

**TIME OFF FOR DEPENDANTS**

- 1) With effect from 15 December 1999, a member of a police force is entitled to be permitted by that member's chief constable to take a reasonable amount of time off during the member's normal duty periods in order to take action which is necessary:
  - a) to provide assistance on an occasion when a dependant falls ill, gives birth or is injured or assaulted,
  - b) to make arrangements for the provision of care for a dependant who is ill or injured,
  - c) in consequence of the death of a dependant,
  - d) because of the unexpected disruption or termination of arrangements for the care of a dependant, or
  - e) to deal with an incident which involves a child of the member and which occurs unexpectedly in a period during which an educational establishment which the child attends is responsible for the child.
  
- 2) Paragraph (1) does not apply unless the member:
  - a) tells the chief constable the reason for the member's absence as soon as reasonably practicable, and
  - b) except where paragraph (a) cannot be complied with until after the member has returned to duty, tells the chief constable for how long the member expects to be absent.
  
- 3) Subject to paragraphs (4) and (5), for the purposes of this section "dependant" means, in relation to a member of a police force:
  - a) a spouse,
  - b) a child,
  - c) a parent,
  - d) a person who lives in the same household as the member, otherwise than by reason of being his employee, tenant, lodger or boarder.
  
- 4) For the purposes of paragraphs (1)(a) or (b) "dependant" includes, in addition to the persons mentioned in paragraph (3), any person who reasonably relies on the member:
  - a) for assistance on an occasion when the person falls ill or is injured or assaulted, or
  - b) to make arrangements for the provision of care in the event of illness or injury.
  
- 5) For the purposes of paragraph (1)(d) "dependant" includes, in addition to the persons mentioned in paragraph (3), any person who reasonably relies on the member to make arrangements for the provision of care.

- 6) A reference in this determination to illness or injury includes a reference to mental illness or injury.
- 7) Leave taken as time off for dependants shall be treated as duty.