No. 399.

## THE POLICE LAW, 1947.

# REGULATIONS MADE BY THE COMMISSIONER OF POLICE, WITH THE APPROVAL OF THE GOVERNOR, UNDER SECTION 58.

In exercise of the powers vested in me by section 58 of the Police Law, 1947, I, the Commissioner of Police, with the approval of the Governor, do make the following regulations :-

1. These regulations may be cited as the Police Regulations, 1947, Short title. and shall come into force on the 1st January, 1948.

2. In these regulations, unless the context otherwise requires-

" barracks" means any building or premises used by the Force, for tation. the purposes of these regulations; "Division" and all cognate expressions means a Police Division

or District under the supervision of an officer; "Force Order" means any order issued by the Commissioner for

the good order and government of the Force and for the guidance of police officers in the execution of their duties;

"Law" means the Police Law, 1947;

"officer" means any police officer of or above the rank of Inspector;

station " means a police station.

#### DISTRIBUTION OF THE FORCE.

3. The distribution of the Force shall be as it may be directed by the Distribution. Commissioner, from time to time.

4. The Commissioner may require any police officer to reside in any Residence. part of Cyprus and in such Government quarter or hired building and to pay therefor such rent, as may be prescribed by the Commissioner.

### DUTIES OF OFFICERS.

5. The Commissioner shall furnish, annually, for the information of Annual the Governor, a comprehensive report of the state of the Force and the Report. state of crime in the Colony.

6. The Commissioner shall visit and inspect all Divisional Headquarters Inspections. not less than once in each year and as many stations as practicable, during the year.

7. The Commissioner shall afford police officers, who may desire Complaints. to bring to his notice any complaint, every opportunity for doing so.

8. The Commissioner may, from time to time, issue Force Orders, Force Orders. which shall be complied with and observed by police officers.

9. The Commissioner shall assign to police officers such duties as he Duties. considers necessary for the maintenance of the efficiency of the Force.

10. An officer in charge of a Division shall have immediate command Command of and superintendence of the Force stationed from time to time within the Divisions. Division and shall be subject to the supervision of the Commissioner of the District.

11. A Superintendent, when duly appointed by the Governor to be an Assistants Assistant Commissioner of a District, may be delegated with such duties to District of the Commissioner of the District, as the Commissioner of the District Commismay deem expedient to delegate to him with the approval of the sioners. Commissioner of Police.

12. Unless otherwise provided, officers shall take command and Command precedence on all occasions according to their rank and seniority, but and preceshall not assume any control or authority on the grounds of seniority out dence. of their Division unless under specific instructions from the Commissioner.

Interpre-

Absence.

Reporting on leave.

Custody of property, etc.

Band property.

Bandmaster.

Responsibility for discipline, etc., in stations.

Obedience to Orders.

Complaints to Divisional Officers.

Communications and applications.

Borrowing money.

Lending money.

Civil actions.

Political activity forbidden. 13. No officer shall absent himself from his Division, station or post without the permission of the Commissioner.

14. Officers from Divisions on leave of absence or otherwise at Nicosia and on first appointment shall report themselves personally to the Commissioner.

15. An officer in charge of a Division shall have charge of all public moneys issued for the use of the Force under his command, and shall account for such moneys to the Treasurer, through the Commissioner, at such times and in such form as the Treasurer may direct.

16. The Bandmaster shall be responsible to the Commissioner for the training and efficiency of the Police Band and for all Band property.

17. The Bandmaster shall, if occasion arises, act as a police officer and in such case he shall rank as an Assistant Superintendent.

# DUTIES OF POLICE OFFICER IN CHARGE OF A STATION.

18. The police officer in charge of a station shall—

- (a) be responsible for the discipline, training and appearance of the men under his command, the order and cleanliness of the barracks, the condition of the horses, the arms, ammunition and appointments and every article of public property committed to his charge;
- (b) be responsible for the proper control of his station area and for the prevention and detection of crime in such area;
- (c) have control and charge of all station books and records and shall be responsible that they are properly kept.

#### Discipline of the Force.

19. Officers shall be responsible for the strict compliance and observance of all Force Orders and standing directions issued from time to time and they shall not issue any orders at variance with any such Orders or directions.

20. A police officer who considers that he has just cause of complaint or a grievance may see the officer in charge of the Division, who shall enquire into the complaint or grievance; or, if he so wishes, he may ask for an interview with the Commissioner.

21. All communications or applications of any nature from police officers shall be forwarded through the officer in charge of the Division to the Commissioner.

22. Police officers are forbidden to borrow money from any other police officer or from police canteens.

23. Police officers are forbidden to lend money to any member of the public or to any other police officer.

24. A police officer, before taking any civil action before any Court, shall notify the Commissioner and seek his permission to proceed.

25. Police officers are forbidden to—

(a) take part in any political propaganda;

(b) interest themselves directly or indirectly in any way in any public electioneering campaign :

Provided that police officers who are qualified to vote at any election may freely use their right of voting.

26. Unless in the execution of their duty in that connection, police officers are forbidden to hold or to take part in any procession, demonstration or meeting unless with the permission of the Commissioner.

Processions, etc.

#### OFFENCES.

27. Any police officer who does any of the following acts shall be Offences. deemed to have committed an offence against discipline under these regulations and be liable to the punishment prescribed thereunder :---

(1) is insubordinate;

(2) disobeys or fails to comply with or observe any lawful order given to him by his superior in rank, whether verbally or in writing, or by authorized signals on parade;

(3) is disrespectful in word, act or demeanour to his superior in rank;

(4) uses abusive or insulting language to, or quarrels with, any police officer;

(5) is guilty of any oppressive conduct towards an inferior in rank;(6) forces a sentry;

(7) loses by neglect, alters, damages or fails to report any damage to, any of the articles of clothing, arms or accoutrements issued to him or any Government property committed to his charge;

(8) is inattentive on parade or talks, or otherwise misbehaves himself on parade;

(9) is late for parade;

(10) parades for duty, dirty or untidy in his person, arms, clothing or accoutrements;

(11) is drunk on or off duty;

(12) drinks spiritous or alcoholic liquor on duty;

(13) enters any place licensed for the sale of spiritous liquors when on duty, except when his presence is required there in the execution of his duty;

(14) smokes when on duty;

(15) fails to work his beat or patrol properly or is irregular on beat, sentry or patrol;

(16) idles or gossips or sits or lies down without cause when on duty;

(17) fails to attend to any reasonable request made to him by any member of the public;

(18) leaves his beat, patrol, point or other place to which he has been ordered, without permission;

(19) uses unjustified violence to, or ill-uses, a prisoner;

(20) permits a prisoner to escape;

(21) is guilty of neglect of duty;

(22) when knowing where an offender is to be found fails to report or effect his arrest;

(23) neglects to assist any person injured or taken ill in public;

(24) omits to make any necessary entry, which it is his duty to make, in any official document, book or paper;

(25) is guilty of any prevarication at any enquiry;

(26) overholds any complaint or report against any police officer; (27) makes or joins in making any anonymous complaint;

(28) signs or circulates any petition or other document or calls or

attends any meeting to discuss any subject connected with the Force, without the sanction of the Commissioner;

(29) makes any frivolous or vexatious complaint;

(30) receives or accepts directly or indirectly any gratuity, present, subscription or testimonial without the knowledge and permission of the Commissioner;

(31) incurs debt without any reasonable prospect of paying the same, or having incurred any debt makes no reasonable effort to pay the same;

(32) divulges any matter or thing which it is his duty to keep secret;

(33) conveys, directly or indirectly, any information concerning any warrant or summons which is about to be issued against any person;

(34) communicates to the press or any unauthorized person matters connected with the Force without leave from the Commissioner;

(35) is absent from duty without leave;

(36) malingers or feigns sickness, or reports sick without due cause, or conceals any venereal disease or contagious disease, or neglects or fails to report the fact if he is suffering from the same;

(37) becomes incapacitated for duty by his own misconduct; (38) gambles or permits or fails to report gambling in police stations or barracks;

(39) is wanting in civility to any member of the public;

(40) is guilty of any improper conduct or brings discredit on the Force ;

(41) is improperly or incorrectly dressed when in uniform;

(42) acts in contravention of or fails to comply with or observe any of these regulations.

PUNISHMENTS.

28. For any offence against discipline under these regulations the Commissioner may order—

(a) in the case of an officer, suspension from duty pending reference to the Governor;

- (b) in the case of a non-commissioned officer or constable—
  - (i) admonition, reprimand, severe reprimand, or a fine not exceeding ten days' pay, or confinement to barracks for a period not exceeding twenty-eight days, or confinement to barrack cells for a period not exceeding seven days;
  - (ii) with the approval of the Governor, dismissal from the Force or reduction to a lower grade or rank.

29. Every offence against discipline under regulation 27 committed by a non-commissioned officer or constable may be enquired into and tried by a Superintendent:

Provided that the offences set out in paragraphs (1), (5), (11), (19), (20), (25), (26), (28), (30), (32) and (34) shall be tried by a Superintendent only with the consent of the Commissioner previously obtained which shall appear on the record.

30. A Superintendent may award the following punishments, which shall be subject to confirmation by the Commissioner, who may increase, reduce or annul the punishment as he sees fit :---

(a) in the case of a non-commissioned officer-

- (i) admonition, reprimand or severe reprimand;
- (ii) imposition of a fine not exceeding three days' pay;
- (b) in the case of a constable—
  - (i) imposition of a fine not exceeding three days' pay;
  - (ii) admonition, reprimand, severe reprimand or order for confinement to barracks for any term not exceeding fourteen days or for the forfeiture of privileges.

31. No punishment entailing an ontry in the police officer's service register shall take effect until the confirmation of the Commissioner has been received.

32. Police officers confined to barracks shall perform such duties in or out of barracks, as they may be directed by their superiors.

33. All offences committed by officers against discipline under these regulations shall be enquired into and tried by the Commissioner.

Punishments.



Jurisdiction of Superintendent.

Punishments by Superintendents.

ment of punishment. Confinement to barracks. Enquiry into

offences by Officers.

Commence-

### ARREST.

34. The Commissioner alone shall have the power to place a Arrest of Superin-Superintendent under arrest. tendent.

35. When an officer is placed under arrest, an immediate report of Report of the fact and the circumstances of the arrest is to be made to the Governor arrest. by the Commissioner.

- (a) open arrest, when a police officer shall be deprived of all privileges of arrest. and leave until his case has been finally dealt with, attending however all parades and doing duty as required;
- (b) close arrest-
  - (i) in the case of an officer, when he shall be confined to his quarters under guard;
  - (ii) in the case of a non-commissioned officer or constable, when he shall be confined in a lock-up or guard room.

37. An officer under arrest will remain in uniform and, if under close Officer unarrest, in his own quarters.

der arrest to remain in uniform, etc.

38. Any police officer who, whilst under arrest, is guilty of misconduct Misconduct may be confined in the lock-up of the station at which he may be at the under arrest. time.

39. When a non-commissioned officer or constable is placed under Removal of close arrest, his whistle, baton, arms and ammunition shall at once be accoutregiven up by him to the police officer in charge of the guard room or the ments on arrest. station in which he is first placed under arrest.

40. Any police officer placed under arrest who at any time complains Illness of of illness shall be seen by the District Medical Officer, who shall be sent police officer for at once.

41. When a police officer is placed under arrest charged with any Arrest on criminal offence, he shall remain under close arrest until further instruc- charge for tions are received from the Commissioner.

42. Save with the permission of the Commissioner, a police officer placed Close arrest, under close arrest shall not be detained under such arrest for a longer time limit. period than twenty-four hours:

Provided that no close arrest shall continue for a period exceeding 8 days.

43. A police officer shall not be arrested in a public place, if it can be Police offiavoided, for any offence against these regulations, but should be ordered cers not to to return to barracks. in public.

### PROCEDURE AT ENQUIRIES.

44. All charges shall be enquired into and disposed of with all Enquiry practicable expedition.

45.--(1) A police officer shall have a right to be present during the Mode of whole of the trial of any offence with which he is charged so long as he enquiry conducts himself properly; if he conducts himself improperly, the officer into offences. conducting the trial may direct him to be removed and proceed with the trial in his absence making such provision as it may appear sufficient for his being informed of what passes at the trial and for the making of his defence.

(2) The officer trying any police officer charged with any offence shall explain to him the charge against him and shall call upon him to state whether he admits the charge or not.

be arrested

into charges not to be delayed.

Types

arrested.

criminal offence.

If the accused refuses or is unable by reason of physical infirmity to make a reply to the charge, the officer shall proceed to hear the charge in the same manner as if the accused had not admitted it.

(3) If the accused does not admit the charge the officer shall proceed to hear witnesses in support of the charge; every such witness shall be examined on oath and the accused shall have the right to cross-examine him.

(4) When the witnesses in support of the charge are heard, the officer shall inform the accused that he may make any statement he pleases as to the charge against him and call witnesses in his defence, or that he may give evidence upon oath but that in the latter case he may have to answer such questions as the officer may put to him.

(5) The officer shall take down in writing the notes of evidence and after recording his decision shall sign the record of the proceedings.

#### SERVICE REGISTERS.

46. All such punishments as may be directed in Force Orders shall be recorded in the police officer's service register and shall be signed by the officer inflicting such punishment.

47. Promotions, the grant or deprivation of good conduct pay or merit allowance, musketry classification, re-enlistment, leave granted, medical history and all matters appertaining to a police officer's service shall be entered in the police officer's service register, as they occur.

#### GOOD CONDUCT BADGES AND ALLOWANCES.

48.-(1) Badges and allowances for good conduct may be granted to duct badges. non-commissioned officers and constables, as follows :----

1st badge after 2 years' uninterrupted good conduct;

2nd badge after 2 further years' uninterrupted good conduct; 3rd badge after 4 further years' uninterrupted good conduct; 4th badge after 4 further years' uninterrupted good conduct:

Provided that any such badge or badges may be granted by the Commissioner, at his discretion, to non-commissioned officers and constables for special service or intelligence and irrespective of their period of service.

(2) In this regulation "uninterrupted good conduct" means that no punishment, other than confinement to barracks of not more than seven days, a reprimand, an admonition, or loss of privilege, has been awarded. When a punishment, other than the punishments herein mentioned, is awarded the period of uninterrupted good conduct shall be deemed to be broken and to start again on the day following that on which the offence was committed.

(3) Each of these badges will carry a monthly allowance to be fixed by the Governor.

(4) The badges shall be worn on the left arm below the elbow and shall be as follows:

one badge-one white chevron.

two badges-two white chevrons.

three badges-one silver chevron.

four badges-one silver and one white chevron.

49. Where a non-commissioned officer or constable-

- (a) is punished twice within six months with a punishment which is entered in his service register, the last earned badge shall, unless the Commissioner otherwise directs, be withdrawn;
- (b) is reduced in grade or sentenced by a Court, the last two badges earned shall, unless the Commissioner otherwise directs, be withdrawn,

Service Registers.

Promotions, etc.

Good con-

Forfeiture of badges and allow. ances.

50.-(1) Badges for good conduct which have been forfeited shall be Regaining regained by a period of uninterrupted good conduct equal to half the of badges. period by which the badge was originally earned.

(2) Badges for special service or intelligence which have been forfeited shall not be regainable.

51.-(1) A merit allowance, the amount of which is to be fixed by Merit the Governor, will be awarded to all constables who are in possession of allowance. four good conduct badges and have completed 20 years' service.

(2) Officers in charge of Divisions will forward the names of candidates to the Commissioner for approval.

(3) On the award of the merit allowance to any constable, the fourth good conduct badge (white chevron) will be replaced by a silver chevron.

# LEAVE.

52.-(1) Leave to officers shall be governed by Cyprus General Leave to Orders and Leave and Passage Regulations as in force from time to time. officers, etc.

(2) Non-commissioned officers and constables may be granted vacation - leave, sick leave, half-pay leave and leave without pay in accordance with the Cyprus General Orders relating to such leave in respect of officals paid from Personal Emoluments.

(3) Non-commissioned officers or constables on leave will be supplied with a pass, signed by the officer in charge of the Division, which must be produced when required by any police officer of superior rank and delivered up on the expiration of the leave.

(4) Non-commissioned officers and constables proceeding on leave from one Division to another or from one station area to another must report their arrival to the nearest station of that Division or area and produce their leave pass for inspection. Non-commissioned officers and constables proceeding to Nicosia will report their arrival to the Staff Officer, Police Headquarters. On their return to duty, non-commissioned officers and constables will similarly report their departure to the station at which they reported their arrival.

(5) Leave shall not be granted to any non-commissioned officer or constable who is undergoing punishment or who is charged with any offence which has not been finally dealt with, or who has had a punishment entered in his service register within two months prior to his application for leave.

53.-(1) Subject to a certificate by a Government Medical Officer Sickleave. sick leave may be granted to non-commissioned officers and constables.

(2) Sick leave will commence from the date the non-commissioned officer or constable is placed on the sick list.

(3) A monthly report will be made to the Commissioner of all noncommissioned officers and constables on the sick list.

54. Any non-commissioned officer and constable on any leave or pass Recall may be recalled at any time and thereupon shall at once return to his from leave. station.

55. Non-commissioned officers and constables shall be permitted to Permission wear plain clothes on leave, if authorized in accordance with Force Orders. to wear

#### TRANSFERS.

56. The Commissioner may, at his discretion, transfer any police Transfers by officer from one Division or station to another; such transfer shall be at Government's expense but shall not exceed the rates fixed by the Commissioner from time to time:

Provided that transfers of officers shall be subject to the approval of the Governor.

plain clothes when on leave.

Commissioner.

Exchanges.

Transfer for misconduct.

Transport and subsistence to police officers.

Travelling expenses when attending Assize Court.

Medical and Dental attendance.

Officer in charge responsible for stores.

Promotion system.

57. Subject to the approval of the Commissioner, requests for exchanges between police officers from one Division to another may be considered when both parties to the exchange are prepared to pay their own transport expenses.

58. When any police officer is transferred from one station to another on account of misconduct, he will not receive transport expenses.

### TRAVELLING AND SUBSISTENCE.

59.—(1) Police officers travelling on public service will be allowed transport and subsistence as laid down in the Cyprus Travelling Regulations and General Orders in force for the time being.

(2) All travelling and subsistence claims shall be signed by the officer in charge of the Division and forwarded to Headquarters for approval by the Commissioner.

60. Police officers summoned to appear and give evidence before the Assize Court who, in obeying the summons are put to actual expense in travelling, shall apply to the Registrar of Court to tax their bill for actual travelling expenses and shall apply for payment of same.

#### MEDICAL ATTENDANCE.

61.—(1) Police officers will receive free medical attendance and limited dental treatment and medicine from Government Medical Officers and Government dispensaries, but if admitted as in-patients in any Government hospital they will pay to the hospital fund a fee in accordance with any rules and regulations governing such hospital.

(2) Wives and families of non-commissioned officers and constables who joined the Force before the 1st March, 1942, shall receive free medical attendance and medicines at all Government dispensaries and hospitals but, if admitted as in-patients in any Government hospital, they shall pay for their board and lodging the fees prescribed by any rules and regulations governing such hospital.

(3) Police officers while in hospital shall submit to all hospital rules and regulations.

(4) Any police officer breaking any of the hospital rules and regulations or disobeying any instructions of the Medical Officer shall be deemed to have committed an offence against discipline under these regulations and shall be dealt with accordingly.

### STORES.

62.—(1) Every police officer in command of any body of the Force shall have charge of all arms, accoutrements and ammunition, clothing and other public stores belonging or appertaining to the Force under his command, for each and all of which he shall account to the Commissioner as may be directed.

(2) The Commissioner may, as he sees fit, issue clothing, accoutrements and necessaries to police officers.

### PROMOTIONS.

63.—(1) Promotions of non-commissioned officers and constables shall be in accordance with such "Promotion System" as may be laid down in Force Orders, and shall be made by the Commissioner at his discretion from time to time.

(2) Applications for promotion shall on no account be made, either verbally or in writing, and no direct or indirect attempt to procure promotion other than by a zealous performance of duty, shall be made by any police officer.

# DRILL AND MUSKETRY.

64.—(1) Every police officer shall be trained and exercised in squad Foot and mounted drill and in baton drill as may be laid down in Force Orders.

(2) Mounted non-commissioned officers and constables shall be drill. trained and exercised in mounted drill as may be laid down in Force Orders.

65. Every non-commissioned officer and constable shall undergo a Musketry. course of musketry training as may be laid down in Force Orders.

## MOUNTED POLICE.

66.-(1) An advance, the amount of which shall be fixed by the Purchase Commissioner with the approval of the Governor from time to time, shall advance for be made to a police officer, on first appointment to the Mounted Branch mounted police of the Force, for the purpose of purchasing a suitable horse and saddlery officers. or a motor cycle, as the case may be; every such advance shall be repaid in monthly instalments of an amount to be fixed by the Commissioner with the approval of the Governor.

(2) Any police officer whose horse is certified by the Chief Veterinary Officer to be unfit for further service and is subsequently cast from the Force, may receive an advance to enable him to purchase another horse, as the Commissioner may direct.

67.—(1) The following allowances, at rates fixed by the Commissioner Allowances. with the approval of the Governor shall be paid to mounted police officers :--

(a) a deterioration allowance in respect of his horse;

(b) a saddlery allowance;

(c) a monthly forage allowance.

(2) A horse allowance may, when deemed necessary, be paid to mounted police officers who owe money to Government in respect of advances made for the purchase of horses; such an allowance is payable only until the advance is repaid in full and shall be at a rate fixed by the Commissioner with the approval of the Governor.

68. In the event of a horse of a mounted police officer dying or having Death, etc., to be cast or destroyed, compensation shall be paid to the owner as the of a horse. Commissioner may direct.

69. No police officer's horse may be sold or exchanged without the Sale or prior sanction of the Commissioner.

70. Police officers, on appointment to the mounted police, will be Saddlery of required to purchase saddlery of regulation pattern.

71.-(1) Manure from police officers' horses shall be sold as may be Manure directed by the Commissioner and there shall be established a "Manure Fund. Fund " into which all moneys received from the sale shall be paid.

(2) The administration of the Manure Fund shall be in the hands of the Commissioner and such fund shall be applied by him for such matters beneficial to the Force in general as he may deem fit.

## POLICE FINES AND REWARDS FUND.

72.-(1) There shall be established a fund to be known as "The Police Police Fines and Rewards Fund" and the following shall be paid into the Fund :--- Fines and

- (a) all money standing to the credit of the Fund administered under Rewards the General Police Fund Orders, 1936 and 1940 (repealed by <sup>Fund</sup>.
  - these Regulations), as provided in section 59 (3) of the Law:
- (b) all fines payable into the Fund under section 35 of the Law;

exchange of horses.

regulation pattern.

- (c) all moneys derived from the sale of unclaimed property found or handed over to the Police, after deduction of such payments as the Commissioner may direct;
- (d) any donation, subscription, or money received by the Commissioner for the specific purpose of reward or payment to, or benefit of, police officers, either individually or collectively.

(2) All the revenues of the Fund shall be paid to the Treasurer and shall be credited to the Police Fines and Rewards Fund.

(3) The Commissioner may pay rewards from the Fund to police officers-

(a) for special acts of bravery;

- (b) for valuable intelligence acquired by personal risk, hardship or unusual skill;
- (c) for other special or meritorious services :

Provided that, except with the prior sanction of the Governor, no single payment above the sum of ten pounds shall be made and that no payment shall be made to any police officer amounting in the aggregate in any one financial year to more than ten pounds.

(4) The Commissioner may make contributions from the Fund for the purpose of equipment for recreation rooms, for sports, and for any other purpose for the good or well-being of the Force :

Provided that no single contribution above the sum of ten pounds may be granted without the prior authority of the Governor.

(5) A record of all receipts and payments of the Fund shall be kept in the office of the Commissioner and all accounts, vouchers, receipts and entries shall be subject to audit by the Principal Auditor.

(6) All expenditure from the Fund shall be made solely under the authorization of the Commissioner.

## UNIFORM AND ARMS.

73.—(1) The uniform of officers who are members of the Colonial Police Service shall be of such type as may be laid down for that Service by the Secretary of State.

(2) The uniform of other officers shall be such as may be laid down in Force Orders, with the approval of the Governor.

(3) The type of uniform to be worn by non-commissioned officers and constables shall be such as may be laid down in Force Orders, with the approval of the Governor.

(4) All members of the Force below the rank of Assistant Superintendent shall receive a free issue of uniform on a scale to be laid down by the Commissioner from time to time.

(5) The Force shall be armed with such weapons as the Governor may from time to time direct.

74. All rules and regulations relating to the good order and government of the Cyprus Military Police hitherto in force and the General Police Fund Orders, 1936 and 1940, are hereby repealed without prejudice to anything done thereunder.

Made with the approval of the Governor, this 16th day of December, 1947.

J. H. Ashmore, Commissioner of Police

(M.P. 474/38/2.)

Uniform and arms.

Repeals.