1970. No. 245 **[C]**

POLICE CADETS

REGULATIONS, DATED 16TH SEPTEMBER 1970, MADE BY THE MINISTRY OF HOME AFFAIRS UNDER SECTION 10 OF THE POLICE ACT (NORTHERN IRELAND) 1970.

The Ministry of Home Affairs for Northern Ireland in exercise of the powers conferred on it by section 10 of the Police Act (Northern Ireland) 1970(**a**) and of all other powers enabling it in that behalf and after consulting the Police Authority, the Representative Bodies constituted by the Constabulary and Police (Ireland) Act 1919(**b**) and the Police Council for the United Kingdom in accordance with the Police Act 1969(**c**) hereby makes the following Regulations:—

Citation and commencement

1. These Regulations may be cited as the Police Cadets Regulations (Northern Ireland) 1970 and shall have effect from 1st July 1970.

Qualifications for Appointment

2.—(1) The qualifications for appointment as a police cadet with a view to becoming a member of the Royal Ulster Constabulary shall be as follows, that is to say, the person concerned at the time of his appointment:—

(*a*) shall be a British subject or a citizen of the Republic of Ireland;

(*b*) shall have produced to the chief constable satisfactory references as to character;

(*c*) subject to paragraph (2), shall have attained the age of 16 years and shall not have attained the age of 17 years 6 months;

(*d*) shall have satisfied the chief constable that he is likely, on attaining the age of 18 years, to be able to satisfy the qualifications for appointment to the force in the rank of constable and, for that purpose, shall have been examined by a registered medical practitioner approved by the police authority.

(2) A person may be appointed a police cadet notwithstanding that he has not attained the age of 16 years or has attained the age of 17 years 6 months if the chief constable, after considering the circumstances of the case, so decides.

Termination of service

3.—(1) A police cadet may resign only if he has given to the police authority 2 weeks' written notice of his intention to resign or such shorter notice as may have been accepted by that authority.

(2) A police cadet's service as such shall terminate, by virtue of this paragraph, on his appointment as a member of any police force.

(3) Subject to the provisions of this Regulation, the chief constable may at any time terminate a police cadet's service.

(**a**) 1970. c. 9 (N.I.).
(**b**) 9 & 10 Geo. 5. c. 68.
(**c**) 1969. c. 63.

(4) A police cadet whose service is terminated under paragraph (3), otherwise than for misconduct, shall be entitled to receive 2 weeks' notice or 2 weeks' pay in lieu thereof.

(5) Where the chief constable is considering terminating a police cadet's service under paragraph (3) for misconduct he shall, before reaching a decision, afford to the cadet an opportunity of a personal interview with him or the deputy chief constable or an assistant chief constable; and at any such interview the cadet shall be entitled to be accompanied by such person as he may choose and to make such representations as he thinks fit.

Restriction on other employment

4. A police cadet shall not engage in any other employment for gain except with the consent of the chief constable.

Hours of duty

5.—(1) Subject to paragraph (2), the normal hours of duty of a police cadet shall be such as are determined by or with the authority of the chief constable.

(2) Where a police cadet, for the purposes of training, is assigned to duties with a member of the force, his normal weekly period of duty shall be 40 hours.

(3) A police cadet whose actual period of duty in any week exceeds his normal period of duty (which excess period of duty is hereinafter referred to as "overtime") shall, within 28 days, be granted in respect of each complete quarter of an hour of overtime an equal period of time off and, in addition, in respect of each complete three-quarters of an hour of overtime an additional quarter of an hour of time off.

(4) To such extent, if any, as the chief constable in a particular case may decide, the period spent by a police cadet on a journey necessary to enable him to report for duty or to return home after duty shall be treated for the purposes of these Regulations as falling within a period of duty.

Public holidays

6. A police cadet shall be granted a day's leave on each public holiday.

Annual leave

7.—(1) Subject to paragraphs (2) and (3), the annual leave of a police cadet shall be granted at such times and be of such duration as may be determined by or with the authority of the chief constable.

(2) Where a police cadet, for the purposes of training, is assigned to duties with a member of the force, he shall normally be granted 3 weeks' annual leave a year.

(3) Except where paragraph (2) applies, a police cadet shall normally be granted 10 weeks' annual leave a year:

Provided that where a cadet is required to spend a period camping or engaging in other activity of a partly recreational character, the chief constable may direct that the whole or a specified part of that period shall be treated for the purposes of this paragraph as if it were a period of annual leave.

Sick leave

8.—(1) A police cadet shall be entitled to sick leave for any period for which he is unfit for duty on account of injury or illness, if—

(*a*) a registered medical practitioner certifies that he is so unfit, or

(*b*) the period consists of not more than 3 days and during the period of 12 months ending with the last of those days the aggregate uncertificated sick leave taken by him does not exceed 7 days.

(2) This Regulation shall apply to a police cadet who is in quarantine as it applies to a cadet who is ill and any reference to unfitness shall be construed accordingly.

Special leave

9. A police cadet may, at the discretion of the chief constable, be granted special leave, with or without pay as he may determine.

Medical examination

10. Every police cadet shall be medically examined, as near as may be at 6-monthly intervals, in accordance with arrangements made by the police authority.

Pay

11.—(1) Subject to the provisions of this Regulation, the rate of pay of a police cadet shall be in accordance with the appropriate scale set out in Schedule 1.

(2) The pay of a police cadet for any period shall be reduced by the amount of any sickness benefit or injury benefit to which he may be entitled in respect of that period unless his pay falls to be reduced in accordance with paragraph (3); and, for the purposes of this paragraph—

(*a*) "sickness benefit" means such benefit under the National Insurance Act (Northern Ireland) 1966(**d**), together with any supplement thereto payable under section 2 of the National Insurance (No. 2) Act 1966(**e**), and

(*b*) "injury benefit" means such benefit under the National Insurance (Industrial Injuries) Act (Northern Ireland) 1966(**f**), together with any supplement payable therewith under the said section 2.

(3) Where on the first or any succeeding day of a continuous period of sick leave the aggregate sick leave taken by a police cadet during the period of 12 months ending with that day—

(*a*) exceeds 3 months, then, (without prejudice to the next following subparagraph) his pay shall be reduced by a half in respect of that continuous period or, as the case may be, in respect of so much thereof as falls on or after that day;

(*b*) exceeds 4 months, then, he shall not be entitled to pay in respect of that continuous period or, as the case may be, in respect of so much thereof as falls on or after that day:

Provided that this paragraph shall not apply where the cadet is unfit for duty as a result of an injury or disease which, in the opinion of the police authority, was received or contracted without his serious or culpable negligence or misconduct in the execution of his duty, or where the Ministry so directs.

(**d**) 1966. c. 6 (N.I.).
(**e**) 1966. c. 16 (N.I.).
(**f**) 1966. c. 9 (N.I.).