



Jersey

POLICE FORCE (JERSEY) LAW 1974

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POLICE FORCE (JERSEY) LAW 1974

Arrangement

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Jersey

POLICE FORCE (JERSEY) LAW 1974¹

A LAW to make provision in relation to the policing of Jersey

Commencement [[see endnotes](#)]

PART 1 GENERAL

1 Interpretation

In this Law, unless the context otherwise requires –

“Chief Officer” means the Chief Officer of the Force;

“designated Customs custody facility” means any place that may be used for the purpose of detaining arrested persons, by the Agent of the Impôts or any officer of the Impôts, by virtue of the application of Article 33 of the Police Procedures and Criminal Evidence (Jersey) Law 2003² by an Order made under Article 107 of that Law;

“Force” means the States of Jersey Police Force;

“Minister” means the Minister for Home Affairs;

“police officer” means a member of the Honorary Police or a member of the Force;

“Port Control Officer” means a member of the Port Control Unit;³

“Port Control Unit” means the Port Control Unit established by Article 13 of this Law;⁴

“prescribed” means prescribed by Order;

“States Employment Board” has the meaning assigned by Article 1 of the Employment of States of Jersey Employees (Jersey) Law 2005^{5,6}

2 Duty of police officer

It shall be the duty of a police officer to the best of his or her power to cause the peace to be kept and preserved and prevent all offences, whether common law or statutory, against the person and property of Her Majesty's subjects and to take all such lawful measures as may be necessary for the purposes of bringing offenders with all due speed to justice.

3 Power of police officer

- (1) Where a police officer with reasonable cause suspects that any person has committed, is committing or is about to commit, an offence the police officer may arrest that person.
- (2) There shall be expressly reserved to a Connétable and a Centenier the powers of –
 - (a) the customary right of search;
 - (b) the granting of bail to any person;
 - (c) the formal charging of any person with an offence, without prejudice to the customary powers of the Attorney General in the prosecution of offences.
- (3) Subject to the provisions of paragraph (2), a police officer shall have all other powers and privileges relating to policing which a Connétable or Centenier has by virtue of the common law or of any enactment for the time being in force.
- (4) Where a Connétable or, in the Connétable's absence, a Centenier declines to charge any person, a member of the Force may refer the matter to the Attorney General, who may give such directions to such persons as the Attorney General thinks appropriate.
- (5) The Minister may make an agreement with a police force in any other part of the British Islands, whereby there will, on request, be placed at the Minister's disposal members of that force for the purpose of enabling the Force to meet any special demand on its resources, and in any such case those members shall, during their period of duty in Jersey, carry out the duties and possess the powers and privileges of a police officer.⁷

PART 2**THE HONORARY POLICE****4 Composition of Honorary Police**

- (1) The Honorary Police shall comprise, as hitherto, one Connétable for each parish in Jersey and such number of Centeniers, Vingteniers and Constable's Officers for each parish or Vingtaine as the States shall specify by law.
- (2) Except as provided in the Centeniers (Terms of Office) (Jersey) Law 2007⁸ and the Connétables (Jersey) Law 2008⁹, members of the Honorary

Police shall continue to be elected in the manner specified prior to the coming into force of this Law.¹⁰

- (3) Subject to paragraph (4), the Honorary Police shall be under the general supervision of the Attorney General.
- (4) The States may make Regulations as to the administration and conditions of service of members of the Honorary Police and in particular, but without prejudice to the generality of the foregoing, as to the qualifications for election, and the retirement of members of the Honorary Police.¹¹

5 Jurisdiction¹²

- (1) A member of the Honorary Police of a parish shall be empowered to act within the territorial limits of that parish.
- (2) For the purposes of paragraph (1), the territorial limits of a parish include –
 - (a) the headquarters for the time being of the Force;
 - (b) any police station for the time being used by the Force;
 - (c) any designated Customs custody facility;
 - (d) any building for the time being designated by the States as a place for use by the Magistrate's Court;
 - (e) the General Hospital;
 - (f) the prison (as defined in the Prison (Jersey) Law 1957¹³).
- (3) A member of the Honorary Police of a parish shall also be empowered –
 - (a) to pursue into any other parish and there arrest any person who has committed, or whom the member of the Honorary Police has reasonable cause to suspect of having committed, or of having been about to commit, any offence; and
 - (b) to continue investigations into any matter in any other parish, where those investigations started in the parish for which he or she is such a member.
- (4) A member of the Honorary Police of a parish shall also be empowered to exercise the powers of a member of the Honorary Police of another parish if the member, whilst in that other parish –
 - (a) encounters a person whom the member reasonably believes is in the act of committing an offence against another person or against another person's property or to have just committed such an offence; or
 - (b) is at the scene of an incident and reasonably believes that the immediate exercise of those powers is necessary in the interests of public order or safety.
- (5) A member of the Honorary Police who decides to exercise the powers conferred by paragraph (4) shall inform the Connétable or a Centenier of the parish in which the powers are to be exercised –

- (a) before acting upon that decision or,
- (b) where it is not practicable to do so before so acting, as soon as possible afterwards.

5A Requests for assistance¹⁴

- (1) The Connétable or a Centenier of a parish (the ‘requesting parish’) may request the Connétable or a Centenier of another parish (the ‘assisting parish’) to place at the disposal of the requesting parish members of the Honorary Police of the assisting parish, for the purpose of meeting any policing need in the requesting parish.
- (2) A Centenier of a requesting parish shall, no later than 24 hours after he or she has made a request under paragraph (1), inform the Connétable and (unless the Centenier is the Chef de Police) the Chef de Police of the requesting parish.
- (3) A Centenier of an assisting parish who accedes to a request under paragraph (1) shall, no later than 24 hours after doing so, inform the Connétable and (unless the Centenier is the Chef de Police) the Chef de Police of the assisting parish.
- (4) A member of the Honorary Police of an assisting parish shall, from the time when he or she is placed at the disposal of a requesting parish to the time when he or she is ordered to stand down, have all the powers and duties of a member of the Honorary Police of the requesting parish.
- (5) The Connétable or a Centenier of an assisting parish may, at any time when a member of the Honorary Police of that parish is placed at the disposal of a requesting parish, request the Connétable or the Chef de Police of the requesting parish to order the member to stand down.
- (6) A Connétable or Chef de Police shall comply with a request made under paragraph (5) as soon as is practicable.
- (7) The Connétable or Chef de Police of a requesting parish may order a member of the Honorary Police who has been placed at the disposal of the requesting parish to stand down before the policing need is fully met.
- (8) A Connétable or Chef de Police who orders a member of the Honorary Police to stand down under paragraph (7) shall, no later than 24 hours after doing so, inform the Connétable or Chef de Police of the assisting parish of the order.

6 Prescribed offences

Where a member of the Honorary Police on investigating any occurrence has cause to believe that any prescribed offence has been or is about to be committed the member of the Honorary Police shall immediately request the assistance of the Force.

7 Report of occurrences

- (1) The Chief Officer shall inform a Connétable as soon as may be of the details of any occurrence in his or her parish which required action by the Force and of any investigations which are being conducted by the Force in the Connétable's parish.
- (2) The Connétable of each parish shall inform the Chief Officer as soon as may be of the details of any occurrence (other than one of a trivial nature) in the Connétable's parish which required action by the Honorary Police.

PART 3**THE STATES OF JERSEY POLICE FORCE****8 Duties and powers of Minister**

- (1) It shall be the duty of the Minister to secure the maintenance of an adequate and efficient Force in Jersey and for this purpose the Minister may –
 - (a) provide and maintain such buildings, structures and premises and make such alterations to any buildings, structures or premises already provided, as may be required;
 - (b) provide and maintain such vehicles, apparatus, clothing, equipment and other articles as may be required.
- (2) The Minister shall determine the ranks in the Force and the number of persons of each rank which is to constitute the establishment of the Force.
- (2A) The States Employment Board shall under this paragraph determine the pay, conditions and gratuities of the members of the Force, other than the Chief Officer and the Deputy Chief Officer.
- (3) The Minister may by Order make provision for any matter which it considers necessary for the proper administration of the Force and generally for the purpose of carrying this Law into effect and, in particular, but without prejudice to the generality of the foregoing, may make provision for –
 - (a) the retirement of members of the Force and for the payment of pensions and gratuities;
 - (b) the qualifications for appointment and promotion of members of the Force.¹⁵

9 The Chief Officer and Deputy Chief Officer

- (1) The Chief Officer shall be appointed by the States on such terms as to salary and conditions of service as the States Employment Board may from time to time determine.

- (2) The Chief Officer may be suspended from office by the Minister who shall refer the matter to the States at their next Sitting and may be dismissed from office by the States.
- (3) The Chief Officer shall be responsible to the Minister for the general administration and the discipline, training and organisation of the Force and of the Port Control Unit.¹⁶
- (4) Any discussion in the States regarding the appointment, suspension or dismissal of the Chief Officer shall take place *in camera*.
- (5) The Deputy Chief Officer shall be appointed by the Minister on such terms as to salary and conditions of service as the States Employment Board may, from time to time, determine.¹⁷
- (6) In the event of the absence, incapacity, suspension or vacancy in the office of the Chief Officer, the functions of that office shall be discharged by the Deputy Chief Officer.¹⁸

10 Jurisdiction

A member of the Force shall be empowered to act within the territorial limits of Jersey.

11 The Police Negotiating Board

The Police Negotiating Board (the Board), to which the provisions of Schedule 2 shall apply, is established.¹⁹

PART 4²⁰

PORT CONTROL UNIT

12 Interpretation²¹

For the purposes of this Part of this Law –

“aerodrome” has the meaning assigned to it by the Aerodromes (Administration) (Jersey) Law 1952;²²

“Airport Director” has the meaning it has in the Aerodromes (Administration) (Jersey) Law 1952 and includes a person appointed to act as a Deputy Airport Director under Article 2(4) of that Law;

“harbour” means any harbour, whether natural or artificial, and includes any port, dock, pier, jetty or quay;

“Harbour Master” has the meaning it has in the Harbours (Administration) (Jersey) Law 1961²³ and includes a person acting under that Law as the Harbour Master.

13 Establishment of Port Control Unit²⁴

There is established by this Law a Port Control Unit (in this Part of this Law referred to as the “Unit”) comprised of Port Control Officers having the duties and powers specified in Articles 16 and 17.

14 Duties and powers of Minister²⁵

- (1) The Minister may for the purpose of maintaining an adequate and efficient Unit –
 - (a) provide and maintain such buildings, structures and premises and make such alterations to any buildings, structures or premises already provided, as may be required;
 - (b) provide and maintain such vehicles, apparatus, clothing, equipment and other articles as may be required.
- (2) The Minister shall determine the number of persons which is to constitute the establishment of the Unit.
- (3) The Minister may determine a rank structure for the Unit and the number of persons in each rank.
- (3A) The States Employment Board shall determine the scale of pay for each rank and the conditions of members of the Unit.
- (4) The Minister may by Order make provision for any matter which it considers necessary for the proper administration of the Unit and generally for carrying this Part of this Law into effect and, in particular, but without prejudice to the generality of the foregoing, for the qualifications for appointment and promotion of Port Control Officers.²⁶

15 Jurisdiction²⁷

A Port Control Officer shall be empowered to act within the limits of every aerodrome and harbour in Jersey:

Provided that the Port Control Officer shall be empowered to pursue beyond those limits and there arrest any person who has committed, or whom the Port Control Officer has reasonable cause to suspect of having committed, or having been about to commit, an offence within those limits, and has absconded.

16 Duty of Port Control Officer²⁸

- (1) It shall be the duty of a Port Control Officer within the limits of the Port Control Officer’s jurisdiction and subject to the provisions of paragraph (2) and Article 17, to the best of his or her power to cause the peace to be kept and preserved and prevent all offences, whether common law or statutory, against the person and property of Her Majesty’s subjects.
- (2) A Port Control Officer shall act in accordance with directions given by or on behalf of the Chief Officer and shall obey a lawful order of any police officer of the rank of sergeant or above.

17 Powers of Port Control Officer²⁹

- (1) Subject to the provisions of Article 15 –
 - (a) if a Port Control Officer with reasonable cause suspects that any person has committed, is committing, or is about to commit an offence the Port Control Officer shall demand that the person furnishes to the officer the person's name and address and shall report the matter to a member of the Force and the Airport Director or the Harbour Master, as the case may be;
 - (b) if a person whom a Port Control Officer with reasonable cause suspects has committed, is committing, or is about to commit, an offence, refuses, on being so required by that officer, to give the person's name and address, or gives a name and address which the officer believes to be false or tries to abscond, the officer may arrest that person and shall immediately inform a member of the Force and the Airport Director or the Harbour Master, as the case may be, of the action the Port Control Officer has taken;
 - (c) a Port Control Officer may arrest a person whom the officer, with reasonable cause, suspects to have committed, or to be committing, or to be about to commit a serious offence and shall immediately inform a member of the Force and the Airport Director or the Harbour Master, as the case may be, of the action the Port Control Officer has taken.
- (2) For the purposes of paragraph (1) –

“serious offence” means an offence for which the sentence is fixed by law or for which a person, not previously convicted, may be sentenced to a term of imprisonment.

18 Property in possession of Port Control Officer³⁰

Any property which comes into the possession of a Port Control Officer in the course of the officer's duties, and the owner of which cannot be ascertained or found, shall immediately be forwarded to the headquarters for the time being of the Force, and the provisions of Article 20 shall apply to such property.

19 Offences³¹

- (1) Article 23 shall apply to a Port Control Officer as it applies to a police officer, and Article 24 shall apply to the Port Control Unit as it applies to the police.
- (2) Any person who fails to comply with the lawful orders or directions of a Port Control Officer shall be guilty of an offence and liable to a fine not exceeding £50.

PART 5**MISCELLANEOUS****20 Property in possession of Police**

- (1) The States may make Regulations for the disposal of property which has come into the possession of a police officer in cases where the owner of the property cannot be ascertained or found.
- (2) Without prejudice to the generality of paragraph (1), any such Regulations may include a power to dispose of such property by sale and for the proceeds of such sale to be credited to such account as the Regulations may specify.

21 Remedies against members of the Force and Port Control Officers³²

- (1) The Chief Officer shall be liable in respect of torts committed by members of the Force and Port Control Officers in the performance or purported performance of their functions in the same manner as a master is liable in respect of torts committed by the master's servants in the course of their employment, and shall in respect of any such tort be treated for all purposes as a joint tortfeasor.
- (2) There shall be paid out of funds provided by the Minister –
 - (a) any damages or costs awarded against the Chief Officer in any proceedings brought against the Chief Officer by virtue of this Article and any costs incurred by the Chief Officer in any such proceedings so far as not recovered by the Chief Officer in the proceedings; and
 - (b) any sum required in connection with the settlement of any claim made against the Chief Officer by virtue of this Article, if the settlement is approved by the Minister.
- (3) Any proceedings in respect of a claim made by virtue of this Article shall be brought against the Chief Officer for the time being, or in the case of a vacancy in that office, against the person for the time being performing the functions of the Chief Officer; and references in paragraphs (1) and (2) to the Chief Officer shall be construed accordingly.
- (4) The Minister may, in such cases and to such extent as the Minister thinks fit, pay any damages or costs awarded against a member of the Force or a Port Control Officer in proceedings for a tort committed by the member of the Force or the Port Control Officer, any costs incurred and not recovered by the member of the Force or the Port Control Officer in any such proceedings, and any sum required in connection with the settlement of any claim that has or might have given rise to such proceedings; and any sum required for making a payment under this paragraph shall be paid out of funds provided by the Minister.

22 Remedies against members of the Honorary Police³³

- (1) The Connétable of each parish shall be liable in respect of torts committed by members of the Honorary Police of the Connétable's parish in performance or purported performance of their functions in the same manner as a master is liable in respect of torts committed by the master's servants in the course of their employment, and shall in respect of any such tort be treated for all purposes as a joint tortfeasor.
- (2) There shall be paid out of funds provided by each parish –
 - (a) any damages or costs awarded against the Connétable of the parish in any proceedings brought against the Connétable by virtue of this Article and any costs incurred by the Connétable in any such proceedings so far as not recovered by the Connétable in the proceedings; and
 - (b) any sum required in connection with the settlement of any claim made against the Connétable of the parish by virtue of this Article if the settlement is approved by the Procureurs du Bien Public of the parish.
- (3) Any proceedings in respect of a claim made by virtue of this Article shall be brought against the Connétable for the time being or, in the case of a vacancy in that office, against the senior officer of the Honorary Police of the parish; and references in paragraphs (1) and (2) to the Connétable shall be construed accordingly.
- (4) A parish may, in such cases and to such extent as the Parish Assembly shall think fit, pay any damages or costs awarded against a member of the Honorary Police of that parish, in proceedings for a tort committed by the member of the Honorary Police, any costs incurred and not recovered by the member in such proceedings, and any sum required in connection with the settlement of any claim that has or might have given rise to such proceedings; and any sum required for making a payment under this paragraph shall be paid out of funds provided by that parish.
- (5) In this Article –
 - (a) any reference to a member of the Honorary Police of a parish includes a reference to a member of the Honorary Police of another parish whilst he or she is placed at the disposal of the first-mentioned parish pursuant to Article 5A; and
 - (b) any reference to a tort committed by a member of the Honorary Police of a parish includes, where the member of the Honorary Police is acting as described in sub-paragraph (a), a reference to a tort committed by that member whilst so acting.³⁴

23 Impersonation etc. of police officer

- (1) Any person who with intent to deceive impersonates a police officer, or makes any statement or does any act calculated falsely to suggest that the person is a police officer, shall be guilty of an offence and liable to imprisonment for a term not exceeding 6 months or to a fine not exceeding £100, or to both.

- (2) Any person who, not being a police officer, wears any article of police uniform in circumstances where it gives the person an appearance so nearly resembling that of a police officer as to be calculated to deceive, shall be guilty of an offence and liable to a fine not exceeding £100.
- (3) Any person who, not being a police officer, has in his or her possession any article of police uniform shall, unless the person proves that he or she obtained possession of that article lawfully and has possession of it for a lawful purpose, be guilty of an offence and liable to a fine not exceeding £20.
- (4) In this Article “article of police uniform” means any article of uniform or any distinctive badge or mark or document of identification usually issued to a police officer or anything having the appearance of such an article, badge, mark or document.

24 Wasting Police time³⁵

- (1) Any person who causes any wasteful employment of the police by knowingly making to any person a false report tending to show that an offence has been committed, or to give rise to apprehension for the safety of any persons or property, or tending to show that the person has information material to any police inquiry, shall be guilty of an offence and shall be liable to imprisonment for not more than 6 months or to a fine of not more than £200, or both.
- (2) No proceedings shall be instituted for an offence under this Article except by or with the consent of the Attorney General.

25 Oath of Office³⁶

- (1) A member of the Force shall, on taking office, take oath in the form set out in Form 1 in Schedule 1.
- (2) A Port Control Officer shall, on being appointed, take oath in the form set out in Form 2 in Schedule 1.

26 Restriction on taking other employment³⁷

No member of the Force or Port Control Officer shall engage in any undertaking, trade, profession, occupation or employment of any nature without the consent of the Chief Officer.

27 Associations³⁸

- (1) There shall be a –
 - (a) States of Jersey Police Association; and
 - (b) Port Control Officers’ Association,for the purposes of representing members of the Force or Port Control Officers, as the case may be, in all matters affecting their welfare and

efficiency, other than questions of discipline and promotion affecting individuals.

- (2) Subject to the provisions of paragraph (1), no member of the Force or Port Control Officer shall be a member of any trade union, or of any association having for its object, or one of its objects, to control or influence the pay, pensions or conditions of service of the Force or the Port Control Unit as the case may be.

28 Orders

- (1) The Minister may make Orders for any matter which by this Law is to be prescribed:

Provided that no Order shall be made under Article 6 except after consultation with the Connétables of Jersey.

- (2) The Subordinate Legislation (Jersey) Law 1960,³⁹ shall apply to any Order made under this Law.

29 Attendance at meetings of the Minister⁴⁰

The Attorney General and the Solicitor General shall be entitled to attend, in a consultative capacity, any meeting of the Minister at which any matter arising under this Law is to be considered.

30 Citation

This Law may be cited as the Police Force (Jersey) Law 1974.

SCHEDULE 1⁴¹**FORMS**

(Article 25)

FORM 1**Oath of Office of member of Force**

You swear and promise before God that well and faithfully you will exercise the office of a Member of the States of Jersey Police Force, that you will faithfully serve Her Majesty Queen Elizabeth the Second, her heirs and successors according to law, and that you will carry out your duties with courage, fairness and integrity, protecting human rights and according equal respect to all people. You will to the best of your ability uphold the laws and usages of Jersey, cause the peace to be kept, prevent offences against people and property and seek to bring offenders to justice according to law.⁴²

FORM 2**Oath of Office of Port Control Officer**

You swear and promise before God that well and faithfully you will discharge the duties of a Port Control Officer and that you will be faithful and bear true allegiance to Her Majesty Queen Elizabeth the Second, her heirs and successors, according to law.

SCHEDULE 2⁴³

(Article 11)

THE POLICE NEGOTIATING BOARD**1 Constitution**

- (1) The Board consists of an Official Side and a Staff Side.
- (1A) The Official Side shall consist of 4 members of whom –
 - (a) 2 shall be appointed by the Minister; and
 - (b) 2 shall be appointed by the States Employment Board.
- (1B) The Staff Side shall consist of 4 members appointed by the States of Jersey Police Association (the “Association”) from among the members of the Association.
- (2) If a member of the Board is unable to attend any meeting, the body which appointed the member shall be entitled to appoint a substitute for that meeting who shall have all the powers of a member, but if no substitute is appointed the proceedings of the Board at that meeting will not be invalidated as a result.
- (3) A member of the Official Side shall hold office for 3 years from the triennial election by the States of Jersey of a new Council of Ministers and is eligible for re-appointment and a member of the Staff Side shall hold office for a period determined by the Association.
- (4) A member may resign his or her office by giving written notice to the body which appointed the member and may be removed from office by that body.
- (5) Any casual vacancy shall be filled by appointment of a new member by the body which appointed the member who has vacated the member’s office and the new member shall hold office until the next election of a new Council of Ministers, if a member of the Official Side, or for a period determined by the Association, if a member of the Staff Side.
- (6) The Chief Officer of the Force, or the Chief Officer’s deputy, are not eligible for membership of the Board but may attend any meeting and shall provide independent advice and information at the request of either Side.
- (7) Each Side may appoint an adviser or advisers to attend meetings and assist the Board on specific matters and an adviser may take part in discussions on the specific matter in question but is not a member of the Board.

2 Functions

- (1) The functions of the Board are to negotiate and make recommendations to the States Employment Board on –

- (a) the pay, terms and conditions of service for all members of the force represented by the Association; and
 - (b) any other related matters that the States Employment Board and the Association agree should be referred to the Board for a recommendation.
- (2) The functions of the Board are limited to making non-binding recommendations on the matters referred to in sub-paragraph (1) for consideration by the States Employment Board.

3 Officers

- (1) The Board shall appoint Joint Secretaries and any other officers as may be necessary.
- (2) Until secretaries are appointed the Director of Employee Relations, Human Resources Department, shall act as the Official Side Secretary and a member of the Staff Side shall act as the Staff Side Secretary.

4 Conduct of business

- (1) The quorum of the Board shall be 2 members from each Side.
- (2) Every question before the Board is to be decided by the opinion of a majority of the members of the Board present.
- (3) Other than the matters provided for by sub-paragraphs (1) and (2) the Board may regulate its own procedure.
- (4) For each pay period the Association shall submit a written claim, for consideration by the States Employment Board, or receive a written offer from the States Employment Board.
- (5) Unless the claim or offer is agreed by both the Association and the States Employment Board beforehand, a meeting of the Board shall take place within one month of the claim or offer being put forward.
- (6) Any other matter which the States Employment Board and the Association agree to be referred to the Board shall be notified to the Board and the Joint Secretaries shall convene a meeting of the Board to discuss the matter not more than one month after the matter has been notified.
- (7) At the end of each meeting, the decisions of the Board shall be verbally agreed and recorded by the representatives of both Sides and those decisions shall be subsequently confirmed in correspondence between the Joint Secretaries as soon as practicable but not later than 2 weeks after the meeting.
- (8) Once the Board has reached an agreement on a recommendation for consideration by the States Employment Board, the Joint Secretaries shall prepare and sign a report for submission to the States Employment Board.

- (9) The States Employment Board shall consider the recommendation of the Board and determine, where appropriate, any variation in the appropriate scales of pay or other terms and conditions of service.
- (10) The new scales of pay or terms and conditions of service shall take effect from a date determined by the States Employment Board.

5 Failure to agree

- (1) The procedures set out below are to be followed in the event that –
 - (a) the Board fails to reach agreement on a recommendation for submission to the States Employment Board; or
 - (b) the States Employment Board determines scales of pay or other terms and conditions of service which differ from the recommendation of the Board or which are not acceptable to the Association.
- (2) The Board shall be reconvened in order to identify common ground and seek any further opportunities for a negotiated settlement but if there is no agreement, either Side may declare a “dispute”, whereupon the Board shall attempt to determine and recommend agreed terms to the States Employment Board for independent conciliation.

6 Conciliation

- (1) An independent conciliator shall be appointed by the Board to liaise with both Sides of the Board and preside at meetings of the Board with a view to achieving an agreed settlement but the independent conciliator will not have a vote at any meeting.
- (2) Where the Board is able to identify an agreed recommendation with the assistance of the conciliator, the procedures set out in paragraph 4 shall be followed.
- (3) All reasonable expenses incurred in connection with the conciliation shall be met by the States Employment Board.

7 Arbitration

- (1) Where the Board fails to reach agreement through conciliation on a recommendation for submission to the States Employment Board or the States Employment Board determines scales of pay or other terms and conditions of service which differ from the recommendation of the Board following conciliation or which are not acceptable to the Association, either Side shall have the right of recourse to independent arbitration.
- (2) The Board shall recommend the terms of reference for independent arbitration to the States Employment Board.
- (3) Arbitration shall be by a panel consisting of an independent Chairman recommended by the Board and appointed by the States Employment Board and one member nominated by each Side.

- (4) The procedures for the arbitration shall be determined by the independent Chairman.
- (5) The arbitration shall commence within 2 months of the Chairman's appointment, unless the Board decides otherwise.
- (6) All reasonable expenses incurred in connection with the arbitration shall be met by the States Employment Board.
- (7) The States Employment Board is not bound by the award of an arbitration panel, but the States Employment Board shall take that award into account in the exercise of its functions under this Law to determine the appropriate scale of pay for each rank and other terms and conditions of service and shall only decide not to implement the arbitration award, or any part of it, in exceptional circumstances.
- (8) The findings of the arbitration panel shall be binding on the Association.

8 Conclusion of pay negotiations

The Joint Secretaries of the Board shall jointly sign a document setting out any variation to existing scales of pay or terms and conditions of service of the Force and any new scales of pay applicable, which shall be ratified by the States Employment Board.

ENDNOTES**Table of Legislation History**

Legislation	Year and No	Commencement
Police Force (Jersey) Law 1974	L.24/1974	1 January 1975
Police Force (Amendment) (Jersey) Law 1979	L.20/1979	6 July 1979
Police Force (Amendment No. 2) (Jersey) Law 1982	L.15/1982	1 May 1983 (except Art.3) (R&O.7173)
Police Force (Amendment No. 3) (Jersey) Law 1986	L.14/1986	4 July 1986
Police Force (Amendment No. 4) (Jersey) Law 1987	L.9/1987	26 June 1987
Police Force (Amendment No. 5) (Jersey) Law 1993	L.11/1993	1 August 1993 (R&O.8563)
Police Force (Amendment No. 6) (Jersey) Law 1997	L.10/1997	18 April 1997
Police Force (Amendment No. 7) (Jersey) Law 1998	L.35/1998	28 February 1999 (R&O.9355)
Police (Complaints And Discipline) (Jersey) Law 1999	L.4/1999	1 January 2001 (R&O.111/2000)
Police Force (Amendment No. 8) (Jersey) Law 2000	L.30/2000	1 February 2001 (R&O.18/2001)
Police Force (Amendment No. 9) (Jersey) Law 2003	L.31/2003	Not yet in force
Police Force (Amendment No. 10) (Jersey) Law 2004	L.9/2004	21 May 2004
States of Jersey (Amendments and Construction Provisions No. 7) (Jersey) Regulations 2005	R&O.47/2005	9 December 2005
Employment of States of Jersey Employees (Consequential, Amendment, Repeal, Transitional and Savings Provisions) (Jersey) Regulations 2005	R&O.155/2005	9 December 2005
Police Force (Amendment No. 9) (Jersey) Law 2003	L.31/2003	24 January 2006 (R&O.3/2006)
Connétables (Jersey) Law 2008	L.15/2008	28 March 2008
Police Force (Amendment No. 11) (Jersey) Law 2009	L.8/2009	9 January 2009

Table of Renumbered Provisions

Original	Current
PART I	PART 1
8(4)	repealed by L.15/1982

Original	Current
8(5),(6),(7)	repealed by L.4/1999
PART II	PART 2
PART III	PART 3
12	repealed by L.15/1982
13	repealed by L.15/1982
PART IIIA	PART 4
13A	12
13B	13
13C	14
13D	15
13E	16
13F	17
13G	18
13H	19
PART IV	PART 5
14	20
(3)	spent, omitted from this revised edition
14A	21
14B	22
15	23
15A	24
15B	25
15C	26
15D	27
16	28
16A	29
17	spent, omitted from this revised edition
18	30
FIRST SCHEDULE	SCHEDULE 1
SECOND SCHEDULE	SCHEDULE 2

Table of Endnote References

¹ *This Law has been amended by the States of Jersey (Amendments and Construction Provisions No. 7) (Jersey) Regulations 2005. The amendments replace all references to a Committee of the States of Jersey with a reference to a Minister of the States of Jersey, and remove and add defined terms appropriately, consequentially upon the move from a committee system of government to a ministerial system of government.*

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- This Law has also been amended by the Public Finances (Consequential Amendments) (Jersey) Regulations 2005. The amendments are consequential upon the repeal of the Public Finances (Administration) (Jersey) Law 1967 and its replacement by the Public Finances (Jersey) Law 2005.*
- This Law has also been amended by the Employment of States of Jersey Employees (Consequential, Amendment, Repeal, Transitional and Savings Provisions) (Jersey) Regulations 2005. The amendments are consequential upon the repeal of the Civil Service (Administration) (Jersey) 1948 and its replacement by the Employment of States of Jersey Employees (Jersey) Law 2005.*
- ² chapter 23.750
- ³ Article 1 definition "Port Control Officer" inserted by L.15/1982
- ⁴ Article 1 definition "Port Control Unit" inserted by L.15/1982
- ⁵ chapter 16.325
- ⁶ Article 1 amended by L.31/2003
- ⁷ Article 3(5) inserted by L.14/1986, amended by L.11/1993
- ⁸ chapter 23.055
- ⁹ chapter 16.250
- ¹⁰ Article 4(2) amended by L.15/2008
- ¹¹ Article 4(4) amended by L.4/1999
- ¹² Article 5 substituted by L.8/2009; former Article amended by L.9/1987, L.31/2003
- ¹³ chapter 23.775
- ¹⁴ Article 5A inserted by L.8/2009
- ¹⁵ Article 8 amended by L.15/1982, L.11/1993, L.4/1999
- ¹⁶ Article 9(3) amended by L.14/1986
- ¹⁷ Article 9(5) inserted by L.35/1998
- ¹⁸ Article 9(6) inserted by L.35/1998
- ¹⁹ Article 11 inserted by L.30/2000; former Article repealed by L.15/1982
- ²⁰ Part 4, heading inserted by L.15/1982
- ²¹ Article 12 inserted by L.15/1982
- ²² chapter 03.035
- ²³ chapter 19.060
- ²⁴ Article 13 inserted by L.15/1982
- ²⁵ Article 14 inserted by L.15/1982
- ²⁶ Article 14(4) amended by L.4/1999
- ²⁷ Article 15 inserted by L.15/1982
- ²⁸ Article 16 inserted by L.15/1982
- ²⁹ Article 17 inserted by L.15/1982
- ³⁰ Article 18 inserted by L.15/1982
- ³¹ Article 19 inserted by L.15/1982
- ³² Article 21 inserted by L.10/1997
- ³³ Article 22 inserted by L.10/1997
- ³⁴ Article 22(5) substituted by L.8/2009
- ³⁵ Article 24 inserted by L.20/1979
- ³⁶ Article 25 inserted by L.15/1982, amended by L.30/2000
- ³⁷ Article 26 inserted by L.15/1982
- ³⁸ Article 27 inserted by L.15/1982
- ³⁹ chapter 15.720
- ⁴⁰ Article 29 inserted by L.15/1982
- ⁴¹ Schedule 1 substituted by L.15/1982, renumbered by L.30/2000
- ⁴² Schedule 1 Form 1 substituted by L.9/2004
- ⁴³ Schedule 2 inserted by L.30/2000
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