragraph (5) apply, this sub-paragraph shall have effect subject to the provisions in question.

(4) The provisions of this sub-paragraph shall apply in the case of a person who has not served continuously as a constable since he first became a constable and in such case the person shall be treated for the purposes of sub-paragraph (3) and the transitional scales set out in the Table as if he had become a constable on such date that, if he had served continuously as a constable, he would have the same reckonable service as he in fact has.

(5) The provisions of this sub-paragraph shall apply in the case of a person who has served continuously as a constable since he first became a constable unless his period of reckonable service began—

(a) on a birthday;

- (b) after 1st March 1967, if he had attained the age of 22 years before his period of reckonable service began, or
- (c) on or before 1st March 1967, if he had attained the age of 22 years on or before that date and—
- (i) had not completed a year's, or 2 or 3 years', reckonable service on a day in the year ending immediately before that date, being a day falling after his birthday in that year, or
  - (ii) had not completed a year's reckonable service or had completed 4 or more years' reckonable service on or before 1st March 1967;

and a person to whom this sub-paragraph applies who has had one or more birthdays falling within his period of reckonable service shall be treated for the purposes of sub-paragraph (3) and the transitional scales set out in the Table as if he had completed a year of such service on the date of his first birthday falling within that period.

(6) For the purposes of this paragraph—

- (a) any reference to a person's reckonable service is a reference to his service reckonable for the purposes of his scale of pay;
- (b) any reference to a person's birthday is a reference to an anniversary of the day of his birth, and
- (c) in determining whether or not a person has served continuously as a constable there shall be disregarded any break in service occurring on transfer from one police force to another or which ends with the person exercising a statutory right of reversion to his police force.

TABLE B

| Reckonable or adjusted service          | Standard scale of annual pay | Transitional scales of annual pay |                  |                  |                          |
|---|------------------------------|-----------------------------------|------------------|------------------|--------------------------|
|   |                              | Aged 19 on entry                  | Aged 20 on entry | Aged 21 on entry | Aged 22 or over on entry |
| Before completing 1 year of service ... | 1,497                        | 1,497                             | 1,539            | 1,602            | 1,680                    |
| After 1 year of service ...             | 1,581                        | 1,581                             | 1,611            | 1,689            | 1,761                    |
| After 2 years of service ...            | 1,758                        | 1,758                             | 1,758            | 1,848            | 1,902                    |
| After 3 years of service ...            | 1,848                        | 1,848                             | 1,848            | 1,932            | 1,989                    |
| After 4 years of service ...            | 1,932                        | 1,932                             | 1,932            | 2,046            | 2,046                    |
| After 5 years of service ...            | 2,046                        | 2,046                             | 2,046            | 2,046            | 2,046                    |
| After 6 years of service ...            | 2,046                        | 2,046                             | 2,046            | 2,046            | 2,145                    |
| After 7 years of service ...            | 2,046                        | 2,046                             | 2,046            | 2,145            | 2,145                    |
| After 8 years of service ...            | 2,046                        | 2,046                             | 2,145            | 2,145            | 2,145                    |
| After 9 years of service ...            | 2,145                        | 2,145                             | 2,145            | 2,145            | 2,145                    |
| After 13 years of service ...           | 2,250                        | 2,250                             | 2,250            | 2,250            | 2,250                    |
| After 17 years of service ...           | 2,349                        | 2,349                             | 2,349            | 2,349            | 2,349                    |

PART II  
SUPPLEMENTARY PAY

1. The annual pay of a man or woman holding a rank referred to in the first column of the following Table C, determined in accordance with Part I of this Schedule and increased in accordance with Regulation 5 of the Police (Scotland) Amendment (No. 2) Regulations 1974, shall be further increased as hereinafter provided.

2. The increase shall be determined by reference to the person's basic annual pay, that is to say by reference to his annual pay determined in accordance with Part I of this Schedule, any increase in accordance with the said Regulation 5 being ignored, and the amount of the increase shall be that specified in the third column of the following Table C opposite the amount of his basic annual pay.

TABLE C

| Rank                   | Basic<br>annual pay | Supplementary<br>annual pay |
|------------------------|---------------------|-----------------------------|
|                        | £                   | £                           |
| Chief Inspector ... .. | 3,204               | 201                         |
|                        | 3,306               | 207                         |
|                        | 3,405               | 216                         |
|                        | 3,513               | 222                         |
|                        | 3,558               | 225                         |
| Inspector ... ..       | 2,808               | 216                         |
|                        | 2,904               | 225                         |
|                        | 3,015               | 231                         |
|                        | 3,117               | 240                         |
|                        | 3,162               | 243                         |
| Sergeant ... ..        | 2,388               | 201                         |
|                        | 2,484               | 210                         |
|                        | 2,571               | 216                         |
|                        | 2,664               | 225                         |
|                        | 2,745               | 231                         |
| Constable ... ..       | 1,497               | 135                         |
|                        | 1,539               | 141                         |
|                        | 1,581               | 144                         |
|                        | 1,602               | 147                         |
|                        | 1,611               | 147                         |
|                        | 1,680               | 153                         |
|                        | 1,689               | 153                         |
|                        | 1,758               | 159                         |
|                        | 1,761               | 159                         |
|                        | 1,848               | 168                         |
|                        | 1,902               | 174                         |
|                        | 1,932               | 177                         |
|                        | 1,989               | 180                         |
|                        | 2,046               | 186                         |
|                        | 2,145               | 195                         |
| 2,250                  | 204                 |                             |
| 2,349                  | 213                 |                             |

## SCHEDULE 2

SCHEDULE SUBSTITUTED FOR SCHEDULE 4 TO THE PRINCIPAL REGULATIONS  
WITH EFFECT FROM 1ST SEPTEMBER 1974

## SCHEDULE 4

## DETECTIVE DUTY AND SUPPLEMENTARY DETECTIVE ALLOWANCES

1. A detective duty allowance payable under Regulation 49 to a constable shall be paid at the annual rate set opposite the rank he holds in the second column of the following Table A.

TABLE A  
DETECTIVE DUTY ALLOWANCE

| Rank                   | Annual rate |
|------------------------|-------------|
|                        | £           |
| Superintendent ... ..  | 393         |
| Chief Inspector ... .. | 339         |
| Inspector ... ..       | 300         |
| Sergeant ... ..        | 258         |
| Constable ... ..       | 192         |

2. A supplementary detective allowance payable under regulation 50 to a constable shall be paid at the annual rate set opposite the rank he holds in the following Table B—

- (a) where the average qualifying overtime mentioned in Regulation 50(1) is less than 12 hours a week, in the second column thereof;
- (b) where the said overtime is 12 hours or more, in the third column thereof.

TABLE B  
SUPPLEMENTARY DETECTIVE ALLOWANCE

| Rank                   | Annual rate                             |  |
|------------------------|---|--|
|                        | 8 to 12 hours<br>qualifying<br>overtime | 12 or more hours<br>qualifying<br>overtime |
|                        | £                                       | £  |
| Chief inspector ... .. | 282                                     | 507  |
| Inspector ... ..       | 249                                     | 447  |
| Sergeant ... ..        | 213                                     | 384  |
| Constable ... ..       | 159                                     | 285  |

## EXPLANATORY NOTE

*(This Note is not part of the Regulations.)*

These Regulations amend the Police (Scotland) Regulations 1972.

Part II of these Regulations (Regulation 5) relates to university scholars. It has effect from 7th November 1973.

Regulation 5 provides that the pay of a member of a provincial police force nominated for a university course who has to reside in the City of London or Metropolitan Police district shall be increased by £74 instead of £50.

Part III of these Regulations (Regulations 6-11) relates to rate of pay, supplementary pay, increases in scales of pay, detective duty and supplementary detective allowances and the rates of dog handler's allowance. It has effect from 1st September 1974 and provides that from that date men and women shall receive uniform treatment in respect of pay and allowances.

Regulations 6, 7, 8 and 11 provide for increases in the pay of constables below the rank of superintendent. They provide that pay shall comprise two elements, namely, basic pay and supplementary pay. Only basic pay is to be taken into account in calculating an allowance other than a temporary duty allowance which falls to be calculated by reference to pay (e.g. an overtime allowance). The "threshold" increases in pay provided for by Regulation 5 of the Police (Scotland) Amendment (No. 2) Regulations 1974, as amended by Regulation 11 of these Regulations, are not, however, incorporated in the new scales of pay and pay, calculated in accordance with those scales, will continue to attract "threshold increases".

Regulation 9 increases the rates of detective duty and supplementary detective allowances.

Regulation 10 increases the rate of dog handler's allowance.

Part IV relates to normal daily period of duty. Regulation 12 makes the necessary adjustment arising from the introduction of equal pay for police-women.

The provision that Parts II and III shall have retrospective effect is contained in Regulation 2 (made in exercise of the power conferred by Section 26(3) of the Police (Scotland) Act 1967).

SI 1974/1515  
ISBN 0-11-041515-9



780110 415154