Tel. Address: "Emblaz, Sowest, London."
Tel. No. VICtoria 4433.
Any communication on the subject of this letter should be addressed to:-
The Under Secretary of State.

HOME OFFICE,
Fire Brigades Division,
Cleland House,
Page Street,
London, S.W.1.

20th June, 1940.

Sir,

Police and Firemen (Employment) Order.
F.B. Circular No.81/1940.

I am directed by Sir John Anderson to transmit to you the accompanying copies of documents setting out certain measures which are being taken to augment the strengths of the auxiliary police and fire services where necessary for the maintenance of essential police and fire services, and maintain them at the necessary level. The principal objects are two-fold -

(a) to prevent the withdrawal of trained personnel from the police and fire brigade services to take other employment, or for other causes except in case of necessity or where their services are even more urgently required for the armed forces or other work of national importance. This is dealt with in an Order of the Secretary of State under Regulation 29B of the Defence (General) Regulations (See Annexure A) requiring persons serving in whole time paid capacity as constables or as members of a Fire Brigade or of the Auxiliary Fire Service to continue in that employment unless their services are dispensed with by the Chief Officer of Police or the Chief Officer of the Fire Brigade, as the case may be;

(b) to secure additional personnel for whole time service, where necessary, to meet urgent requirements. This is dealt with in Annexure B;

It will be seen that the general effect of the Order set out in Annexure A and the scheme for the selection of personnel for police or fire brigade service as set out in Annexure B is to place members of these services in an analogous position to those serving in the armed forces, in the sense that they are required to continue in their service unless and until they can no longer render effective service or their services are more urgently needed elsewhere. Accordingly, all members of these services, whether of military age or not, may be satisfied that they are serving where there is most need for their skill and experience.

The Secretary of State desires to emphasise the importants of these measures, and to ask that steps may be taken to bring them, as soon as possible, to the notice of all concerned.

A copy of a notice which is to be broadcast and issued to the Press will be forwarded to you.

I am, Sir,
Your obedient Servant,

A. L. Dixon.

The Clerk of the London County Council,
The Town Clerk,
The Clerk to the District Council,
The Chief Officer of the Fire Brigade.
Issued to all fire authorities and Chief Officers of fire brigades in England and Wales.

ANNEXURE A.

1. Subject as hereinafter provided, any person who is on or after the date of this Order -

(i) employed as a constable, or

(ii) in the service of a local authority and employed as a member of a fire brigade or of the Auxiliary Fire Service.

is required to continue in such employment until his services are dispensed with in accordance with the provisions of Article 2 of this Order.

2. The services of any person employed as aforesaid or of any class or description of persons so employed may be dispensed with by the Secretary of State and, in the case of a person employed as a constable (including a constable who acts or is employed as a fireman), by the chief officer of police or, in the case of any other person, by the chief officer of the fire brigade.

3. This Order shall not apply to a person who is employed without remuneration or to a person who is not employed whole-time.

4.-(1) This Order may be cited as the Police and Firemen (Employment) Order, 1940.

(2) This Order shall not extend to Scotland.

Notes on Annexure A.

(1) The Order applies to all regular members of a police force, members of the First Police Reserve and the Police War Reserve and full time special constables, and to whole time members of public fire brigades and whole time paid members of the Auxiliary fire service. It would also apply to attested members of the Women's Auxiliary Police Corps.

(2) It will be observed that the Order leaves it to the Chief Officer of Police and the Chief Officer of the Fire Brigade to determine whether the services of any person to whom the Order applies shall be dispensed with, subject, however, to the provisions of Article 2 under which the services of any person or class of person may be dispensed with by the Secretary of State.

At the date of this circular no such directions have been given and it is not the intention of the Secretary of State to intervene, in any ordinary circumstances, in the determination of individual cases: Chief Officers of Police and Chief Officers of Fire Brigades should, however, have due regard to the Secretary of State's further observations in these notes.

(3) It may be that some few individuals affected by the Order may leave the police or fire brigade service before its provisions became generally known or the Chief Officer is in a position to exercise his discretion under the Order. It is not the Secretary of State's intention that such persons should be recalled, but persons who have given notice of resignation but are still serving are subject to the provisions of the Order and may be required to continue in their employment at the Chief Officer's discretion.

(4) The following are cases in which a person may properly be allowed to leave his employment :-

(a) reasons of health or very urgent private affairs, where these cases cannot be met by the grant of temporary leave;

(b) where the person possesses special skill or experience which is urgently required for other work of national importance and he is designated for such work by the Ministry of Labour and National Service. This will apply in particular to persons normally in a reserved occupation who have been recruited for the Auxiliary Fire Service while unemployed, if and when notified that their services are required in their normal occupations;

(c) where the person is found on any ground unsuitable for further service, in which case he may be discharged subject to the usual notice. In such cases the local Employment Exchange should be informed.

The possibility of more remunerative employment is not one of the grounds on which the discretion to release a person should ordinarily be exercised.

(5) A person affected by the Order is not entitled to claim release to join one of the Armed Forces, except in pursuance of a calling up notice. His release for this, as for other forms of service, is at the discretion of the Chief Officer, subject, in this, as in other cases, to Article 2 of the Order.

ANNEXURE B.

Persons who were 29 on the 31st December, 1939, will register on Saturday next the 22nd June. A public announcement is being made tomorrow intimating that arrangements are being made by which men aged 30 or over, including men who have reached the age of 30 and will be registering on Saturday next, if not already in a reserved occupation may apply to enter the Auxiliary Police or Fire Services and, if accepted for whole-time service, will be directed by the Government to enter that service and to remain in it until further notice; men who wish to enrol will be advised in the announcement to apply at once at the local police or fire station where they will be able to obtain particulars of the conditions of service. A copy of the broadcast announcement will be sent to you.

Persons who apply should be given the usual particulars of the conditions of service and informed whether or not recruits are required; in areas where recruits are required, Chief Officers should also take steps to make the fact known in the locality. If applications to join the Auxiliary Police or fire services are received under this Scheme in places where there is no immediate need of additional whole time personnel the Chief Officer should use the opportunity to obtain from among the applicants who are not likely to be called up in the near future additional recruits for whole time service when vacancies occur or for part time service.

It will, of course, be for the Chief Officer to make the actual selection and to have the selected applicants medically examined. When a candidate has been selected the Employment Exchange at which he has registered should immediately be notified in order to prevent his being called up for service in H.M. Forces.

Every man appointed under these arrangements will be the subject of a formal direction by the Minister of Labour under Regulation 58A of the Defence Regulations, requiring him to serve in the Police War Reserve or the Auxiliary Fire Service, as the case may be, until further notice or until he is released by the Chief Officer. The procedure to be adopted in this regard will be as follows:-

(a) after the necessary enquiries have been carried out and the candidate has been medically examined, the Chief Officer should notify him that he has been appointed and should inform him of the date on which he should report for duty;

(b) the Chief Officer should at the same time complete a form of direction under Regulation 58B, to be signed at the local Employment Exchange on behalf of the Minister of Labour, requiring the candidate to undertake service in the Police War Reserve or the Auxiliary Fire Service, as the case may be; forms for the purpose will be supplied in due course;

(c) the Chief Officer should send this form to the local Employment Exchange with the particulars referred to in the following paragraph.

When examining candidates it will be necessary to follow the usual procedure of verifying from the Employment Exchange that they are not in a reserved occupation and it will, no doubt, also be desirable to ascertain that they have not registered as Conscientious Objectors. When a candidate who has been registered has been accepted, the appropriate office of the Ministry of Labour, i.e. the office of which particulars are given on the back of the registration certificate (N.S.2) should be furnished with his name, address, date of birth and the registration number given on the registration certificate. The notification should state explicitly that the man has been engaged as a member of the Police War Reserve or Auxiliary Fire Service.