

PROBATIONARY SERVICE IN THE RANK OF CONSTABLE AND DIRECT ENTRY SUPERINTENDENT

1) A member of a police force appointed in the rank of constable other than such a member who transferred to the force from another police force, having completed the required period of probation therein, and not being a member to whom paragraph (2) applies, shall unless paragraph (4), (4A) or (4B) applies to his case, be on probation for the first 2 years of his service as a constable in that police force following his last appointment thereto or for such longer period as the chief officer determines in the circumstances of a particular case.

2) A part-time member of a police force appointed in the rank of constable shall, unless paragraph (4) (4A) or (4B) applies to his case, be on probation for a period calculated in accordance with paragraph (3) following his last appointment thereto or for such longer period as the chief officer determines in the circumstances of a particular case.

3)

a) A part-time member of a police force appointed to the rank of constable shall be required to serve on probation for a period of $(40/A) \times (2 \text{ years less any period of probation served in that force otherwise than as a part-timer})$.

b) In sub paragraph (a) above 'A' = member's normal weekly period of duty, as defined in the determination made by the Secretary of State under Regulation 22.

4) A member of a police force to whom paragraph (1) or (2) applies who has served on probation for a period of not less than a year following a previous appointment to that or any other police force shall be on probation for the first year of his service as a constable in the police force first mentioned in this paragraph following his last appointment thereto or for such longer period as the chief officer determines in the circumstances of a particular case.

Provided that the chief officer may at his discretion-

a) reduce the period of probation, so however that the reduced period, when aggregated with the previous period of probation, shall not be less than 2 years except that, in the case of a member who for any part of their probation is appointed a part-time member, is not less than the period served full time in probation plus the period calculated under paragraph 3(a) above, or

b) dispense with the period of probation, if the member, following his previous appointment, completed the required period of probation in the force in question.

4A)

- (a) This paragraph applies to a member of a police force in the rank of constable participating in the Fast Track Programme;
- (b) A full-time constable to whom this paragraph applies shall be on probation as a constable until their promotion to the rank of sergeant, or for the first two years of their service as constable, whichever is the shorter period, or for such longer period as the chief officer decides;
- (c) A part-time constable to whom this paragraph applies shall be on probation as a constable until their promotion to the rank of sergeant, or for the period set out in paragraph (3), whichever is the shorter period.

4B)

- (a) This paragraph applies to inspectors participating in the Inspector Direct Entry Programme and to superintendents participating in the Superintendent Direct Entry Programme;
- (b) A full-time superintendent to whom this paragraph applies must be on probation for the first 18 months of their service as superintendent, or for such longer period as the chief officer decides.
- (c) A full-time inspector to whom this paragraph applies must be on probation for the first 24 months of their service as inspector, or for such longer period as the chief officer decides.
- (d) A part-time inspector to whom this paragraph applies must be required to serve on probation for a period of $(40/A) \times (2 \text{ years less any period of probation served in that force otherwise than as a part-timer})$.
- (e) A part-time superintendent to whom this paragraph applies must be required to serve on probation for a period of $(40/A) \times (1.5 \text{ years less any period of probation served in that force otherwise than as a part-timer})$.

(f) In sub paragraphs (d) and (e) above 'A' = member's normal weekly period of duty, as defined in the determination made by the Secretary of State under Regulation 22.

5) For the purposes of this determination-

- a) in reckoning service, any period of unpaid leave shall be disregarded;
- b) in the case of a university scholar, in reckoning service his period of study shall be disregarded;
- c) in the case of a member who has been statutorily transferred from one force to some other force, his service in those two forces shall be treated as if it were service in the same police force;
- d) in the case of a member of a police force who has been transferred thereto from an aerodrome constabulary by an order under section 30 of the Aviation Security Act 1982, his service in that constabulary shall be treated as if it were service in that police force.

SIGNED:

DATE:

21 July 2016