
POLICE REGULATIONS

This version is out of date

**Subsidiary
1961.12.19**

Regulations made under s.52.

POLICE REGULATIONS**(1961.12.19)****1.1.1962**

Amending enactments	Relevant current provisions	Commencement date
Order of 16.9.1969	regs. 3, 18 and 34	
regs of 9.9.1969	reg.2	
LN. 1979/013	regs.10, 11 and 13	
1988/106	r. 18(4)(i)	1.2.1988
1991/090	rr. 18-39	19.2.1990
1991/091	rr. 2(b)-(d), 5	23.5.1991

ARRANGEMENT OF REGULATIONS.

Regulation.

1. Title.

PART I.–RECRUITMENT AND PROBATION.

2. Physical standard for recruits.
3. Examination before entry into Force.
4. Training courses.
5. Probationary period.
6. Probationary period may be dispensed with.
7. Passing of examination.
8. First aid and swimming tests.

PART II.–PROMOTIONS.

9. Selection for promotion.
10. Eligibility for promotion and qualifying examination.
11. Appearance before Promotion Board.
12. Opportunity to better pass marks.
13. Proficiency award.
14. Promotion Board.
15. Method of allotting marks.
16. Special promotions.
17. Promotion to rank above inspector.

PART III.–DISCIPLINE.

18. *revoked.*

PART IV.–DEFAULTERS.

- 19-30. *revoked.*

PART V.–APPEALS AND CONFIRMATION OF PUNISHMENT.

- 31-35. *revoked.*

PART VI.–COMPLAINTS AGAINST POLICE.

- 36-39. *revoked.*

POLICE REGULATIONS

This version is out of date

**Subsidiary
1961.12.19**

SCHEDULE 1.

Promotion Board. Marking System.

SCHEDULE 2.

Notes of Guidance of Promotion Board.

POLICE REGULATIONS

This version is out of date

Subsidiary
1961.12.19

Title.

1. These regulations may be cited as the Police Regulations.

PART I.—RECRUITMENT AND PROBATION.

Physical standard for recruits.

2. The following standard is required for enrolment of recruits for the Police Force:—

- (a) Age: A minimum of eighteen years.
- (b) physical stature: sufficiently developed and in proportion to enable the recruit to carry out a full range of duties.
- (c) *revoked.*
- (d) Eyesight: Not less than 75 per cent of normal, no colour blindness, except when recruit is, in the opinion of the Commissioner, exceptionally well qualified in other ways.
- (e) Ears: No undue deafness.
- (f) Feet and legs: Sufficiently developed to cope with long periods of standing.
- (g) Teeth : No gross deficiencies, such as double dentures.

Examination before entry into Force.

3. A recruit shall, before entry into the Force, be required to pass a written educational examination, to be set and marked by the Director of Education or such other person as the Deputy Governor may approve.

Training courses.

4. A probationary constable, during his probationary period, will be required to complete successfully such training courses as may be appointed by the Commissioner, with the approval of the Governor.

Probationary period.

5. A probationary constable will be on probation for two years after appointment as such, during which period his services may be dispensed

POLICE REGULATIONS

This version is out of date

**Subsidiary
1961.12.19**

with at any time if the Commissioner considers that he is not likely to become an efficient and well conducted constable. If his services are so dispensed with, he will receive one month's notice.

Probationary period may be dispensed with.

6. On the recommendation of the Commissioner, the probationary period can be shortened, extended or dispensed with entirely in the case of any probationary constable.

Passing of examination.

7.(1) A probationary constable will be required to pass an examination to be set and marked by the Commissioner before his appointment as a constable.

(2) If a probationary constable fails to pass the examination within one year of appointment as such, he may, at the discretion of the Commissioner, have his probationary period extended for not more than a further six months, and given a further opportunity to pass the examination during such extension.

First aid and swimming tests.

8. A probationary constable will be required to obtain a First Aid certificate and to pass such swimming test as may be prescribed by the Commissioner before appointment as a constable.

PART II. –PROMOTIONS.

Selection for promotion.

9.(1) All promotions shall be subject to the Governor's approval and will be by selection from among those members of the Force possessing the necessary qualifications.

(2) In the case of promotions to any rank up to and including inspector, no police officer shall be eligible for promotion to any such rank unless he has-

- (a) qualified in First Aid during the preceding three years;
- (b) passed the written police qualifying examination for the rank to be set and marked by the Attorney-General;
- (c) passed an oral examination before the Promotion Board.

POLICE REGULATIONS

This version is out of date

Subsidiary
1961.12.19

(3) To pass the written examination referred to in sub-regulation (2)(b), a candidate must have received not less than seventy per cent marks, or not less than sixty per cent marks in the case of the examination for promotion from constable to sergeant.

Eligibility for promotion and qualifying examination.

10.(1) A constable must have at least four years service in the Force before he can be considered for promotion to sergeant.

(2) Any constable may at any time sit for the police qualifying examination for promotion to sergeant.

(3) A constable who has passed the police qualifying examination for promotion to sergeant may at any time thereafter sit for the qualifying examination for promotion to inspector.

Appearance before Promotion Board.

11.(1) The passing of the police qualifying examination makes a constable eligible to appear before the Promotion Board for the rank of sergeant throughout his service as constable.

(2) The passing of the qualifying examination makes a sergeant eligible to appear before the Promotion Board for the rank of inspector throughout his service as sergeant.

Opportunity to better pass marks.

12.(1) All police officers will have the opportunity of bettering their pass marks in the police qualifying examination by taking the examination again.

(2) Police qualifying examinations for promotion will be held annually in or about the month of April. If a police officer passes the police qualifying examination for the same rank more than once, only the highest mark obtained by him in such examination shall be taken into account by the Promotion Board.

Proficiency award.

13. A constable who-

- (a) has passed the police qualifying examination for promotion from constable to sergeant;

POLICE REGULATIONS

This version is out of date

**Subsidiary
1961.12.19**

- (b) has obtained at least seventy per cent marks in that examination; and
- (c) has not been promoted beyond that rank within six months of so passing,

may be once granted a proficiency award of £30.

Promotion Board.

14.(1) The Promotion Board shall consist of the Commissioner and not less than two nor more than four police officers (to be appointed by the Commissioner) of the rank of Chief Inspector or above.

(2) The Promotion Board shall only be convened when a vacancy arises.

(3) The Promotion Board shall advise the Commissioner on all promotions in the Force up to and including the rank of inspector.

Method of allotting marks.

15.(1) The method for marking to be followed by the Promotion Board is as set out in Schedule I.

(2) Notes for the guidance of the Promotion Board are set out in Schedule 2.

Special promotions.

16. The Commissioner may, with the approval of the Governor, notwithstanding any provision of these regulations, promote any police officer who possesses special qualifications or marked abilities or exceptional aptitude for special work, irrespective of the length of service of the police officer and whether or not he is qualified by regulations 9 and 10.

Promotion to rank above inspector.

17. Promotion to any rank above that of inspector shall be referred to the Governor, with the recommendation of the Commissioner of Police.

PART III.—DISCIPLINE.

18. *Revoked.*

2006-20

Police

**Subsidiary
1961.12.19**

POLICE REGULATIONS

This version is out of date

PART IV.—DEFAULTERS.

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POLICE REGULATIONS

This version is out of date

Subsidiary
1961.12.19

SCHEDULE 1.

Regulation 15.

PROMOTION BOARD.

MARKING SYSTEM.

PART I.

	<i>Maximum marks.</i>
1. Three times the percentage of the best marks obtained in the police qualifying examination	300
2. 10 marks for each year of service in the present rank	100
3. 20 marks for each Commendation in rank held	100
<i>Maximum marks total Part I</i>	500

PART II.

4. Sport, social and other voluntary and welfare and special qualification.	100
5. Discipline, character, leadership and personal qualities	200
6. Answers to questions on police duties	100
<i>Maximum marks total Part II</i>	500
<i>Total</i>	1000

N. B.

- (a) Part I will be completed before the candidate attends for interview as the marks are a matter of fact. Part II is a matter for individual assessment.
- (b) Each of the members of the Promotion Board will complete Part II above individually and the candidate with the highest number of combined marks is successful. The final figure will be divided appropriately so as to be shown as a percentage.

SCHEDULE 2.

Regulation 15.

NOTES FOR GUIDANCE OF PROMOTION BOARD.

1. DISCIPLINE. (50 marks).

Entries in the officer's misconduct sheet, if made within the last four years in the case of a constable, and since promotion in any other rank, will be taken into account for assessment purposes.

2. This includes the ability to accept as well as exact discipline.

3. Degree of development of a sense of personal responsibility.

4. CHARACTER. (50 marks).

This assessment is intended for the individual's moral character – in particular his behaviour and the degree of respect he earns from private persons as well as members of the Force.

5. LEADERSHIP. (50 marks).

Experience of leadership – i.e. his ability to command and control men in all fields and the degree to which persons will voluntarily follow his lead. .

6. PERSONAL QUALITIES. (50 marks).

Qualities necessary in a police officer not specifically mentioned are listed here for guidance of examining officers:

- (i) sense of duty;
- (ii) initiative;
- (iii) physical toughness;
- (iv) mental alertness;
- (v) tact;
- (vi) kindness and understanding;

POLICE REGULATIONS

This version is out of date

**Subsidiary
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(vii) sense of humour.

N.B.— Details of the marking by the Promotion Board to be forwarded to the Governor with the Commissioner's recommendations in respect of the successful candidates.