

Gloucestershire Constabulary



Mr. L.J. ABBOTT,
'Gotmore',
109, The Beagles,
Cashes Green,
STROUD.

County Police Headquarters
Holland House
Lansdown Road
Cheltenham
GL51 6QH

Telephone Cheltenham 21321
Telex 43291

When telephoning please ask for
Training 284
..... Ext. No:.....

Your ref:

Our ref:
HKR/LDB/Reg/Brd.

Date
17th December, 1973.

Dear Sir,

APPLICATION FOR APPOINTMENT AS CONSTABLE

With reference to your application to join this Force, the next Recruiting Board will be held at these Headquarters on Thursday 3rd January, 1974

You are invited to attend on this date and should report to the Training Branch at 10.00 a.m. for interview by the Board and medical examination. Your travelling expenses will be paid.

Please bring with you a copy of your Birth Certificate and any reference or discharge papers you may have, together with such Certificates of Education or Diplomas you may have acquired. You should also complete and return as soon as possible the enclosed Form C.5 and on the day of your attendance for interview you will be required to produce evidence of a satisfactory X-ray carried out within the last twelve months.

In order to assist you in complying with the last requirement, I suggest that you use the facility provided by a mass radiography unit. I must point out that if you do not use the Mass Radiography Service you may incur a charge of £3.15 for an X-ray. If, however, you are unable to attend a Mass Radiography Unit it will be possible for an X-ray to be arranged when you attend for interview, but it would remove an inevitable delay if you can bring a Certificate with you. You should also bring with you an early morning specimen of your urine taken on the morning of the interview day.

Please let me know on the enclosed form whether or not you will be able to attend and if you will require lunch.

Encl(4)

Yours faithfully,

Chief Inspector
for Chief Constable of Gloucestershire

Gloucestershire Constabulary



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Telephone Cheltenham 21321
Telex 43291

When Telephoning please ask for
Training Ext. No. **284**

Your ref

Our ref
HKR/LDB/CU. Date
4th January 1974.

Dear Sir,

Application for Appointment in this Force

With reference to your application to join this Force, I am pleased to confirm your acceptance for appointment. You should report at these Headquarters at **9.30am Monday 28th January 1974** bringing with you a large suitcase for uniform, your Income Tax Form, Insurance and Medical Cards, Service Discharge Papers, if any, and Birth Certificate. You are advised to also have in your possession at least £10.00 in cash for the purchase of boots and plimsolls and to cover the cost of your rail fare to the Training Centre. Your rail fare will be re-imbursed at a later date.

You will be sent to a Training Centre at **Chantmarle, Nr. Cattistock, Dorchester** on **Sunday 3rd February 1974**.

Between the above dates you will be stationed at these Headquarters where, if required, sleeping accommodation and meals can be provided.

Please let me know on the attached form, if you will be able to attend and what your requirements will be as regards accommodation and meals.

Yours faithfully,

Chief Inspector
for Chief Constable of Gloucestershire

Gloucestershire Constabulary



Mr. L. J. Abbott,
"Gotmore",
109, The Beagles,
Cashes Green,
Stroud,
Glos.

County Police Headquarters
Holland House
Lansdown Road
Cheltenham
GL51 6QH

Telephone Cheltenham 21321
Telex 43291

When Telephoning please ask for
..... Mr. Brooks. Ext. N684....

Your ref

Our ref

Date

HKR/LDB/REG/WW

15th January, 1974

Dear Sir,

APPOINTMENT AS CONSTABLE.

I refer to my previous letter regarding your call-up into this Force and would inform you that owing to circumstances beyond our control you will now be required to attend the Police Training Centre at DISHFORTH, Nr. Thirsk, Yorkshire, on Monday, 4th February, 1974 and not at the Police Training Centre, CHANTMARLE, Nr. Cattistock, Dorchester, as originally informed.

Yours faithfully,

A handwritten signature in cursive script, reading 'Herbert K. Roberts'.

Chief Inspector,
for Chief Constable of Gloucestershire.

NOTICE OF CONDITIONS OF SERVICE

A. MEN

1. The main conditions of service in the Police are governed by the Police Acts, by the Police Regulations made by the Secretary of State under Section 33 of the Police Act, 1964, and by the Police Pensions Act, 1948, and the Police Pensions Regulations. The following paragraphs contain the more important conditions for the time being in force, stated in general terms for the guidance of candidates, and certain other conditions which every candidate must accept on appointment.

Pay

2. Details of the current rates of pay for Police Officers are given on the attached leaflet.

Promotion

3. Wide opportunities of advancement exist. Appointments to the higher ranks are filled from within the Police Service, and are open to all. It is one of the conditions for promotion to Sergeant or Inspector that qualifying examinations in police subjects shall have been passed. Officers passing the qualifying examinations receive a once for all allowance of £45 in each rank. No qualifying examinations are set for promotion to the ranks above Inspector.

Pension Contributions

4. Under the Police Pensions Regulations new entrants are required to pay pension contributions to the Police Authority at the rate of seven per cent of pay less 6p per week.

Pensions

5. An ordinary pension is granted on retirement at any time after completing twenty-five years' pensionable service. The rate of pension ranges from half-pay on retirement after twenty-five years' pensionable service, up to two-thirds of pay on retirement after thirty years' pensionable service or more, pay for this purpose being averaged over the last three years of service. An ordinary pension awarded to an Officer entering the Police Force after 7th August, 1961, upon less than thirty years' pensionable service, does not come into payment unless, or until, the pensioner is 50 years old. Up to one-quarter of a pension awarded after not less than thirty years' service may be commuted for a lump sum.

6. A policeman who is permanently disabled as a result of an injury or disease received in the execution of his duty without his own default is granted an ill-health pension, and if the aggregate of this and certain National Insurance benefits to which he may be entitled is less than a specified amount, depending on his length of service and degree of disablement, he is granted a supplemental pension to bring the aggregate up to the specified amount. Up to one-quarter of an ill-health pension (but not a supplemental pension) may be commuted for a lump sum.

7. A policeman who retires on medical grounds in other circumstances is granted an ill-health pension if he has completed five years' pensionable service. If he has not completed five years' pensionable service he is granted a gratuity in certain circumstances.

8. Policemen come within the flat rate National Insurance scheme in the same way as other employed people, and pay Class I contributions. It is on account of this that their contributions to the police pensions scheme are reduced by 6p per week and at National Insurance retirement age (usually 65) their police pensions are reduced by an amount depending upon their years of service. The maximum reduction corresponding to thirty years' service is 98p a week. The police service has been contracted out of the main graduated national insurance scheme however, so that the related graduated national insurance contributions are not paid by police officers and the main graduated pension scheme benefit is not earned during police service. But policemen, like other employed persons, come within the extension to the graduated scheme introduced by the National Insurance Act 1966, and therefore pay graduated contributions at the rate of one-half per cent of earnings between £9 and £30 a week. These contributions give entitlement to earnings-related short-term national insurance supplements and a small graduated pension benefit at National Insurance retirement age. Police pensions are not normally further reduced on account of graduated pension scheme benefit payable at national insurance retirement age.

9. An ordinary pension is granted to the widow of a policeman who, after completing three years' pensionable service, dies while serving in the Force or while in receipt of a police pension, or dies from an injury or disease which caused his retirement. A special pension is granted to the widow of a policeman who dies as a result of an injury or disease received in the execution of his duty, and a special pension at a higher rate is granted to the widow of a policeman whose death results from an attack or an injury received in effecting an arrest or preventing an escape. In the latter circumstances a lump sum award may also be paid to the widow (or children).

10. Children's allowances may be payable in certain circumstances following the death of a police officer.

Compulsory Retirement

11. Constables and Sergeants are required to retire on reaching the age of 55, but the compulsory retirement may be postponed by not more than 5 years by the Chief Officer of Police. Higher ages of compulsory retirement apply to some of the higher ranks. Up to one-quarter of a pension awarded on retirement on grounds of age may be commuted for a lump sum.

Hours of Duty

12. The normal period of duty is eighty hours a fortnight performed in daily periods of eight hours. The Police Regulations prescribe conditions for the grant of compensation when overtime is worked.

Leave of Absence

13. All ranks below Superintendent are entitled to four rest days a fortnight; also, to leave on, or compensation in lieu of, public holidays; and to annual leave on full pay as follows:

Constable	18 days)	Increasing by 3 days after 10 or more
Sergeant	20 days)	years ^o police service and by a further
Inspector	23 days)	2 days in the case of constables only,
Chief Inspector	26 days)	after 17 or more years ^o service.

All ranks receive full pay during absence from duty through sickness or injury but from this is deducted the amount of any National Insurance sickness or injury benefit to which they may be entitled.

Accommodation

14. All ranks are provided with free quarters or paid a rent allowance in lieu. Income tax paid on any rent allowance received is reimbursed.

Removals

15. Where a member of a police force is required to move his home in consequence of a transfer to another part of the police area, his removal expenses are reimbursed and an allowance is payable in respect of expenditure incidental to the move.

Uniform and Equipment

16. All articles of uniform clothing and equipment necessary for the performance of police duty are provided by the Police Authority free of costs; such articles do not become the property of the individual member of the force and must be delivered up by him on his leaving the force.

Probation

17. A Constable is on probation for a period of two years. During this period his services may be dispensed with at any time if the Chief Officer of Police considers that he is not fitted to perform the duties of his office. A constable whose services are so dispensed with is entitled to receive one month's notice or one month's pay in lieu thereof, and to the return of his pension contributions.

Disqualification

18. No person shall be eligible for appointment to a police force if he or a relative included in his family has a "business interest" within the meaning of Regulation 11 of the Police Regulations 1971 except insofar as this has been specifically allowed by the Chief Officer of Police. There is a similar prohibition upon a serving officer or a relative included in his family having such a business interest without obtaining the consent of the Chief Officer of Police. Subject to certain safeguards set out in Regulation 10 of the Police Regulations 1971 the services of a police officer may be dispensed with for engaging in such prohibited activities.

19. A person or a relative included in his family is held to have a "business interest" if:

- (a) the person holds any office or employment for hire or gain (otherwise than as a member of a police force) or carries on any business;
- (b) a shop is kept or a like business carried on by the person's spouse (not being separated from him) at any premises in the area of the police force in question or by any relative included in his family at the premises at which he resides; or
- (c) the person, his spouse (not being separated from him) or any relative included in his family living with him, holds, or possesses a pecuniary interest in, any licence or permit granted in pursuance of the law relating to liquor licensing or betting and gaming or regulating places of entertainment in the area of the police force in question.

A "relative" includes a wife, parent, son, daughter, brother or sister.

20. A Constable becomes, on appointment, a member of the Police Federation. He must not be a member of any outside Association having for its object, or one of its objects, to control or influence the pay or other conditions of service of the police, and he must not, save in special circumstances with the consent of the Chief Officer of Police, be a member of any trade union. (Note: A breach of this condition disqualifies a Constable for membership of a Police Force).

21. Every Constable must attend at any time to any matter which arises within the scope of his duty as a Constable, and must promptly obey all lawful orders of the persons in authority over him.

22. A Constable must serve wherever he is ordered, and his place of residence is subject to the approval of the Chief Officer of Police.

23. Where a Constable occupies a house provided by the Police Authority, he must not, without the previous consent of the Chief Officer of Police, receive a lodger or sub-let a part of the house. In any other case a Constable must notify the Chief Officer of Police of his intention to receive a lodger or sub-let part of the house.

24. A Constable must not, without the previous consent of the Chief Officer of Police, accept or receive, directly or indirectly, from any person, any money, reward or present, or any valuable consideration whatever, on account of anything done by him as a Constable.

25. A Constable must promptly discharge all lawful debts, and, in case of failure to do so, must report the circumstances to the Chief Officer of Police.

26. A Constable must avoid, whether on duty or in private life, any conduct or behaviour likely to bring discredit on the police service. He must also abstain from any activities calculated to interfere with the impartial discharge of his duties, and, in particular, he must not take any active part in politics.

27. A Constable must not resign or withdraw himself from duty except after giving one month's notice in writing, or such shorter notice as the Police Authority may accept.

28. A Constable must not enter a public house in uniform without permission except in the execution of his duty.

Breach of any of the Conditions 21 to 28 constitutes an offence against discipline and renders a Constable liable to punishment.

CERTIFICATION BY CANDIDATE

I have read the above conditions and hereby acknowledge that, if I am appointed a Constable, my appointment shall be subject to the said Conditions.

Signed

GLOUCESTERSHIRE CONSTABULARY

H.Q. NO.

CLOTHING ISSUE NOTE

Name and Number PC 1262 abbott LG Division #10 28.1.74 19...

Item	No.	Item	No.	Item	No.	Item	No.
Greatcoat	1	Helmets m/cycle		Track Suit		P. Information Cover	1
Gaberdine		Coats, W/P		P.T. Shorts		Shoulder Bag	
Jacket, Winter	2	Trousers, W/P		P.T. Vest		S/C Handbook	
Jacket, Summer		Gauntlets		P.T. Socks		W. Duties Manual	1
Trousers, Winter	2	Goggles		P.T. Boots			
Trousers, Summer		Boots		Swimming Trunks		Epaulettes	1
Mackintosh	1	Breeches		Satchel T/W		Highway Code	1
Cape	1	Slacks W.T.W.		Jacket, Leather		Judges Rules	1
W/P Leggings	1	Gloves, Leather	2	Handcuffs	1	Ambulance Book	1
Skirt		Gloves, White	1	Staff	1	Ambulance Pack	1
Helmet	2	Tights	1	Whistle	1	Police Law	1
Cap	1	Tie	2	Haversack		Lesson Notes	
		Shirts	6	Lamp	1	C.D. Handbook	
		Stockings				Cap Badge	1
				Standing Orders		Cap Cover	1
				P. Book Cover	1	Cap Bands	

REMARKS:

Helmet 7/8

Entered in Ledger	Entered in R4	Issued by _____	Collected by <u>Ly Abbott</u>
			Date.....

2080

19, 4/79

FROM

Chief Constable

Tel. No:

Exchange

TO

43405 GLP NA G
MOM

43405 GLP HX G

FROM THE CHIEF CONSTABLE

TO DIVISIONAL COMMANDERS N. W. E.

REF 14/2013/1904/79HQ

NATIONAL FRONT MARCH AT LEICESTER - 21ST APRIL 1979

ALL PERSONNEL TRAVELLING TO LEICESTER ON THE 21ST APRIL
1979 AND FORMING PART OF THE POLICE SUPPORT UNITS WILL
WEAR UNIFORM AND BE IN POSSESSION OF THE FOLLOWING :-

1. CUSTODIAN HELMET
2. SHIN AND FOREARM PADS
3. CLIP ON TIE
4. HELMET VIZOR
5. BOOTS (BLACK)
6. GLOVES
7. STAFF AND HANDCUFFS
8. RUBBER MACINTOSH
9. LEGGINGS
10. POCKET FIRST AID PACK
11. POCKET BOOK, WARRANT CARD ETC
12. WICKET KEEPERS BOX (IF ISSUED)

ALL MEALS WILL BE PROVIDED. IT IS ESSENTIAL THAT DEPARTURE
TIMES ARE STRICTLY ADHERED TO. IT IS ANTICIPATED THAT OFFICERS
WILL ARRIVE BACK IN THEIR FORCE AREA AT APPROXIMATELY 9PM
21ST APRIL 1979.

TOD 20180P PJA

A/O INSP G CLARIDGE.

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8

43405 GLP NA G

43405 GLP HX G

GLOUCESTERSHIRE CONSTABULARY

From: Chief Superintendent
'G' Division

To: Superintendent, STROUD Sub-Division
Chief Inspector, STROUD Sub-Division
Inspectors, STROUD, CIRENCESTER &
DURSLEY

Each Officer named
Section Sergeants STONEHOUSE,
RODBOROUGH, PAINSWICK, NAILSWORTH

Date: 28 February 1985

P.S.U. 'G' DIVISION

- a) The Officers shown in Appendix 'A' will be detached for PSU duties in South Yorkshire Police area commencing Sunday 3 March 1985, and will be accommodated at RAF BAMTRY. Duty will be 0200 to 1400 for the week.
- b) A coach will collect all personnel from 'G' Division at 1130 hours that day from STROUD Police Station for transport to BAMFURLONG by 1200 hours. No transit vehicles can be released from BAMFURLONG. Officers in the STROUD Sub-Division should contact their Section Sergeants in order that arrangements can be made to transport them to STROUD.
- c) Officers should be in possession of uniform kit and equipment as shown in Appendix 'E' of the Public Order Contingency Plan. Riot Shield protective equipment will be issued at BAMFURLONG. Each Officer will be provided with a packed meal. Rubber raincoats and overcoats will be taken and tunics with epaulettes sewn down. Whistles/Chains will not be worn. Overtime claims must be coded 015. All Officers should be in possession of inconvenient court dates for the next three months and medical cards. Packed meals will be provided.
- d) The PSU Commander or his nominee will ensure all Officers are present and correct before departing from STROUD. Should any Officer wish to make his own way to BAMFURLONG, he will report by telephone his intentions to the Station Sergeant prior to 0900 hours.
- e) Local transport arrangements for the return journey will be as follows:-
- The local PSU Commander will inform the Station Sergeant, STROUD of his estimated time of arrival at STROUD. The Station Sergeant will then arrange local transport to meet Officers at STROUD and convey them to their respective homes.
- f) PSU Liaison Officer - Inspector H C CHAPMAN

*Using new
not also
not.*

R PEARCE
Superintendent

APPENDIX A

Inspector L HAINES

PS 479 LEWIS

PS 1043 BROWN

PC 372 ANDREAS

PC 849 MASSEY

PC 213 DONALDSON

PC 496 NIELAND

PC 1282 ABBOTT

PC 1031 BARNER

PC 1083 COOPER

PC 756 JEFFERIES

PC 749 TAYLOR

PC 892 DANGERFIELD

PC 828 BENSON

PC 839 RICE

PC 628 THOMPSON

PC 459 STONE

PC 1239 LAWRENCE

PC 1303 MORSE

PC 775 NASLAND

PC 420 STATHAM

PC 1277 BRACKSTON

PC 754 MILNER