

Metropolitan Police Force

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CONDITIONS OF ENTRY

AND

TERMS OF SERVICE

AS

WOMAN POLICE OFFICER



NOVEMBER, 1938

LONDON:

Printed by the Receiver for the Metropolitan Police District,  
New Scotland Yard, Westminster, S.W.1.

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The information in this booklet is for general guidance only and is subject to alteration and modification from time to time.



## METROPOLITAN POLICE.

### Conditions of Entry and Terms of Service as Women Police Officer.

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## THE METROPOLITAN POLICE FORCE.

1. **Introductory.**—The Metropolitan Police Force is responsible for the policing of an area of 700 square miles within a radius of about 15 miles from Charing Cross. This area, the Metropolitan Police District, constitutes (together with the City of London which has a separate force of its own), Greater London, the largest city in the world, with a population of  $8\frac{1}{4}$  millions, or more than one-fifth of the total population of England and Wales.

The Metropolitan Police District and the Force employed therein are divided into 22 Divisions and another Division is specially engaged in policing the river Thames. At the head of each Division is a Superintendent. Under him are officers of the ranks of Chief Inspector, Sub-Divisional Inspector, Station Inspector, Junior Station Inspector, Inspector, Station Sergeant, Sergeant and the general body of constables. All are under obligation to serve as and where required, and in the course of their service may be transferred from one Division or Station to another and gain experience of many neighbourhoods and all classes of the population.

The Divisions are grouped into four Districts, each in charge of a Deputy Assistant Commissioner and a Chief Constable. The whole Force is controlled by the Commissioner of Police and Assistant Commissioners at New Scotland Yard subject to the general directions of the Home Secretary as Police Authority.

The Metropolitan Women Police form an important part of the Metropolitan Police Force and their future scope depends largely upon the type of recruit entering the ranks.

Educated and experienced women of character and keenness are wanted. The varied duties to be performed should afford to such women opportunities for applying their minds to problems of crime, delinquency and public order, and if they receive promotion to higher ranks they will have the added interest of assisting in the general administration of women police, including the training of recruits.

A woman officer with the rank of Superintendent, and assisted by a Woman Sub-Divisional Inspector, is attached to New Scotland Yard. She inspects women police throughout the Metropolitan Force, and reports to the Commissioner on matters affecting them. In each District there is a Woman District Officer, holding the rank of Inspector or Sergeant, who is under the Deputy Assistant Commissioner of the District and she also reports to the Superintendent of Women Police.



WOMEN POLICE OFFICERS OUTSIDE NEW SCOTLAND YARD.

*By Courtesy of The Sport and General Press Agency, Ltd.*

[face p. 4.

Women Sergeants and Constables are posted to Stations where their services are most likely to be of value, and form part of the ordinary establishment under the control of the Superintendent of the Division.

**2. Powers of Women Police Officers.**—Women Police Officers are sworn in as constables with the same power of arrest as the male members of the Force, but it is understood that they are not expected to undertake any duty which they may be physically unfitted to carry out.

**3. Duties.**—Women Police Officers in the Metropolitan Police Force are employed on various duties including the patrolling of streets and open spaces in uniform, primarily in order to advise young girls frequenting the streets, to protect and deal with children and young people, and to deal with offences against the solicitation laws. They may also be called upon to deal with offences such as drunkenness, breaches of the peace, begging, etc., or with cases of accident or sudden illness in the streets.

Searching, custody and escort of women prisoners and the escort of juvenile delinquents is also a duty performed by women police officers. Another phase of their activity is to keep observation in plain clothes in relation to disorderly houses, indecent offences against women and children, making enquiries to trace missing girls, etc.

Certain women, after a period of uniformed service, have opportunities of entering the Criminal Investigation Department. Here they carry out various types of investigation including the taking of statements regarding certain offences committed against women and girls.

**4. Qualifications.**—All candidates must be :—

- (a) Physically fit.\*
- (b) Of British nationality and British parentage,  
*i.e.* natural born British subjects of parents who are, or were at time of death, natural born British subjects of European descent.
- (c) Unmarried (a widow, with no young children dependent upon her, may be considered).

NOTE.—A woman police officer is required to resign her appointment on marriage.

- (d) Over 24 and under 35 years of age on appointment.
- (e) Not less than 5ft. 4in. in height, barefoot.
- (f) Vaccinated, if accepted, before entry to the Police Training School.

\*See para. 6 "Medical Examination."

**5. Applications for Appointment.**—Applications for appointment as Woman Police Officer in the Metropolitan Police Force should be made in writing to the Recruiting Officer, Metropolitan Police Office, New Scotland Yard, S.W.1. An applicant should state her age, height, weight, school or schools attended with particulars of any certificates obtained, positions of responsibility or distinction held at school or college (prefect, monitor, etc.). She should also give particulars of the occupations followed since leaving school.

Personal application may also be made at New Scotland Yard.

If the applicant appears suitable she will receive a form of application. The form, when completed in accordance with the instructions thereon, should be returned to the Recruiting Officer, New Scotland Yard.

**6. Medical Examination.**—Every candidate who is selected as being likely to be up to the required standard must undergo a thorough medical examination by the Police Medical Board.

Common causes of failure in the examination are affection of the heart or lungs, deformities of feet (*i.e.* flat foot, hammer toe, etc.), varicose veins, skin diseases, glandular swellings, or evidence of tubercular disease, defects of sight, hearing or speech (normal vision in each eye without the aid of glasses is an essential condition for appointment), enlarged tonsils or adenoids, facial deformities, and bad or defective teeth. The teeth and gums must be clean and healthy and there must be no marked abnormality of bite. Dentures are not a disqualification provided that the natural dentition is not less than 12 points of articulation, *i.e.* a minimum of 12 natural teeth in one jaw *meeting* 10 natural teeth in the other jaw.

**7. Selection Board.**—Candidates who are pronounced fit by the Police Medical Board will be interviewed by a Selection Board in order to determine whether they are suitable for appointment.

Those selected as suitable will be required to undergo the educational test described in the succeeding paragraph unless exempted under the conditions set forth in that paragraph.

Two householders with personal knowledge for a period of not less than five years will be required to vouch for the character of a candidate.

Approval for entry to the Police Training School will be subject also to the authorities being satisfied as regards the character of the candidate and that vaccination has been satisfactorily carried out.

**8. Educational Examination.**—Candidates will be tested in the following subjects :—

- (a) English Composition, including handwriting, spelling and punctuation ;

- (b) Arithmetic (first four rules, simple and compound) including Imperial weights and measures, easy decimal and other fractions ;

- (c) Geography, especially the geography of the British Isles ;

- (d) General Knowledge and Intelligence.

Those who in this examination show that they have a sufficiently high standard of education for the rank of Woman Sergeant will not be required to undergo any further educational examination in order to become eligible for promotion to that rank.

Those who are required to undergo the educational test will be examined by the Civil Service Commissioners on a day subsequent to that on which the medical examination is held at this Office. The fee (10s.) for admission to the educational examination is payable by the candidate. Specimen examination papers will be found in Appendix ' A ', page 11.

NOTE.—Candidates who are able to produce evidence that they have passed one of the following examinations will *not* normally be required to undergo any written examination :—

The School Certificate Examination of the Oxford and Cambridge School Examination Board.

The School Certificate Examination of the Oxford Delegacy for Local Examinations.

The School Certificate Examination of the Cambridge Local Examinations Syndicate.

The School Certificate Examination of the University of Bristol.

The School Certificate Examination of the University of Durham.

The General School Examination of the University of London.

The School Certificate Examination of the Northern Universities Joint Matriculation Board.

The Senior Certificate Examination of the Central Welsh Board.

The Day School Certificate (Higher) of the Scottish Education Department.

The Junior Certificate of the Ministry of Education for Northern Ireland.

The Matriculation Examination of the London University. Responsions at Oxford.

The Previous Examination at Cambridge.

Any other examination which in the opinion of the Commissioner of Metropolitan Police is of equivalent or higher standard.

**9. Training.**—Candidates selected for appointment to the rank of woman constable are required to undergo a course of training of not less than eleven weeks duration at the Police Training School. During the period of training candidates will be required to live at the Woman Police Section House, where they will be provided with board at a moderate charge. They will receive pay at the rate of 40s. a week. Medical attendance will be provided, but during sickness a deduction will be made from pay for each day of sickness. Ordinary clothes are worn during training, but a candidate is required to provide a gymnasium outfit.

The Course includes instruction in general police duties; powers and responsibilities of a police officer; how to deal with various contingencies with which a constable may be faced when on duty; her relations with and bearing towards members of the public. Every candidate receives a course of instruction in First Aid and must be passed as proficient whilst she is at the School.

As physical fitness is a most necessary asset to a police officer, foot drill and physical training, including self defence, form an important part of the training.

When a candidate has completed her training at the School she is appointed a woman constable on probation and posted to a Division of the Metropolitan Police. She will receive pay and allowances as a woman constable from the date of her appointment.

**10. Conditions of Service.**—The conditions of service are given in Appendix 'B', page 15.

**11. Probationary Period.**—Every woman constable is on probation for a period of two years. This time is divided into two distinct periods: (a) the examination period during the first year, and (b) the attachment period during the second year. In the first year she will undergo further instruction in police duty. Examinations are held at the expiration of six and twelve months' service.

The programme of work during the second year will include attachment to different Police Stations in order to acquire varied experience, and attendance at a special course for women officers. If successful in the examinations during the first twelve months' service, and if subsequent reports on efficiency are satisfactory, a woman constable will be confirmed in her appointment at the end of two years' service.

During the period of probation a woman constable will be required to keep her teeth in good order at her own expense. Upon passing out of the Police Training School and again at the expiration of twelve months' service, she will be seen by the Police Consulting Dental Surgeon, and will be informed what, if any, dental treatment must be carried out. If she has been informed that she needs such treatment, she will be examined within six months in order to

see that the treatment has been completed satisfactorily. Failure to undergo such treatment may result in a woman constable on probation being discharged from the Force.

A woman constable will continue to live in the Women Police Section House during probation, and for such further period as the exigencies of the Service may require.

**12. Hours of Duty.**—The normal daily tour of duty is seven and a half hours, including one hour for refreshment, in the case of officers performing wholly or mainly patrol duty. In other cases the normal period is eight hours daily.

**13. Leave.**—Women Inspectors, Sergeants and Constables receive one day off duty in seven. Annual leave is granted with full pay on the following scale: Constables, 12 days a year; Sergeants, 14; Inspectors, 18.

**14. Pay.**—Under the Secretary of State's Regulations the scales of pay are as follows:—

Women Constables	— 56s. to 80s. a week by annual increments of 2s. a week.
Women Sergeants	— 90s. to 100s. a week by annual increments of 2s. 6d. a week.
Women Inspectors	— 104s. to 132s. a week by annual increments of 3s. and 4s. a week.

**NOTE.**—These rates of pay are subject to a deduction of 5 per cent. on account of superannuation. After 17 and 22 years' service a Woman Constable may receive additional increments of 2s. 6d. a week, provided the Commissioner is satisfied with her conduct, zeal and efficiency. Such additional increments are not pensionable.

**Deductions.**—Sickness—Free medical attendance and \*dental treatment is provided after the training period, but during periods of sickness a deduction of 1s. a day is made from pay provided the period does not exceed 91 days. If it exceeds 91 days the deduction is at the rate of 2s. a day for any period in excess.

The stoppage will not be limited to 1s. or 2s. a day, as the case may be, in (a) a case of sickness certified by the medical practitioner as being due to a woman police officer's own misconduct, neglect or default, or (b) in a case of incapacity for duty due to injury, which the Commissioner decides was suffered by reason of misconduct, neglect or default. In such cases an additional stoppage of 1s. a day will be made throughout the period of absence from duty. Whilst a woman police officer is maintained in hospital an additional deduction of 2s. a day is made from her pay.

**NOTE.**—Sickness or hospital deductions are not made if an officer is unable to perform duty as a result of an injury sustained in the execution of her duty.

\*NOTE.—Free dental treatment is not provided for women constables on probation, who are required to maintain their teeth in good order at their own expense (*see* paragraph on Probationary Period on page 8).

*Subscriptions.*—Subscriptions are deducted from pay, at rates laid down from time to time in the Orders of the Force, for the maintenance of Libraries, Clubs, Athletics and for other purposes.

*Allowances.*—Plain Clothes—Sergeants and Constables who are required to perform duty in plain clothes for a period of one or more complete weeks receive an allowance at the rate of 5s. a week for the period of such duty.

Detective Allowance.—Detective-Sergeants and Constables of the Criminal Investigation Department receive Detective allowances at the rate of 7s. 6d. a week for Sergeants and 5s. a week for Constables (2s. a week whilst on probation in the Department).

Rent Allowance.—Under the Secretary of State's Regulations every member of the Force is either provided with official quarters free of rent or an allowance is given in lieu. Where such allowances are payable to women officers they will be at the following rates: Constables, 6s. a week; Sergeants, 7s. 3d. a week; Inspectors, 9s. 9d. a week.

15. **Promotion.**—Women Police Constables are eligible for promotion to the ranks of Woman Sergeant and Woman Inspector. The conditions governing promotion to these ranks are laid down in the Orders of the Force.

16. **Pensions.**—Pensions or gratuities are payable in certain circumstances and subject to certain conditions as laid down in the Police Pensions Act, 1921.

The main provisions are for:—

(1) a pension of half pay on retirement after 25 years' service, rising to one of two-thirds pay after 30 years' service;

(2) a pension or gratuity according to length of service on retirement due to infirmity;

(3) a special pension in the case of permanent incapacity arising out of injury on duty.

No pension or gratuity is payable to a woman police officer who retires with less than 25 years' service unless she is compulsorily retired on account of age or the retirement is on medical grounds. Such an officer retiring on other grounds (not having been dismissed or required to resign as an alternative) will receive back the contributions she has made towards pension.

## APPENDIX "A".

### PARTICULARS

of the examination for entry as Constable to the Metropolitan Police Force.

#### SUBJECTS OF EXAMINATION.

The Examination which is conducted by the Civil Service Commissioners comprises:—

(a) ENGLISH COMPOSITION, including handwriting, spelling, and punctuation.

(b) ARITHMETIC (first four rules, simple and compound), including Imperial weights and measures, easy decimal and other fractions.

(c) GEOGRAPHY, especially the geography of the British Isles.

(d) GENERAL KNOWLEDGE AND INTELLIGENCE.

Candidates must qualify in the aggregate mark for subjects (a), (b), (c), (d).

Under head (a) papers in Handwriting and English Composition are set.

Candidates must bring their own pens and ink; these may be in the form of a fountain pen or a stylograph pen or an ordinary pen with an ink bottle. They should also bring a flat rule divided on the edges into inches and tenths of an inch. For Geography they should also provide themselves with black and red pencils.

#### SPECIMEN QUESTION PAPERS.

##### ENGLISH COMPOSITION.

Time allowed, 1 hour.

Choose one of the following subjects and number it on your answer form as it is numbered here:—

(1) The advantages and the drawbacks of a holiday under canvas.

(2) Describe the attractions of a public park with which you are acquainted.

(3) Street merchants and their ways.

##### HANDWRITING.

Time allowed, 20 minutes.

Write out the following passage in ink. Failure to complete the passage will lead to loss of marks:—

The area under tomato cultivation in the Canary Islands is estimated to be 2,500 hectares, and is gradually increasing. The total export of tomatoes in 1930 amounted to 123,873 tons, valued at £834,910, of which 87,481 tons, valued at £526,413, came to the United Kingdom.

The Canary tomato is usually from 2½ to 3½ inches in width, of deep red colour and firm texture. It originates from English seed. Seedlings are ready for planting out from 3 to 4 weeks after sowing, and the first tomatoes are picked about 3 months after planting out. The fruit is picked before ripening so that it may reach the market in a sound condition, and picking continues for about 3 months.

The local cost of growing tomatoes is about 2s. 6d. per bundle of 60lb. This figure includes labour, irrigation, and fertilization, but not the value of the land. The tomatoes require two waterings monthly, each of about 250 tons per acre. They are packed for export in wooden boxes, four of which form a bundle of 72lb. gross and 60lb. net weight. The fruit is packed in peat mould as a protection against bruising and heat; in 1929 13,396 tons of peat mould were imported for this purpose.



## ARITHMETIC.

Time allowed,  $1\frac{1}{2}$  hours.

Give up the question paper and the answer-book separately.

Part 1.—These sums are to be done on the question paper, not in the answer-book.

Add up the columns and write the totals in ink in the spaces below them. If you wish to correct a figure in any answer, strike it through and write the correct figure alongside.

£	s.	d.		£	s.	d.		£	s.	d.
		9	4			5	19	5	6	6
1	7	$4\frac{1}{2}$		3	14	6			14	10
	17	6			16	2		54	3	0
1	12	$8\frac{1}{2}$			10	$5\frac{1}{2}$		21	10	3
1	6	8		1	13	5		32	0	10
	15	$9\frac{1}{2}$			12	4			16	8
	15	4		2	4	9		29	6	3
1	9	6		1	0	$1\frac{1}{2}$			19	7
3	0	4		3	19	7		9	5	3

Part 2.—Do these sums in the answer-book.

1. The record of a motorist's holiday is as follows :—

	Saturday.	Sunday.	Monday.	Tuesday.
	London to Exeter.	On to Plymouth.	On to Bath.	Bath to London.
Distance	178 miles	44 miles	116 miles	101 miles
Times	8.0. a.m.— 6.30 p.m.	2.30 p.m.— 4.45 p.m.	9.0 a.m.— 4.0 p.m.	11 a.m.— 5.15 p.m.
Halts	$2\frac{1}{4}$ hours	$\frac{1}{2}$ hour	$1\frac{3}{4}$ hours	$1\frac{1}{2}$ hours.

What was the total distance he travelled, how long did the actual driving take, and what, to the nearest whole number, was his average driving speed over the whole journey?

2. How many lengths of 1ft. 9in. can be cut out from a plank 13ft. long? If  $\frac{1}{8}$  inch is allowed for each saw cut, what length of the plank will be left over?

3. A landlord lets a house for £75 a year, excluding rates. The house is assessed at £36, and the rates are 11s. 6d. in the £. Find the weekly amount paid by the tenant for rent and rates altogether.

Take a year as 52 weeks and answer to the nearest penny.

4. A factory has three rows of windows, 12 in each row. The common width of all the windows is 3ft. 6in., but the height of those in the bottom row is 7ft., in the second 6ft. 6in., and in the top row 5ft. 6in. What is the total cost of glazing them all at 1s. 3d. per square foot?

5. The figure (not reproduced) is the plan of the roads on an estate, drawn to a scale of 6 inches to the mile. Measure each of the lines in the figure to the nearest tenth of an inch and write your measurements in your answer-book. Then find the total length of the roads to the nearest tenth of a mile.

## TABLES.

The following tables were printed on the covers of the answer-books supplied for papers in Arithmetic :—

Weights and Measures, Imperial and Metric ; and Constants.

1. Measure of Distance : or Linear Measure.

Imperial Measures.	Metric Measures.	Conversion Relations.
12 inches = 1 foot.	10 millimetres = 1 centimetre	1 cm. = 0.394 in.
3 feet = 1 yard.	100 cm. = 1 metre.	1 m. = 1.09 yards.
1760 yards = 1 mile.	1,000 metres = 1 kilometre.	1 km. = 0.621 mile.
100 links = 1 chain.		1 in. = 2.54 cm.
= 22 vards.		



DINING ROOM IN A SECTION HOUSE FOR WOMEN POLICE.

*By Courtesy of The Sport and General Press Agency, Ltd.*

*[face p. 12.]*



WOMEN POLICE OFFICERS IN A PARK.

By Courtesy of The Sport and General Press Agency, Ltd.

[face p. 13.]

*Less Important Measures.*

1 pole or rod	= 5.5 yards.
1 furlong	= 220 yards.
1 cable	= 608 feet.
1 sea mile	= 6,080 feet
10 decimetres	= 1 metre.

2. Measure of Area : or Square Measure.

144 sq. inches	= 1 sq. foot.	100 sq. centimetres	= 1 sq. decimetre
9 sq. feet	= 1 sq. yard.	100 sq. dm.	= 1 sq. metre.
484 sq. yds.	= 1 sq. chain	10,000 sq. metres	= 1 hectare.
10 sq. chains	= 1 acre.	100 hectares	= 1 sq. km.
640 acres	= 1 sq. mile		
1 sq. cm.	= 0.155 sq. in.	1 sq. rod or pole	= 30.25 sq. yards.
1 hectare	= 2.47 acres.	1 rood	= 40 sq. poles.
1 sq. in.	= 6.45 cm.	1 are	= 100 sq. metres.

3. Measure of Volume : or Cubic Measure, Measure of Capacity, and Liquid Measure.

1,728 cubic inches	= 1 c. foot.	1,000 cm.	= c.dm.
27 cubic feet	= 1 c. yard.		= 1 litre.
1 gallon	= 277 c. in.		
1 cubic foot	= 6.23 gal.		
1 c.cm.	= 0.0610 c. in.	2 pints	= 1 quart.
1 litre	= 0.220 gal.	4 quarts	= 1 gallon.
1 c. in.	= 16.4 c.cm.	8 gallons	= 1 bushel.
		8 bushels	= 1 quarter.
		100 centilitres	= 1 litre.
		100 litres	= 1 hectolitre.

4. Measure of Weight.

16 ounces	= 1 pound.	1,000 grammes	= 1 kilogram.
112 pounds	= 1 cwt.	1,000 kilograms	= 1 metric tonne.
20 cwt.	= 1 ton.		
1 kg.	= 2.20 lbs.	7,000 grains	= 1 pound.
1 tonne	= 0.984 ton.	14 pounds	= 1 stone
1 lb.	= 454 grammes.	28 pounds	= 1 quarter.
		100 pounds	= 1 cental.

5. Constants.

A circle of radius  $r$  has a circumference of length  $2 \times \pi \times r$  and has an area of  $\pi \times r \times r$ , the value of  $\pi$  being 3.1416.

A gallon of water weighs 10lbs.; a cubic foot of water weighs 62.3lbs.; a cubic centimetre of water weighs 1 gramme.

Base  $e$  of natural logarithms is 2.718.

The acceleration of a falling body is 32.2ft. per sec. per sec. or 981 cm. per sec. per sec.

1 kilowatt = 102 kilogram-metres per second; 1 horse-power = 550 foot-pounds per second.

1 atmosphere = 760 mm. of mercury = 1.03 kg. per sq. cm. = 14.7lb. per sq. inch.

GEOGRAPHY.

(Geography, especially the geography of the British Isles.)

Time allowed, 1 hour.

Answer the first question and any three of the remainder. Not more than four answers, including the answer to Question 1, will be valued. All the questions carry equal marks.

Give up the map separately from the answer form.

1. On the accompanying map\* of England and Wales, name the rivers Tweed, Dee, Trent, Tees and Severn, and the towns Hull, Plymouth, Manchester, Cardiff and Bristol.

Name the Fens, the Lake District, the South Downs, Dartmoor, and Anglesey.

\*Not printed in this pamphlet.

Write the name of each of the following industries over *one* area where the industry is carried on: shipbuilding, slate quarrying, hop growing, curing herrings, mining china clay.

2. Choose *one* of the following regions, South Wales, South Lancashire, Clydeside, and write an account of its industries, naming the chief productions, the countries from which the raw materials are chiefly obtained and the special advantages of the region for the industries you mention.

3. What parts of the British Isles are noted for fruit growing? Describe the position of each, the nature of the fruit grown, and the purposes for which it is used.

4. Describe the position, climate, and chief products of any three of the following: Ceylon, Jamaica, Newfoundland, Sicily, Tasmania, Vancouver Island.

5.—(a) Explain how you could tell which is the north during the night by means of the stars, and during a sunny day by means of a watch.

(b) Explain why the days are longer in summer and shorter in winter in the north of Scotland than they are in the south of England.

#### GENERAL KNOWLEDGE.

(General Knowledge and Intelligence.)

Time allowed, 1 hour.

Answer any three questions. All the questions carry equal marks. In assigning marks, attention will be paid to the accuracy, clearness, and orderly arrangement of your answers.

1. What do you consider to be the most important points of a good poster? Illustrate your answer by reference to well-known posters.

2. Where are the following buildings, and to what uses are they put:

The People's Palace, Somerset House, Olympia, the Albert Hall, the National Gallery?

3. Answer four of the following:—

(a) Why do farmers hoe between the rows of beans, turnips, etc.?

(b) Why are grease bands put round the trunks of apple trees?

(c) Why is a differential gear necessary in the back axle of a motor car?

(d) By what signs on a summer evening do we judge that the next day may be wet?

(e) How are offensive smells from drains prevented from entering a house?

4. With the aid of a sketch, describe a clinical thermometer and explain how it works. What useful conclusions can be drawn from its readings?

5. In what ways, other than by income tax, does an ordinary citizen contribute to the revenue of the State?

6. Give the chief arguments for and against extending the school-leaving age from 14 years to 15.

#### APPENDIX "B".

#### METROPOLITAN POLICE.

#### *Terms and Conditions for Women Police Officers.*

1. A Constable is liable for duty at any time and for any period. She must at any time attend to any matter which arises within the scope of her duty as a Constable.

2. A Constable is on probation for two years.

3. A Constable must serve wherever she is ordered and her place of residence is subject to the approval of the Commissioner.

4. A Constable will resign her appointment on marriage.

5. A Constable must comply with all the Orders of the Force and must promptly obey all lawful orders given her by those in authority over her.

Whether on duty or off duty she is at all times a Constable and must conduct herself accordingly, avoiding any conduct or behaviour likely to bring discredit on the Service to which she belongs.

6. A Constable guilty of misconduct or neglect of duty is liable to dismissal or to any less punishment prescribed in the Police Regulations, independently of any other proceedings or punishment to which she may be liable by the law of the land.

7. A Constable must appear properly dressed in police uniform with such appointments as may be directed, wherever and whenever required. She may wear plain clothes when off duty unless otherwise directed.

8. A Constable must not be absent from her duties or Station without due permission, nor can she resign or withdraw herself from her duties unless (a) she has given one month's due notice in writing of her wish to resign, or (b) such notice has been dispensed with and resignation has been approved by the Commissioner. If a Constable withdraws herself from duty without such notice or approval she is liable to be prosecuted and to lose any pay and allowances which may be due to her.

9. A Constable on leaving the Force must immediately surrender all articles of dress and all appointments which have been issued to her. Deductions in respect of any article not so surrendered or not surrendered in a proper condition will be made from such pay, allowances, gratuity, or pension as may be due to her. She is further liable to prosecution should she not surrender these articles.

10. A Constable must not, without the previous consent of the Commissioner, accept or receive, directly or indirectly, from any person, any money, reward or present or any valuable consideration whatever, on account of or in connection with anything done by her as a Constable.

11. A Constable must promptly discharge all lawful debts and in case of failure to do so must make such payments as the Commissioner may direct.

12. A Constable must abstain from any activities calculated to interfere with the impartial discharge of her duties and in particular she must not take any active part in party politics. It is against the law for anyone belonging to the Police Force to endeavour by word, message, writing or in any other manner to persuade an elector to give, or dissuade any elector from giving his vote for the choice of any person to serve in Parliament.

13. A Constable must not be a member of any association outside the Police Force having for its object, or one of its objects, to control or influence the pay or other conditions of service of the Police, and she must not, without the specific consent of the Commissioner, be a member of any Trade Union.

14. The pay, allowances, pensions and gratuities of the various ranks of the Force are as prescribed from time to time by Act of Parliament or by the Secretary of State.

The pay is subject to deductions which are similarly prescribed, and also to deductions at rates laid down from time to time in the General Orders of the Force by way of subscriptions towards the upkeep of Clubs, Athletics, Libraries and any other provision for the comfort, recreation and general welfare of members of the Force.

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