

REGULATIONS MADE UNDER SECTION 10.

In exercise of the powers vested in me by section 10 of the Police Law, 1958, I, the Chief Constable, with the approval of the Governor, do hereby make the following regulations :—

1.—(1) These Regulations may be cited as the Police (Discipline) Regulations, 1958, and shall come into force on the first day of May, 1958. Short title and application.

(2) These Regulations shall apply to all members of the Force :
Provided that regulations 10 to 23 both inclusive, shall not apply to Gazetted Officers.

2.—(1) In these Regulations, unless the context otherwise requires— Interpretation.
“ Divisional Commander ” includes a Unit Commander ;
“ document ” means any official book, document or record ;
“ investigating officer ” means the member of the Force appointed as such under regulation 8 of these Regulations ;
“ hearing ” includes a review or rehearing by the Divisional Commander or the Chief Constable ;
“ pay ” means the basic salary or pay and, unless otherwise provided, includes all pensionable emoluments ;
“ Presiding Officer ” means the Gazetted Officer appointed to hear a case under regulation 14 of these Regulations ;
“ second-in-command ” means the second in command of a Division and, in the case of a Department or Unit, any Gazetted Officer so appointed.

(2) Subject to paragraph (1) of this regulation and unless the context otherwise requires words or expressions contained in these Regulations and in the forms hereby prescribed shall have the meanings respectively assigned to them in the Police Law, 1958, or in any Law amending or substituted for the same.

3. Officers shall be responsible for the strict compliance and observance of all orders and directions issued from time to time by the Chief Constable and shall not issue any orders at variance with any such orders or directions. Obedience to Orders.

4. A member of the Force who considers that he has a grievance or just cause for complaint may apply for an interview with his Divisional Commander who shall enquire into the grievance or complaint, and if he finds it justified, shall take such steps as may be necessary to remedy it. A complainant aggrieved by the decision of the Divisional Commander shall be permitted to make representation to the Chief Constable. Complaints to Divisional Commanders.

5. All petitions, applications or communications of any nature from members of the Force to the Chief Constable shall be forwarded through the Divisional Commander. Communications, applications, etc.

6. No member of the Force shall institute any civil proceedings in any Court without the prior approval of the Chief Constable. Civil proceedings.

7. A member of the Force commits an offence against discipline (hereinafter in these Regulations referred to as “ an offence ”) if he commits one or more of the offences set out in the Police Law, 1958, or any Law amending or substituting for the same, or in the First Schedule hereto (hereinafter in these Regulations referred to as “ the Discipline Code ”). Disciplinary offences.
First Schedule.

8.—(1) Where a report or allegation is received from which it appears that a member of the Force may have committed an offence, the matter shall be investigated by an investigating officer appointed by the Divisional Commander, except in cases in which the Divisional Commander decides that no disciplinary proceedings under these Regulations need be taken. Investigation of charges.

(2) The investigating officer shall be such member of the Force of or above the rank of Assistant Superintendent, other than the Divisional Commander or the second-in-command, as may be appropriate to the particular case :

Provided that—

- (i) where such second-in-command is the only member of the Division of or above the rank of Assistant Superintendent other than the Divisional Commander, the second-in-command shall be the investigating officer ;
- (ii) the investigating officer shall not be of lesser rank and seniority than the member of the Force in respect of whom the report or allegation which is being investigated, has been made ;
- (iii) where the member of the Force in respect of whom the report or allegation which is being investigated has been made, is a Divisional Commander or the second-in-command, the Deputy Chief Constable shall appoint an investigating officer.

Personal
explanation.
Second
Schedule.

9. The investigating officer shall, as soon as possible, inform the member of the Force in writing of the report or allegation and give him a written notice in the form set out in the Second Schedule hereto, informing him that he is not obliged to say anything concerning the matter, but that he may, if he so desires, make a written or oral statement to the investigating officer or to the Divisional Commander concerning the matter.

Discipline
form.

10.—(1) The Divisional Commander, after considering the report of the investigating officer and any statement made under regulation 9 of these Regulations, shall decide whether the member of the Force shall be charged with an offence and, if he decides that the member shall be so charged, he shall, as soon as possible, cause to be entered on a discipline form the offence with which the member is charged and such particulars as will leave the member in no doubt as to the precise nature of the alleged offence.

Third
Schedule.

(2) A discipline form shall be in the form set out in the Third Schedule hereto.

Delegation
of duties

11. The Divisional Commander may delegate to his second-in-command the duty of deciding under the foregoing regulation whether a member of the Force shall be charged with an offence and, where he does so delegate this duty, any reference in regulation 8, 9 or 10 of these Regulations to a Divisional Commander shall be taken as a reference to the second-in-command :

Provided that the Divisional Commander shall not so delegate where the second-in-command is the investigating officer in accordance with proviso (i) to paragraph (2) of regulation 8 of these Regulations.

Documents
to be sup-
plied to
accused.

12. Where a member of the Force is charged with an offence, he shall as soon as possible—

- (a) be given any written statement he may have made under regulation 9 of these Regulations and all written copies or accounts of any statement made by him under that regulation ;
- (b) be supplied with—
 - (i) a copy of the discipline form ;
 - (ii) a copy of the report or allegation on which the charge is founded and any reports thereon notwithstanding that they may be confidential ;
 - (iii) a copy of any statement relating to the charge made by any witness to be called in support of the charge together with the witness's name and address ;

- (iv) a copy of any statement relating to the charge made by any person, other than a witness to be called in support of the charge, to the investigating officer or to anybody on his behalf, together with the person's name and address.

13.—(1) The accused shall be invited to state in writing on the discipline form whether he admits or denies the charge.

Questions in the discipline form to be answered by accused.

(2) The accused shall be invited to state in writing on the discipline form the names and addresses of any witnesses to relevant facts whose attendance at the hearing of the case he wishes the Divisional Commander to take steps to secure.

(3) Any such witness who is a member of the Force shall be ordered to attend at the hearing of the case and any other such witness shall be given due notice that his attendance is desired and of the time and place of the hearing.

14.—(1) The accused shall be ordered to appear at the hearing of the case.

Procedure at hearing.

(2) A Gazetted Officer appointed by the Divisional Commander for the purpose (hereinafter referred to as "the Presiding Officer") shall hear the case :

Provided that the Presiding Officer so appointed shall not be the investigating officer of that particular case :

Provided further that the Presiding Officer appointed to hear any charge against an Inspector shall be of not less a rank than Chief Superintendent or the Divisional Commander of the Division in which the accused is serving at the time of the investigation.

(3) The case against the accused shall be presented by a member of the Force other than the Divisional Commander or the second-in-command.

(4) The Presiding Officer shall explain to the accused the charge against him and if the accused does not admit the charge, the hearing shall proceed as though he denied the charge.

(5) Before the case against the accused is presented, the accused may submit that the facts alleged in the charge are not such as to constitute the offence with which he is charged and the Presiding Officer, if he upholds that submission, shall dismiss the charge or charges to which the submission relates.

(6) The accused may conduct his defence either in person or by a member of the Force selected by himself on his behalf :

Provided that if the accused is represented by a member of the Force the accused, as well as his representative, may cross-examine the witness called in support of the case against him.

(7) When the witnesses in support of the charge are heard the Presiding Officer shall inform the accused that he may make any statement he pleases as to the charge against him and call witnesses in his defence, or that he may give evidence upon oath but that in the latter case he may be subjected to cross-examination :

Provided that if the accused so desires his representative may make any statement on his behalf.

15.—(1) The Presiding Officer shall have the following powers—

- (a) to call witnesses ;
- (b) to appoint a member of the Force to act as an interpreter ;
- (c) to require the production of all documents relevant to the investigation ;

Powers of Presiding Officer.

(d) to adjourn any hearing from time to time ;

(e) to award any person, other than a member of the Force, who has attended as a witness at any such hearing, such sum or sums as in the opinion of the Presiding Officer may have been reasonably incurred by such person by reason of such attendance and such sums shall be paid out of the " Police Head " of the Estimates ;

(f) to order the payment of compensation, by the accused or out of the " Police Head " of the Estimates, to any complainant of any amount not exceeding twenty-five pounds.

(2) Any person summoned as a witness under sub-paragraph (a) of paragraph (1) of this regulation who fails to attend at the time and place mentioned in the summons or on adjournment, or refuses to answer any question that is lawfully put to him, shall be guilty of an offence and shall be liable on conviction to a fine not exceeding ten pounds :

Provided that no such witness shall be obliged to answer any question which may tend to incriminate him or render him liable to any forfeiture or penalty.

(3) A verbatim record of the proceedings at the hearing of the case shall be taken and a transcription of the record shall be made.

Presence of
accused at
hearing.

16.—(1) The accused shall have the right to be present during the whole of the hearing so long as he conducts himself properly. If he conducts himself improperly, the Presiding Officer may direct him to be removed and proceed with the hearing in his absence, making such provision as it may appear sufficient for his being informed of what passes at the hearing and for making his defence.

(2) If the accused does not attend the hearing of the case, the hearing may be proceeded with and concluded in his absence :

Provided that—

(i) if the accused is detained in pursuance of a Court sentence in a prison or other institution, and desires to make representations at the hearing, no decision shall be made until the accused has been enabled to make such representations ;

(ii) if good reason is given to the Presiding Officer by, or on behalf of, the accused why the accused is unable to attend the hearing, other than that the accused is detained as aforesaid, the hearing shall be postponed or adjourned, as the case may be.

(3) Where, owing to the absence of the accused, it is impossible to comply with the procedure in regulations 9, 12 and 13, and paragraph (1) of regulation 16, that procedure shall be dispensed with.

Inadmissibility of personal explanation at hearing.

17. A statement by a member of the Force under regulation 9 of these Regulations and any oral or written account or copy of any such statement shall not be admissible at any hearing unless the statement or account or copy thereof is put in evidence at the hearing by the member.

Punishment.

18.—(1) The Presiding Officer shall have power to impose one of the following punishments on any member of the Force found guilty of an offence against the Discipline Code :—

(a) In the case of Inspector—

(i) dismissal ;

(ii) requirement to resign ;

(iii) reduction in rank or grade ;

(iv) withholding, stoppage or deferment of increment ;

- (v) a fine not exceeding ten days' pay ;
- (vi) severe reprimand ;
- (vii) reprimand ;
- (viii) admonition :

Provided that, where a punishment of dismissal, requirement to resign, reduction in rank or grade, or withholding, stoppage or deferment of increment has been imposed, the decision and punishment shall be subject to review by the Chief Constable and confirmation by the Governor :

Provided further that where any other punishment is awarded the decision and punishment shall be subject to confirmation by the Chief Constable.

(b) In the case of Sergeant or Constable—

- (i) dismissal ;
- (ii) requirement to resign ;
- (iii) reduction in rank or grade ;
- (iv) withholding, stoppage or deferment of increment ;
- (v) a fine not exceeding ten days' pay ;
- (vi) severe reprimand ;
- (vii) reprimand ;
- (viii) admonition with or without extra duties and parades, including confinement to barracks for a period not exceeding twenty-eight days :

Provided that, where a punishment of dismissal, requirement to resign, reduction in rank or grade or withholding, stoppage or deferment of increment has been imposed, the decision and punishment shall be subject to confirmation by the Chief Constable.

(2) Any member of the Force, other than a special constable who has been found guilty of an offence against paragraph (10) of the Discipline Code shall forfeit all right to pay and allowances in respect of the period of absence.

Forfeiture
of pay.

(3) As soon as possible after the hearing the decision of the Presiding Officer shall be recorded on the discipline form and notified to the accused.

Recording
of decision.

(4) All cases heard by a Gazetted Officer, who is not a Divisional Commander, shall, without prejudice to the Chief Constable's powers of review, be reviewed by the Divisional Commander who, upon review, may—

Review.

- (a) set aside the decision and punishment, or order a re-hearing of the charge, or direct that further evidence be taken by the Presiding Officer or by any other Gazetted Officer ; or
- (b) vary the decision or (with or without varying the decision) remit, mitigate, increase or alter the punishment to any other punishment which might have been imposed for the offence ; or
- (c) with or without such reduction or increase and with or without altering the decision, alter the nature of the punishment ; or
- (d) where the evidence proves an offence other than that charged, and an amendment can be made without injustice to the defaulter, amend the charge and the decision, and impose such punishment as, in the opinion of the reviewing officer, may be appropriate for that other charge ; or
- (e) confirm the decision and punishment.

19.—(1) A Sergeant or Constable aggrieved by any decision made or punishment imposed on him or by both, may, within seven days from the date on which the reviewing officer's decision is communicated to him, appeal to the Chief Constable.

Appeal

(2) An Inspector aggrieved by any decision or punishment may, within seven days from the date on which the decision arrived at by the Chief Constable on review or confirmation, is communicated to him, appeal to the Governor, whose decision shall be final.

(3) Every appeal under this Regulation shall be presented in writing, setting out the grounds of appeal, which shall be submitted through the Divisional Commander to the Chief Constable or through the Divisional Commander and the Chief Constable to the Governor, as the case may be.

Chief Constable's powers on review and appeal.

20. The Chief Constable in exercise of his powers of review under the proviso to sub-paragraph (a) of paragraph (1) of regulation 18 of these Regulations and in exercise of his powers of appeal under paragraph (1) of regulation 19 of these Regulations may—

- (a) set aside the decision and punishment or order a re-hearing of the charge or direct that further evidence be taken by the Presiding Officer in the case or by any other Gazetted Officer ; or
- (b) vary the decision or (with or without altering the decision) remit, mitigate, increase or alter the punishment to any other punishment which might have been imposed for the offence ; or
- (c) with or without such reduction or increase and with or without altering the decision, alter the nature of the punishment ; or
- (d) where the evidence proves an offence other than that charged, and an amendment can be made without injustice to the defaulter, amend the charge and the decision, and impose such punishment in substitution for the punishment imposed as, in the opinion of the Chief Constable, may be appropriate for that other charge ; or
- (e) confirm the decision and punishment.

Confirmation of punishment.

21. No decision or punishment requiring confirmation by the Chief Constable or the Governor shall be confirmed until the time for appeal has expired or, where there is an appeal, until the appeal has been determined.

Effective date of punishment.

22.—(1) Any punishment shall take effect as from the date of its award except punishments subject to confirmation by the Chief Constable or the Governor which shall take effect as from the date of such confirmation.

(2) Members of the Force confined to barracks shall perform such duties in and out of barracks, including extra drill and parades, as may be directed by the Presiding Officer.

Interdiction.

23. Any Divisional Commander may, with approval of the Chief Constable, interdict from duty at any time any member of the Force below the rank of Assistant Superintendent pending an enquiry into an offence under these Regulations. Notice of any such interdiction shall be given in writing as soon as possible to the member concerned but such member shall not, by reason of interdiction, cease to be a member of the Force :

Provided that—

- (a) the powers, privileges and benefits vested in him as a member of the Force shall be in abeyance during his interdiction but he shall continue to be subject to the same responsibilities, discipline and penalties and the same authority as if he had not been interdicted ;
- (b) any such member so interdicted from duty shall not, in respect of the period of interdiction from duty, be entitled to pay or to any allowance except a rent allowance but may be allowed to receive an allowance (hereinafter referred to as " interdiction allowance ") of not less than half or more than two-thirds of his pay as the Chief Constable may direct ;
- (c) the interdiction of an Inspector shall require the confirmation of the Governor ;
- (d) where such member is detained in pursuance of the sentence of a court in a prison or other institution or is detained in pursuance of any emergency regulation, or is in custody (whether in

prison or elsewhere) between conviction by a court and sentence, no interdiction allowance shall be payable in respect of any such period in detention or custody ;

- (e) where such member has absented himself from duty and whose whereabouts are unknown to the Chief Constable no interdiction allowance shall be payable in respect of the period during which his whereabouts are unknown to the Chief Constable unless the Chief Constable so directs ;
- (f) any such member, who having been interdicted from duty, returns to duty shall receive, as from the date of his interdiction, the pay and allowances to which he would have been entitled by virtue of the Police (General) Regulations, 1958, or any regulations amending or substituted for the same made under the Police Law, 1958, and then in force, but for his interdiction from duty, if—
 - (i) it has been decided that he shall not be charged with an offence against discipline ; or
 - (ii) all charges against him have been dismissed ; or
 - (iii) he has been punished by withholding, stoppage or deferment of increment, a fine not exceeding ten days' pay, severe reprimand, reprimand or admonition, unless the Chief Constable directs that he shall not receive the said pay and allowances ;
- (g) from the said pay and allowances there shall be deducted any amount paid to him under this regulation.

24. There shall be kept in the office of the Chief Constable at Force Headquarters a discipline book in which shall be entered every charge made against a member of the Force, together with the decision of the Presiding Officer and Divisional Commander thereon and a record of the decision in any further review or appeal in connection therewith. Discipline Book.

25. There shall be kept in Divisional Headquarters of each Division a complaints book in which shall be entered every report or allegation from which it appears that a member of the Division may have committed an offence, together with an account of the action taken in connection therewith. Complaints Book.

26.—(1) The Chief Constable may authorise the arrest of any member of the Force who is suspected of having committed an offence under these Regulations : Arrest.

Provided that the arrest of any member of the Force of or above the rank of Inspector shall be reported immediately by the Chief Constable to the Governor.

(2) Any member of the Force arrested in respect of an alleged offence under the Police Law, 1958, or any regulations made thereunder shall be detained only for so long as is absolutely necessary to complete the enquiry and in any case not longer than twenty-four hours :

Provided that, subject to the Chief Constable's approval, this period may be extended for a further period of forty-eight hours.

(3) Upon arrest a member of the Force shall surrender his whistle, baton, arms and ammunition.

(4) Whilst on bail or during the period of the enquiry a member of the Force so released from arrest shall not perform any police duties.

(5) Any member of the Force who, whilst so released, is guilty of misconduct may be confined in a Police lock-up, with the prior approval of the Chief Constable.

FIRST SCHEDULE.

(Regulation 7.)

DISCIPLINE CODE.

1. *Discreditable conduct*, that is to say, if a member of the Force acts in a disorderly manner or in any manner prejudicial to discipline or reasonably likely to bring discredit on the reputation of the Force.

2. *Insubordination or oppressive conduct*, that is to say, if a member of the Force—

- (a) is insubordinate by word, act or demeanour, or
- (b) is guilty of oppressive or tyrannical conduct towards an inferior in rank, or
- (c) uses obscene, abusive or insulting language to any other member of the Force, or
- (d) wilfully or negligently makes any false complaint or statement against any member of the Force, or
- (e) assaults any other member of the Force, or
- (f) improperly withholds or overholds any report or allegation against any member of the Force.

3. *Disobedience to orders*, that is to say, if a member of the Force disobeys or without good and sufficient cause omits, or neglects to carry out any lawful order, written or otherwise, or contravenes any provision of the Police Law, 1958, or any Law amending or substituted for the same, or any Regulations made thereunder and in force for the time being.

4. *Neglect of duty*, that is to say, if a member of the Force—

- (a) neglects, or without good and sufficient cause omits, promptly and diligently to attend to or carry out anything which is his duty as a police officer, or
- (b) idles or gossips while on duty, on parade or while attending an official lecture or course of instruction ; or
- (c) fails to work his beat in accordance with orders, or leaves his beat, point, or other place of duty to which he has been ordered, without due permission or sufficient cause, or
- (d) by carelessness or neglect permits a prisoner to escape, or
- (e) fails, when knowing where any offender is to be found, to report the same, or to make due exertions for making him amenable to justice, or
- (f) fails to report any matter which it is his duty to report, or
- (g) fails to report anything which he knows concerning a criminal charge, or fails to disclose any evidence which he, or any person within his knowledge, can give for or against any prisoner or defendant to a criminal charge, or
- (h) omits to make any necessary entry in any Police document, or
- (i) neglects, or without good and sufficient cause omits, to carry out any instructions of a medical officer appointed by the Force or Government, or while absent from duty on account of sickness, is guilty of any act or conduct calculated to retard his return to duty.

5. *Falsehood or prevarication*, that is to say, if a member of the Force—

- (a) knowingly makes or signs any false statement in any official document, or
- (b) wilfully or negligently makes any false, misleading or inaccurate statement, or
- (c) without good and sufficient cause destroys or mutilates any official document, or alters or erases any entry therein.

6. *Breach of confidence*, that is to say, if a member of the Force—

- (a) divulges any matter which it is his duty to keep secret, or
- (b) gives notice, directly or indirectly to any person against whom any warrant or summons has been or is about to be issued, except in the lawful execution of such warrant or service of such summons, or
- (c) without proper authority communicates to the public, press, or to any unauthorised person, any matter connected with the Force, or
- (d) without proper authority shows any person outside the Force any book or written or printed document the property of the Force or Government, or
- (e) makes any anonymous communication to the Government or Civil Authority or the Chief Constable or any superior officer, or

- (f) canvasses any member of the Government or Civil Authority with regard to any matter concerning the Force, or
 - (g) signs or circulates any petition or statement with regard to any matter concerning the Force, except through the proper channel of correspondence to the Chief Constable or Government or in accordance with the constitution of the Police Associations, or
 - (h) calls or attends any unauthorised meeting to discuss any matter concerning the Force, or
 - (i) submits any petition or canvasses any member of the Force in respect of promotion, discipline, transfers or appointments within the Force other than in accordance with the provisions of any Regulations made under the Police Law, 1958, or any Law amending or substituted for the same and the Force Orders in force for the time being.
7. *Corrupt practice*, that is to say, if a member of the Force—
- (a) receives any bribe, or
 - (b) fails to account for or to make a prompt and true return of any money or property received by him in his official capacity, or in his capacity as an officer of any approved Force fund or association, or
 - (c) directly or indirectly solicits or receives any gratuity, present, subscription or testimonial, without the consent of the Chief Constable or the Government, or
 - (d) places himself under pecuniary obligation to any coffee-shop keeper, cabaret or night club proprietor, or any person who holds a licence concerning the granting or renewal of which the Police may have to report or give evidence, or
 - (e) improperly uses his character and position as a member of the Force for his private advantage, or
 - (f) in his capacity as a member of the Force, writes, signs or gives, without the sanction of the Chief Constable, any testimonial of character or other recommendation with the object of obtaining employment for any person or for supporting an application for the grant of a licence of any kind, or
 - (g) without the sanction of the Chief Constable, supports an application for the grant of a licence of any kind.
8. *Unlawful or unnecessary exercise of authority*, that is to say, if a member of the Force—
- (a) without good and sufficient cause makes any unlawful or unnecessary arrest, or
 - (b) uses any unnecessary violence to any prisoner or person with whom he may be brought into contact in the execution of his duty, or
 - (c) is uncivil to any member of the public, or
 - (d) forces a sentry or safeguard.
9. *Malingering*, that is to say, if a member of the Force—
- (a) feigns or exaggerates any sickness or injury with a view to evading duty, or
 - (b) reports sick without cause, or
 - (c) conceals any venereal or contagious disease or neglects or fails to report the fact if he is suffering from same, or
 - (d) becomes incapacitated for duty by his own misconduct or default.
10. *Absence without leave or being late for duty*, that is to say, if a member of the Force without reasonable excuse is absent without leave from, or is late for, parade, court or any other duty.
11. *Uncleanliness*, that is to say, if a member of the Force while on duty or while off duty in uniform in a public place is improperly dressed or is dirty or untidy in his person, clothing or accoutrements.
12. *Damage to clothing or other articles supplied*, that is to say, if a member of the Force—
- (a) wilfully or by carelessness causes any waste, loss or damage to any article of clothing or accoutrement, or to any book, document or other property of the

- Force or Government served out to him or used by him or entrusted to his care,
or
(b) fails to report any loss or damage as above however caused.
13. *Drunkenness*, that is to say, if a member of the Force while on or off duty is unfit for duty through drink.
14. *Drinking on duty or soliciting drink*, that is to say, if a member of the Force—
(a) without the consent of his superior officer, drinks, or receives from any other person, any intoxicating liquor while he is on duty, or
(b) demands, or endeavours to persuade any other person to give him, or to purchase or obtain for him, any intoxicating liquor while he is on duty.
15. *Entering licensed premises*, that is to say, if without permission a member of the Force enters—
(a) while on duty any premises used for the manufacture or sale of intoxicants or any other premises where intoxicants are stored or distributed or dispensed or any place of public entertainment when his presence there is not required in the execution of his duty, or
(b) any such premises in uniform while off duty, except authorised Police Messes and Canteens.
16. *Lending, borrowing or accepting presents*, that is to say, if a member of the Force lends money to, or borrows money or accepts any present from, any member of the Force, or incurs debt without any reasonable prospect of paying the same or having incurred any debt makes no reasonable effort to pay the same.
17. *Gambles*, that is to say, if any member of the Force gambles or permits or fails to report gambling in any police station or barracks.
18. *Conviction for a criminal offence*, that is to say, if any member of the Force has been found guilty by a Court of Law of a criminal offence.
19. *Being an accessory to a disciplinary offence*, that is to say, if a member of the Force connives at or is knowingly an accessory to any offence against discipline.

SECOND SCHEDULE.

(Regulation 9.)

NOTICE OF COMPLAINT.

.....
(Name, Rank and No. of Police Officer)

I hereby give you notice in accordance with Regulation 9 of the Police (Discipline) Regulations, 1958, that a report/*complaint has been received against you alleging that

.....
You are not obliged to say anything concerning this matter but you may, if you so desire, make a written or oral statement to me or to the Divisional Commander.

Date..... Signature.....
(Investigating Officer)

I have received the original of this notice and do/*not wish to make a written/*oral statement to you/*my Divisional Commander.

Date..... Signature.....
(Officer accused)

* Delete whichever inapplicable.

THIRD SCHEDULE.
 (Regulation 10.)
 CYPRUS POLICE.
 DISCIPLINE FORM.

CHARGE AGAINST Name.....
 No..... Rank..... Rate of Pay.....
 Particulars of Service.....

CHARGE(S).

<i>Offence of which member is accused.</i>	<i>Particulars of alleged offence including time, date and place.</i>	<i>Names and addresses of witnesses in support of charge and whose statements are attached.</i>
		1.....
	
		2.....
	
		3.....
	
		4.....
	
		5.....
	
		6.....
	

Questions to be answered by accused.

1. Do you admit or deny the charge(s) ?.....
 (If more than one charge state number of the charge and give your answer in respect of each).
2. Do you wish—
 - (a) to select a member of the Police Force to assist you in presenting your case? If so, give his name, rank and number.* If not, write "No "
 - (b) do you require a member of the Force to act as interpreter ? If so state name, rank and number.* If not, write "No "
 - (c) the Divisional Commander to take steps with a view to securing the attendance of any witnesses for you at the hearing of the case? If so, give their names and addresses. If not, write "None ".

* This information may be furnished later.

Date..... Signature of accused.....

HEARING.

Date..... Time..... Place.....
 and by adjournment on—

Date..... Time..... Place.....

Notified to accused..... Initials..... Date.

PRESIDING OFFICER'S DECISION.

* I find the accused guilty/not guilty of the disciplinary offence(s) with which he has been charged. I have referred to and taken note of the personal record of the accused. Punishment imposed.....

Date..... Signature.....

DIVISIONAL COMMANDER'S REVIEW.

* I confirm the finding and punishment imposed by the Presiding Officer—

* (a) without variation ;
 (b) with the substitution of the following, namely :—
 (i) Charge.....

(ii) Punishment.....

* I find the accused not guilty of the offence(s) with which he has been charged and acquit him.

Date..... Signature.....

CHIEF CONSTABLE'S DECISION ON REVIEW OR APPEAL.

(Name, Rank and Number of Accused).

* I, on reviewing the case or determining the appeal, confirm, vary, remit, mitigate, increase, alter the decision/punishment/charge as follows :—

for the following reasons.....

Date..... Signature.....

Chief Constable.

THE GOVERNOR'S DECISION ON CONFIRMATION OR APPEAL.

* The Governor directs that decision and punishment be confirmed/the appeal be allowed/dismissed.

Date..... Signature.....

* Delete whichever inapplicable.

FOR OFFICE USE ONLY.

	<i>Date</i>	<i>Initials.</i>
1. Copy of discipline form supplied to accused
2. Case entered in Divisional complaints book
3. Decision of Divisional Commander notified to the accused
4. Decision of Chief Constable notified to the accused
5. Decision of the Governor notified to the accused
6. Case entered in Force Headquarters discipline book
7. Recorded in personal records of accused by
8. Reported to Force Headquarters by
9. Promulgated in Weekly Order No. by

(including any consequential forfeiture of pay and allowance)
 Report or allegation on which the charge is based is attached.
 (If contained on separate papers, each should be numbered consecutively and a summary entered on a separate sheet).

Made with the approval of the Governor, this 28th day of April, 1958.

J. E. S. BROWNE,
 Chief Constable.