

ANNEX Q

DETERMINATION FOR REGULATION 33

LEAVE FOR THE PURPOSES OF ANTE-NATAL CARE

- 1) A female member who is pregnant and who, on the advice of a registered medical practitioner, registered midwife or registered health visitor, has made an appointment to attend at any place for the purpose of receiving ante-natal care shall, subject to the following provisions of this determination, have the right not to be unreasonably refused special leave from duty to enable her to keep the appointment.
- 2) Subject to paragraph (3), the chief constable shall not be required by virtue of this determination to permit a female member to take special leave from duty to keep an appointment unless, if he requests her to do so, she produces for his inspection-
 - a) a certificate from a registered medical practitioner, registered midwife or registered health visitor stating that she is pregnant, and
 - b) an appointment card or other document showing that the appointment has been made.
- 3) Paragraph (2) shall not apply where the female member's appointment is the first appointment during her pregnancy for which she seeks permission to take special leave from duty in accordance with paragraph (1).
- 4) A period of special leave from duty taken in accordance with paragraph (1) shall be treated as a period of duty.