

BLUE LIGHT PROGRAMME
Mind's Blue Light Programme has been raising awareness of poor mental health. **P32**



Police Resettlement magazine

Police pensions

Police Pensions have a long history, dating back to 1829.

Supporting our emergency services heroes

PC David Rathband knew first-hand what it was like to be injured in the line of duty.



POLICE INTO PRIVATE SECTOR

We have been supporting police officers as they leave policing for over five years now, having set up Police into Private Sector (PiPS) in early 2011. **P10**

THE CANTERBURY CENTRE FOR POLICING RESEARCH

Research undertaken by members of the Centre will be both strategic and practical. **P20**

CAREER BREAK OR RESIGN

Paul Gibb travelled to London with his joining pack and a small bag. He was looking for a career break. **P30**

BECOMING A LOCKSMITH

An increasing number of service leavers are joining the locksmith industry which is welcoming them with open arms. **P42**

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// I would thoroughly recommend this masterclass to anyone serious about promotion. The knowledge from a experienced recruitment professional combined with that of a police consultant really makes a top class course. //

Daniel, MPS Sergeant

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A NATURAL PROGRESSION

How an award winning Bobby found a rewarding business after retirement

Following a 10 year Army career in which he served in Germany and the Falkland Islands Ian Northcott B.E.M, joined the Police Force and had a varied 23 year career in central Birmingham.

During that time he spent ten years on the Police Helicopter, was involved in training and enjoyed working with the Prince's Trust. Ian says "Both the Army and the Police involve being active outdoors and a lot of variety and I knew that when I retired I would need to ensure I did something similar so when I discovered Nordic Walking, I knew instantly it was for me – I love working with people and to be able to help them improve

their health and fitness whilst having fun is just the perfect fit". Ian now runs his own outdoor fitness business Mercian Nordic Walking where he and two supporting Instructors deliver classes for all levels from Ultimate nordic circuits to wellbeing walks. Nordic walking is derived from cross country skiing and it's amazing how a simple pair of poles can provide a workout similar to being on a cross machine with the right teaching.

During his Police Career Ian had gained notoriety as the 'Busking Bobby' following an impromptu rendition of Oasis with a Birmingham busker one Christmas. He launched a charity for the Homeless called Socks and Chocs (www.socksandchocs.co.uk) for which he was awarded the British Empire medal this year. Now he regularly breaks into song about his new career and his fun videos have inspired many to join his band of over 200 clients across three local Towns. It's exactly a year since he began his training with Nordic Walking UK and Ian says he is loving every minute. "I chose the Delivery Partner option as I wanted a proper business with support to help me navigate the transition from public servant to being a successful business owner and fitness professional. If you have the drive to succeed, NWUK supports you all the way". He says.



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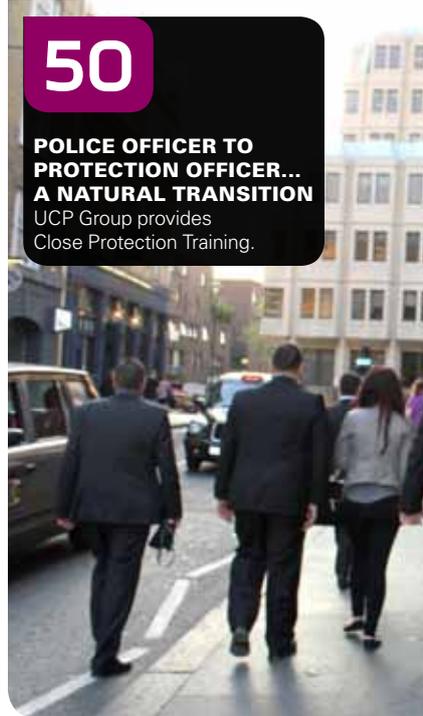
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Welcome...

Welcome to the Winter 2016 issue of Police Resettlement magazine.



Our last few issues have been generating lots of interest on social media, and we hope you have enjoyed reading hard copies that are freely available in parade rooms and front desks.

To ensure you never miss an issue you can subscribe for free online and have each issue sent to your email address, visit www.policeresettlement.com/subscription and simply include your name and email address to subscribe.

Our social media groups are growing and we appreciate all your comments, shares, likes and tweets we have received, please keep spreading the word about the magazine and lets us know what you would like to read more about in future issues.

This issue we look at a number of training and employment opportunities for those of you considering leaving the Police force, or those of you who are about to retire. We have some fantastic insights and case studies from a selection who have already made their transition. In addition we look at various courses and opportunities for those of you looking to enhance your career whilst still serving, or looking at gaining qualifications in preparation for your transition back to civilian life.

Due to the success of the last Police Resettlement Expo that took place back in October 2016. We are now working alongside Security Cleared Jobs to bring you the next Police Resettlement Expo. This will again take place at the QEII building in Westminster London on the 31st January. We hope to meet many of you

there so please come along and speak with members of our team who will appreciate your comments and listen to what you would like to see in future issues of our magazine. We will then confirm a date and venue for the Manchester Police Resettlement Expo which will take place in the summer before returning again in October to London. Eventually we will look to bring you more Police Resettlement Expos with Security Cleared Jobs and cover more areas across the UK with lots of great companies looking to offer their opportunities to you.

These magazines are free and designed to assist you all with career development whilst still serving as well as gaining crucial transitional support and advice when finally leaving service. Our advertisers are carefully selected to ensure they make your transition back to civilian life an easy one, please be sure to mention our magazine when contacting them as without them none of this is possible.

We hope you enjoy reading this issue and look forward to welcoming you to our groups on social media and becoming a subscriber to our digital copies.

You can subscribe for free on our website www.policeresettlement.com

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or join our LinkedIn group www.linkedin.com/groups/8422367

or search for Police Resettlement Magazine.

Steve Urban
Police Resettlement Editor



**PUBLIC SAFETY
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WHAT WE DO?

TSG's enhanced security services provide specialist support to safety plans, usually as an addition to existing security arrangements. TSG provide a number of different services, from ground operations to consultancy.

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Contact us on:

-  **03450 558 905**
-  **tsg-policing.org.uk**
-  **@tsg_policing**
-  **APPLY ONLINE TODAY**



The Police Resettlement EXPO is a one day recruitment event to assist people who have either left, or who are

looking to find a new career outside the police force. The EXPOs provide service leavers with the opportunity to meet with relevant companies that can assist with the transition into a new career including:

- CV writing
- LinkedIn profiling
- Financial advice
- Specialist recruitment agencies looking for law enforcement and policing experience
- Regional transfer opportunities
- Clients recruiting ex-police officers and staff with your skill set

Types of vacancies being recruited for on the day will include: Investigation, Fraud, Cyber Crime, Security, Policing Transfers,

Project Management, Surveillance, Training, Counter Terrorism, Close Protection, Advanced driving opportunities, Risk Management, Digital Forensics, Crime Scene Investigation, Intelligence and many more...

If you have worked within the police force, the skills and training that you have received, are often of interest to many other police forces who may be looking to recruit on a temporary basis when you retire / leave the force. We also have a high number of private sector companies interested in your skills which are highly transferable. Please visit one of our events to see which companies would be interested in you.

The Police Resettlement EXPO is proudly hosted by SecurityClearedJobs.com the largest Job Board in the UK that caters for jobs with a level of security clearance. We have

seen a dramatic increase in the demand for candidates with previous policing experience on the site and so decided to host the Police Resettlement EXPO to cater for this.

The first Police Resettlement EXPO was held in late 2016 at the QEII Centre, London. We had over 400 attendees for the initial EXPO and the feedback was very positive.

VISITING

Registration for the London 2017 EXPO will be opening soon if in the meantime if you would like to register your interest in attending please go to www.policeresettlementexpo.com.

EXHIBITING

If you are interested in exhibiting at the Police Resettlement EXPO please contact one of the team. The EXPO will provide you with the opportunity to meet with current

servicing police officers and staff that will be looking to change career in the near future or who may have left recently please go to www.policeresettlementexpo.com to register your interest.

CONTACT US

If you have any questions on the EXPO please do not hesitate in contacting us.

Tel: **020 8166 0616**

Email: expo@securityclearedjobs.com

www.securityclearedjobs.com

Our next EXPO is to be held in London again on the 31st of January QEII Centre Westminster London SW1P3EE
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Police into private sector

Police into Private Sector

We have been supporting police officers as they leave policing for over five years now, having set up Police into Private Sector (PIPS) in early 2011.



We had all experienced moving from the all encompassing environment of policing into the private sector as a steep learning curve. Not least because there did not seem to be anywhere to seek out tried and tested guidance to meet the needs of the very singular requirements of police officers and indeed police staff.

We realised how little help there was, and so set about offering all the services we would like to have used and I am delighted that Police Resettlement, with their outstanding reputation, is now available to everyone too.

LEAVING

Clearly if you leave after substantial service then the resettlement days are helpful, particularly if you have commutation to manage, but what about if you are outside of that?

What if you are leaving without 30 years' service, after 15 or 5 years? What if you need to know the best way to find the right jobs that suit your needs? What if you want to think beyond jobs using just your policing skills and wanted to augment them with new skills, new sectors for a fresh start?

This magazine is set to help you on your journey and we at PiPS are here to help you with the specifics, from CV's, career coaching and interview preparation and everything else along the way.

You will need a strong CV that will get read and not left in the pile of applications, one that stands out for all the right reasons. You will need to 'sell' yourself, because if you send a poor account of what you are capable of you will undoubtedly be passed over.

And when you have that CV where will you send it? Where will you source enough jobs to look at all possibilities? How do you find

the right roles? How do you make contact with people on the 'outside'?

And once you get to interview you will need to understand what might be different from 'job' interviews. How do you get to know what you need to understand and learn?

Oh dear, it is no wonder many people feel a real sense of dread mixed with the excitement of a new adventure.

Help is now at hand – but you will need to reach out and take action.

CHALLENGES (AND SOLUTIONS) FOR POLICE OFFICERS

Selling yourself

Clearly the culture of "don't get too full of yourself" has a place in policing. Arrogance and smugness are soon challenged and so one steps carefully – how horrifying it would be if anyone thought you were 'showing off'? This is helped by job speak – we understand who people are by their roles, rank and history. However, out in the private sector if you are not able to clearly state the value you bring, how will anyone know how good you are? There is a need for you to show what an asset you can be to employers, they do not have the time to unearth your skills and general wonderfulness! Make it easy for them to see you.

Understand the value you bring and be sure you demonstrate to potential employers the value you can add to their business. It is for you to reach out rather than waiting (and waiting.....) for someone to notice you and snap you up for the job of your dreams. Think of the saying – waiting for your boat to come in and add, yes it will, but I may have to swim out to meet it.

Networking

A horrifying concept for many police officers but don't worry, I can take that pain away for you. I have a theory that many years

WHAT WE KNOW AFTER FIVE YEARS IN THE FIELD

Working with many hundreds of former police officers, including increasingly those who are looking to leave policing early, we understand that although there are barriers to success, once you know what to update, change and modify, they are often quite manageable.

In policing circles, it is almost a proven science that word of mouth is still the favoured way of establishing who is worth speaking to. Which is not a bad

thing as there are many people who will jump on what seems like a current trend and end up delivering very little value.

Most of the people we have worked with over the years are recommended via word of mouth. We have been here for over five years now and continue to get people to interview through CV's that get read, by understanding both policing and the private sector and, of course, in truly knowing and being passionate about the value of police officers and what they are able to deliver.

spent being on the receiving of requests from others, many officers can be less than adept at reaching out and connecting with people and asking, appropriately, for support and guidance.

So, here are my tips, tried, tested and successful. Get onto LinkedIn if you are not there already. Connect with people you know and include everyone you have ever met, well the tolerable ones on the right side of the law perhaps. We have a group (<https://www.linkedin.com/groups/3933192>) with over 6,000 members who are all former or serving police officers or staff – you probably know quite a few of them already. Go and join if you are not already in there, have a look at the other members and get connecting.

From there connect with siblings, cousins and friends outside of policing. You are looking to diversify and add something new through people already established in other sectors. Then connect with people who you share other LinkedIn groups with. Groups are a great way to learn all about the new sectors you are interested in – what are they talking about? What do the terms they use mean? Almost by osmosis, you will start to understand new industries and that will potentially be invaluable at interview.

And do not forget to get in touch with past colleagues and indeed bosses who have successfully moved on. I would suggest that to make things easier you say from the outset that you are not asking them for a job but can you buy them a coffee and pick their brain on how they did it? What problems did they face? What did they wish they had known?

Isolation

When you leave or are thinking of leaving, policing, even when you have frankly had enough, there will be a time of transition, a time when you may feel that isolated and miss the better parts of policing. However, you are not alone you just need to connect and build your new world.

You may have thoughts about being the only one not working this out, wondering if you really have anything to offer and perhaps even whether you secure a new role to leave policing or if you will you work again after retirement. These are common reflections and you are not alone in these thoughts, nor are you alone in wondering how you will work out what you need to do. Police into Private Sector is invaluable if you feel a bit at sea, but you have to reach out and connect. You are not supposed to just 'know' all this. You have been busy policing and this is an area of expertise you may not have needed to visit before – and now with technology, it looks entirely different year on year.

Beliefs about who would want you

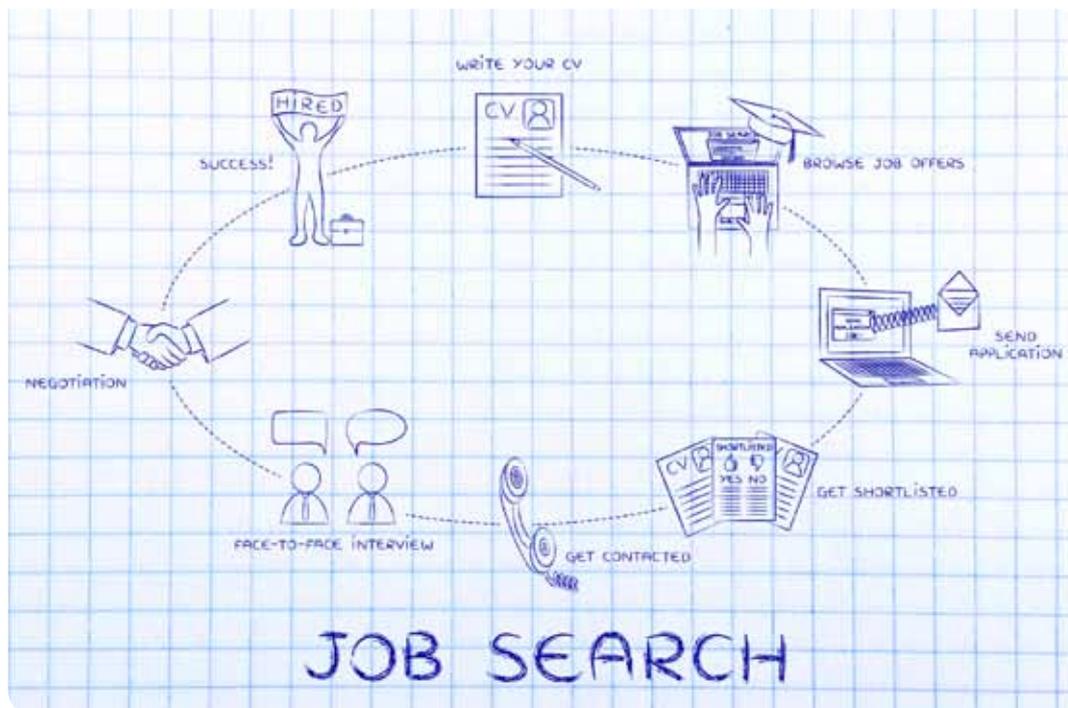
Recently, a client said to me "of course the biggest problem is that people do not want to employ former police officers". I was astounded – I had not heard comments like that for so long. This, I would suggest is an urban myth that may be used to licence the less determined, less capable perhaps, to step back. If you are reading this, then that is not, YOU!

It is true that some companies do not want to employ some police officers, but no more than that. Often companies do have problems understanding how policing skills would fit into their business but that can be solved by you making it clear what you can do and demonstrate the value you bring through a well thought out application or CV. Many employers are keen on former officers who are invariably, bright, engaged and keen to work hard.

You have nothing to prove

The good news is that you no longer need to present detailed evidence and proof. Say what you have done and what you have achieved as succinctly as possible, less is certainly more in this case. You absolutely need to mention achievements and be





ready to offer more information (but not excruciating detail) at interview. They will ask for more information on what they are interested in and you will not know exactly what they are looking for so do not try to guess by including everything about you in one CV.

How to move forward

- Get a good first start (or make a fresh start if you are not succeeding yet). Be aware that if you send a CV once many companies will not let you send it again. So make sure that first application is of the very best standard. If you really want the job and your skills fit the specifications then make sure you offer the very best account of yourself as you can. Please do not be too cool to express your keenness. Energy and enthusiasm are attractive and often irresistible.
- Start to narrow down the areas you are interested in. Use LinkedIn to look at a few

companies or roles and really explore them. You can always expand later or change direction. Just get started by looking around and let it develop – it is absolutely fine to not have a definitive view of your idea role when you start off. Just get started.

- Learn how to use LinkedIn properly – there is so much useful information on the website and, of course, job adverts galore. It is as safe as life is, do not include your date of birth or address (please do not attach your CV to your LinkedIn profile!) and remember it is not social media, it is business media. Behave on there as you would in business and you will be fine. It will act as a shop front for you, a really good profile will show you are I.T. literate and indicate an understanding of modern business.
- Think of your pension (if you have one) as a poison chalice. It can serve as a reason not to push harder – after all with a pension you will not starve. However, this

- is more than being just about the money, this is about a good standard of living and about intellectual stimulation. You need to be determined and keen – push on it a little, a bit scary perhaps but isn't that a fair price for a job that will engage and stimulate you and pay the bills? Perhaps ask yourself what action you would be willing to take if you needed the money to pay the electricity bill?
- Be open minded – you do not have to do what others have done. Think of companies you like the look of and investigate. There is a whole world of opportunities that you can access once you know how.

THINGS TO DO RIGHT NOW

If you get professional advice (and we are unequivocally the best for that!), make sure it is from someone who knows what they are talking about rather than just talking about what they 'think', find out what they actually know. What is their track record? Who have they helped succeed? How long have they been around? And of course, good old word of mouth. If you are talking to a professional they will not mind a bit, will not be offended and will entirely understand your questions.

Please note that it is a universal truth that your CV read by your partner/mother/best friend will often receive a glowing response. They know how good you are and probably hear of your work in detail and so will mentally fill in the missing parts. The only exception is, of course, if they work in recruitment, as a career coach or similar. Then, speaking from personal experience, they will often be painfully honest – this is good and will save you greater pain in the long term.

Do speak to others who have successfully moved and listen to their story – but know that yours will be different – you have different skills and a different personal approach perhaps. And no, you do not need to be an amazing at interviews – be authentic and do not over compensate and you will shine.

Go carefully on signing up for training courses that promise too much. Assurances that you will absolutely get employment after 'this' course make no sense. Look at the qualifications held by those who are already in the roles you are interested in or look at the qualifications requested on LinkedIn and job websites. If there is something there that is within your reach, then make sure you get to a good provider and by all means get learning. All too often I speak to people who have spent a small fortune on courses that lead nowhere.

Do not take on too much advice – everyone knows a little about a lot. You need to connect with those who know their art and have really hunkered down and understood the requirements rather than jumping on the nearest bandwagon. Quick and easy is often very unsatisfying in the longer term, take this seriously and you will thrive.

LAST THOUGHTS

- It is never too early to start preparing. LinkedIn is brilliant but takes time. Contacts are fabulous but you need to build relationships before people will be able to help you.
- Go to the Police into Private Sector Website (www.PoliceintoPrivateSector.co.uk) have a look around. Valuable Information is there just waiting for you.
- If you are on LinkedIn join the Police into Private Sector group and get talking and understand your next best moves. Again, lots of shared learning just waiting for you.
- Email pips@PoliceintoPrivateSector.co.uk or telephone **01737 831700** and get direct, helpful and friendly support to get moving. We are here, offering all that you need to get started from a bespoke CV and LinkedIn service to a DIY version; Career Coaching and Interview prep.
- Read and drink in the rest of this magazine and be grateful that finally good support and advice is all around you. ●





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What is No1 CopperPot Credit Union?

No1 CopperPot Credit Union is a not-for-profit financial organisation that offers Savings, Loans and Mortgages exclusively for the Police Family. To qualify for membership you must either work for, or be retired from the Police. This includes Serving Officers, Retired Officers, Police Staff, PCSOs, and Specials.

In addition, we also provide membership to direct family members living at the same address as the introducing Police member (at the time of application) with our Family and Junior accounts.

How does a credit union work?

Think of a Credit Union as a group of people who all save money each month into one big pot, and this money is available to members as loans and mortgages. After deducting our running costs, members receive an annual dividend – this is your slice of the profits. Your dividend gets paid directly into your Member Account.

How much do I save each month?

Here at No1 CopperPot Credit Union, we encourage members to get into the habit of saving each month. Once you become a member, you will have a Member Account. This account allows members to save regular amounts and let their savings grow – maybe one day it will go towards a holiday or a new car. Another fantastic reason to save is to spread the cost of annual events, such as Christmas or birthdays over the course of the year.

To become a member of No1 CopperPot Credit Union, all we ask is that you save as little as £5 per month up to a maximum of £1,000 per month into your Member Account. This can be done easily via Payroll Deduction (we have payroll deduction with 26 forces, visit www.no1copperpot.com/services/forces-with-payroll/ to see if this facility is available within your force) or Direct Debit if not. This money is always yours and you are free to withdraw these funds whenever you wish (as long as you have a minimum balance

of £5 within your Member Account at all times). You can hold a maximum of £40,000 across all savings accounts. So why don't you start saving for your future today?

Is Discretionary Life Cover included?

Yes, Discretionary Life Cover is included at no extra cost as part of membership. In the event of death, up to age 65, your savings could be doubled for your beneficiary, whilst up to age 70, loans up to the value of £40,000 could be cleared (Terms and conditions apply, visit <https://www.no1copperpot.com/services/life-cover/> for more details).

Why should I borrow from No1 CopperPot Credit Union?

We understand that members need to borrow funds, whether it is for home improvements, consolidating existing borrowing or to purchase a new shiny car. Our loans are tailored to suit your changing needs. We offer clear and simple loans with no early repayment or overpayment

fees. We pride ourselves on offering loans that have no hidden surprises, and we help thousands of our members each year – one day you may be one of them. All our loans are manually assessed from our experienced Lending Officers. All loans are based on affordability and not credit score alone. Our Lending Officers aim to get back to you with a decision within 48 hours.

How do I become a member of No1 CopperPot Credit Union?

To join No1 CopperPot Credit Union, please visit www.no1copperpot.com today to complete a quick application form – it's as simple as that! Once you receive your Welcome Pack through the post, you are able to apply for any additional products such as savings accounts, loans or even join our Friends of No1 CopperPot Credit Union Lottery. For more information visit www.no1copperpot.com today!

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Protecting Your Money





NARPO

National Association of Retired Police Officers

NARPO is an association founded in 1919 that represents the interests of more than 88,000 former police officers of all ranks together with their widows, widowers and former partners. Its primary concern is to promote measures for the welfare of members with particular regard to pensions and welfare. In promoting those aims it takes a general interest in all issues affecting the health and wellbeing of older people in society.

We are currently campaigning on a number of issues on which we would like your support, including:

Police Widows Pension For Life Injustice

Following recent changes to the Police Pension Regulations concerning survivors' pensions, and how they are dealt with should the survivor remarry, co-habit or form a civil partnership, it is clear that there are three different approaches in operation within the United Kingdom.

In Northern Ireland **all survivors** of members of the Police pension scheme now retain their pensions for life irrespective of the circumstances of the death of the former officer. As a result, all survivors are entitled to have their pensions reinstated effective from 1 July 2014.

On the 18th January this year the 2006 Police [Injury Benefit] Regulations were amended.

This change means that survivors' pensions paid in respect of 1987 scheme members will no longer be subject to the forfeiture rule where the police officer dies on duty or dies as a result of an injury received on duty.

In England and Wales this change only applies to widows, widowers or surviving civil partners, who marry, remarry, form a civil partnership or start to cohabit on or **after** 1st April 2015. This change came into force retrospectively from 1st April 2015.

To highlight the unfairness of this change we are aware of a case in Leicestershire where two officers were tragically killed on duty in the same incident; both widows have remarried, one retains the pension the other doesn't simply as a result of the date of their remarriage.

In Scotland however the change applies to **all** those wives, husbands, or civil partners of police officers who dies on duty or dies as a result of an injury received on duty who have already had their pension withdrawn because of remarriage, forming a civil partnership or cohabitation and consequently they will have their pension reinstated with effect from 1 October 2015, irrespective of the date of their remarriage, cohabitation or civil partnership.

Commenting on the changes, NARPO President, Ian Potter said: *"Whilst NARPO is supportive of these changes it still does not address the real issue of all the other police widows who are faced with the demeaning and daunting choice of either living alone or forfeiting their pension to enjoy companionship and happiness in later life. Whilst this move is welcomed, it comes nowhere near to putting police widows in the rest of the United Kingdom on the same footing as those police widows of deceased Northern Ireland police officers, who now retain and have had their widows pension reinstated as a result of a change made by the Northern Ireland Assembly last year. All we are asking for is parity across the board for all police widows throughout the United Kingdom. I urge Government to take a closer look at this matter and eradicate this glaringly obvious inequality and unfairness as soon as possible."*

Later Life Ambitions - brings together the collective voices of over a quarter of a million pensioners through the National Association of Retired Police Officers [NARPO], The National Federation of Occupational Pensioners [NFOP] and the Civil Service Pensioners' Alliance [CSPA].

The campaign seeks to make a difference to older people's lives by campaigning for change.

The campaign is focussing on **Three key 'proactive' issues:**

Social care: LLA seeks a cross-party solution that guarantees funding for proper social care for older people and takes social care out of electoral cycle.

Pensions: LLA seeks a clear, accessible, single state pension system for all.

Housing: LLA seeks a renewed focus on housing for older people and a national strategy on encouraging specialist later life housing.

'Reactive' issues:

Transport: decent bus services are important for older people and this should be debated as part of the Buses Bill, also the issue of using the bus pass as a senior railcard.

Online fraud: monitor the Home Office task force and respond where appropriate.

As part of the campaign there is a dedicated website at: <http://connectpa.co.uk/after-life-ambitions/> and a dedicated twitter feed at: <https://twitter.com/afterlives>

For more information on these and other topics visit our website at: www.narpo.org

NARPO The Voice of Retired Police Officers

Call 01924 362166 or e.mail: hq@narpo.org or visit our website at www.narpo.org

NARPO

the voice of retired police officers

“to safeguard the rights of members and
to promote measures for their welfare
with particular regard to pensions”



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NARPO

National Association of
Retired Police Officers

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For more information about NARPO visit our website at www.narpo.org



So What Next?

We posed the age old question that has faced police officers approaching their 30 years service to John Wood, Director of Servoca Resourcing Solutions

I started working in Criminal Justice recruitment back in 2004 and when I told people that I found jobs for ex-police officers, 99 times out of 100 they would say "What? In security?" Because undoubtedly, traditional thinking was that was just what ex-coppers did.

Although times have changed significantly since then, there are some officers who haven't realised this and that is where we come in.

Based in Central London, **Servoca Resourcing Solutions** specialises in working with former police officers, and other members of the public sector, civil and criminal justice fraternity. We have been involved within police recruitment and services since 2002 and have supplied to over 75% of police

forces in England, Wales and Northern Ireland.

Servoca has provided resource domestically and internationally to police forces for operational, strategic, supervisory and managerial roles across the investigative, enforcement, compliance and intelligence disciplines, and can offer a range of additional skills and services that may not reside in-force due to cuts, efficiencies or lack of need on a permanent or ongoing basis.

We provide contract, permanent and fixed term

opportunities to former officers whether they have completed their full term of pensionable service or, as is increasingly often the case, they have decided to leave the service earlier to pursue other career opportunities. These roles may be full or part time or in some cases on an occasional ad-hoc basis.

As well as working with police forces, Servoca's client base extends beyond the immediate police family. We have identified contract and permanent opportunities across a range of public and private sector organisations as well as some within the third sector for individuals registered with us.

Predominantly, the most common denominators here are that they are all organisations that require investigative, enforcement, intelligence or compliance related skills and experience. Coincidentally, skills that are highly prevalent within

the police service. They may be central government departments or banks, charities or public/private sector partnerships.

On top of those easily recognisable areas of experience, former police officers also possess a range of "soft" skills that often go unrecognised in themselves but are apparent to alternative potential employers and that they could benefit from.

Skills such as conflict resolution and immediate or projected risk assessment are part of the everyday job for many police officers, whether in uniform or otherwise. Many former officers do not appreciate that the "people" skills that they have developed over the course of their service are exactly that, skills, skills which not everybody has or have to use to anything approaching the same level that they most likely have done in their policing role. To be able to gain access to that type of knowledge, knowledge and experience that can be shared with new colleagues is seen as an undoubted benefit for many employers.

With the increase in recent years of collaborative and partnership working, officers are



often used to operating within these types of arrangements, whether they be in lead or contributory roles. This has also opened many of them to a greater understanding of the differences in culture that they may face when they leave the service.

One of the biggest criticisms I would often hear regarding former officers when placed into non-policing work environments was that they were not very flexible in their working practices. This is hardly surprising as many grew up in a heavily rank structured, results driven working environment where instruction was not questioned or discussed, just acted upon, an approach which served forces well for many years but is somewhat out of step with modern policing and commercial practices. Recognising this, many employers are now more actively engaging former officers for the insight and experience that they can bring, gained from their time working within the police service.

We have also seen demand grow for former detectives to work across a number of areas. It is difficult to ignore the increasing number of reviews and historical or legacy investigations as

well as the effect that some of these have had on current case numbers; the "Saville" effect as it has become known for instance in relation to the significant increase in reports of current and historical child abuse. All of this is against a backdrop of "business as usual" for forces and other law enforcement bodies alike.

Demand for certain skills will tend to fluctuate and generally will be closely aligned to the key policing trends and priorities of the time. So by way of example, the most in-demand / requested skill types at the moment are:

- Public Protection /Child Abuse
- Child Sexual Exploitation
- Digital / Cyber Forensics
- Review Officers
- HOLMES Specialists
- Intelligence Analysts & Researchers

As well as recruiting on behalf of a variety of clients, Servoca will also engage former officers directly to deliver outsourced services to a range of criminal and civil justice organisations as part of Servoca Managed Services.

Servoca Managed Services deliver bespoke managed and outsourced services covering a wide range of civil and criminal

justice needs, from independent investigations through to training, taped interview transcription to professional witnesses. We have extensive experience in working within the police, civil and criminal justice sector, and have the capability to assist with an array of managed outsourcing needs.

With the wide ranging changes across the police and public sector, and the focus on greater efficiencies needing to be implemented, Servoca are listening to organisations to understand where they see these efficiencies being found, and how we can make available services that can help address them while they maintain the level of performance and delivery that is expected from them, whether they are fully outsourced services or purely resource based solutions.

In terms of Servoca Managed Services, we are always keen to hear from candidates with Professional Standards (especially Conduct & Harassment), low level surveillance or anyone with tape transcription experience.

Registering with us is simple and free. For anybody wishing to register with us they can call our Police Recruitment team on 0207 747 3044 or email their

details or CV to srs@servoca.com.

If you do not have a CV, we are more than happy to provide advice on how to create one, especially as we appreciate that detailing 30 years of police service on 2 sheets of A4 paper is not necessarily the easiest of undertakings, and deciding what to include and what to leave out can lead to hours of reflection and deliberation.

Alternatively if you just want to get an idea of the type of roles that we specialise in, whether now or in the future, you can visit our website, www.servocaresourcing.com, as well as follow us on Twitter, Facebook or LinkedIn.

So, to return to this article's opening question, what is next? Well the answer is pretty much whatever you want, especially if you want to continue actively using the skills you have gained in your policing life. The bigger decision is probably whether you want to remain purely within the working surroundings that have got you to this point or if you are keen to try something different and utilise your experiences in a new and potentially more personally challenging environment.



CONTRACT & PERMANENT OPPORTUNITIES IN POLICING, CIVIL & CRIMINAL JUSTICE

HOLMES SKILLS (NATIONWIDE)

Contract

We are constantly looking for HOLMES skilled staff at all levels, especially Reader/Receivers and Indexers for police forces and other law enforcement organisations across the country.

INVESTIGATORS (NATIONWIDE)

Contract

Servoca have current requirements for investigators looking short and long term contract opportunities. We are particularly interested in Child Protection, ABE and PIP2 experience as well Disclosure & Exhibits.

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Contract

We are looking for Statement Takers and Assistant Investigators to work within volume and major crime as well as investigative review teams for police forces and non-police entities. Preferably with experience from UK police forces.

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POLICE LINE

THE CANTERBURY CENTRE FOR POLICING RESEARCH

Director Dr Steve Tong
Deputy Director Emma Williams

Research undertaken by members of the Centre will be both strategic and practical, influencing policy, people and practice – this is central to our ethos.

Our practitioner-centred approach incorporates the views of all policing practitioners including senior leaders, private sector staff, police officers/staff and policing specialists through engagement with the CCPR and the development of the academic and police advisory group. This will engage officers in our work, ensure that all of our researchers are aware of the current challenges in policing and assist with translating research findings into useful operational and strategic practice.

The strategic objectives of the centre are

1. To conduct high quality applied research that aims to involve and advise police officers.
2. To work with police officers of all ranks at all levels to ensure that research findings have an operational /strategic impact.
3. To consolidate expertise across the University to develop multi discipline research projects.
4. To work nationally and internationally with other universities and various policing societies, networks and forums.

Key research themes

1. Professional development

The University has a long association with public service and police education and we aim to deliver research that explores: different approaches to learning, professional development and the use of education in policing, the relationship between learning and the impact it has on police practice, evidence based policing, crime analytics and the growing use of technology. Identifying the changing demands facing the police and exploring the skills required to ensure officers can effectively deliver to that demand.

2. Investigative processes and practices

Research staff within the School have expertise in various aspects of investigation including: sexual and domestic abuse, crime involving vulnerable people, decision making in criminal investigation and training provision for detectives.

3. Governance, legitimacy and participation in policing

Research has been conducted by School staff on the changing structures

“First rate uni supporting a mixed methods approach to research”

Previous BSc Policing In-Service student and current MSc by Research (policing) student

of governance, Police Crime Commissioners, neighbourhood policing, police reform, community confidence and legitimacy and wider participation within policing (from other public sector agencies, the public and the concept of social capital and the private sector).

4. Security, risk and globalisation

The expertise within CCPR includes public order policing, cyber-crime, terrorism, trafficking and serious crime. Our research interests in police co-operation, compatibility and differences in police structures are also important considerations when responding to global and cross border crime.



DO NOT CROSS

I took so much from my place on the masters at CCCU, conducting research changed the way I saw the world...I am also proud to be conducting the next step there. I've never had such supportive tutors

Police Inspector

Our Programmes

POLICING (IN SERVICE)

Would you like to learn more about policing, to help you take the next step in your career? If so, then our BSc (Hons) Policing degree may be for you.

If you are a serving police officer, or work in a related occupation, then you can enrol on our BSc (Hons) Policing programme to gain an academic qualification while continuing your normal work. Our three-year part-time programme has been designed specifically with serving officers and police staff in mind, and recognises operational and support experience as a core part of learning. We aim to build on this invaluable experience, accredit it accordingly and provide a detailed insight into the research and theory behind modern policing practice.

Flexible programme

You can expect to study a wide range of different topics to help you develop a broader understanding of the issues surrounding crime and policing. These include debates about issues such as procedural and organisational justice, the

implementation of the Code of Ethics, the professionalisation of policing, and the drive for evidence-based practices.

Core modules include:

- Theories and Techniques of Crime Control.
- Liberal Democratic Policing.
- The Application of Theory to Police Practice.
- International Policing.

In your final year you will undertake a 'Research Awareness' module, and a literature based dissertation project in a focussed area of your choice. This will help you develop key research skills while also giving you the chance to analyse a key aspect of policing in depth.

Cutting-edge research

All of our modules are taught by experts in their field – many of whom are actively involved in research and consultancy. Many of our staff have experience of policing themselves or have worked as researchers in the police organisation. We utilise recent research findings directly into our teaching, so you will learn the most up-to-date and relevant thinking on modern

police practice. The School of Law, Criminal Justice and Computing also works in collaboration with The College of Policing which means only the most current issues and considerations for policing feature in the programme.

MSc by research in Policing
The school also offers an exciting part time MSc in policing which allows students to undertake their own empirical research on an area of policing of their choice. Whilst this is predominantly an independent learning programme, students are assigned a supervisor who they meet regularly and they are also expected to attend three study weekends in the first year and three full days in London. During these sessions students will receive input on various research methodologies, evidence based policing and theories of knowledge. We also have a number of guest speakers who deliver lectures on the programmes from the College of Policing, Cambridge University and police officers who

are currently engaged in research projects themselves.

MSc Applied Police Practice (with options for PG certificate and PG Diploma)
This programme is due to start in 2017 and will be based on a work place learning approach. The programme is likely to consist of three modules focused on external issues (such as changing demand, community relationships, problem solving); internal issues (such as leadership, organisational justice, policing as a business) and evidence based policing.

I was lucky enough to be selected for the 'in-police' BSc policing, is a fabulous course with great tutors. CCCU is a great uni

Year 2 - BSc Policing
In-Service student

EPIC

Bob Titley is a retired Chief Inspector (Staffordshire Police, HMIC) and is the current Chairman of EPIC (Integrity Assured) Ltd.

Since retiring in 2011 EPIC has helped him to develop his company, *Investigation Protocols Ltd*. Here he tells how EPIC can help officers and police staff who are due to leave the service and are considering making a new start into the business world:

Thousands of police officers and police staff leave the service every year through retirement or redundancy. Some officers and police staff will have completed their service and taken retirement while others may be looking for a career change and the chance to do something different. For many retirement will be a welcome arrival and the chance to spend more time doing what they enjoy best – golfing, gardening or having quality time with their family. For others retirement has come too soon – some may have mortgages to be repaid, children at university, have been divorced or have younger children from a second marriage still to get through education. Additionally thousands of police staff have been made redundant following force austerity cuts, many again facing financial insecurity. So what are the options for those who want to continue working or need to work, whether it be for financial reasons or merely to remain physically and mentally active?

Most forces offer pre-retirement courses for those officers approaching 30 years service. The PMAS sponsor many of these courses, providing financial, health, welfare and CV advice. However for those officers and police staff leaving the service for reasons other than retirement, this can be a daunting experience with often little support provided. Throughout my service I was privileged to work with many great teams, with the benefit of bouncing ideas off each other and having the comfort of being in a team environment. Having retired though I was now on my own, starting up my own business. There was no one to chat through ideas or plans so I was very fortunate to be introduced to an organisation called EPIC.

Since 1979 EPIC (Ex Police in Industry and Commerce) has been the only business networking organisation exclusively for former

police officers and police staff who, having left the service, have either started their own business or are now employed in the commercial sector.

Like so many others I found that choosing who to do business with can be a minefield. People do not know where to go, or who to trust and the last thing they want to do is pick someone at random with no prior knowledge of their reliability.

This is where EPIC was invaluable to me. I found that to inspire customer confidence, EPIC ensures that all members are vetted; EPIC is proud to declare that an EPIC member's 'Integrity is Assured'.

Membership of EPIC is open to police officers and police staff from Home Office Forces and government run security and investigation services who, on leaving become, or intend to become, engaged within business, industry or commerce.

EPIC has a growing membership across a range of skills. Many members are self-employed, owning their own companies or providing consultancy services while others are leading practitioners in their fields and employed by major companies.

One of the real benefits of EPIC is that the annual membership is only **£96**, so there's no great financial risk for any one starting up and for which members enjoy a range of benefits including:

- Comprehensive, secure member's website containing tips and advice
- Support from members who have made the transition to business life
- Job Opportunities
- Business Mentoring
- Licensed use of the "Integrity Assured" logo.
- Peer Networking
- Seminars

EPIC is always working hard to help its members identify new business opportunities. As well as networking between members and peer-to-peer support, EPIC hosts regular seminars across the country. The seminars offer attendees unique and exclusive opportunities to hear from

inspirational speakers and local business experts. They offer amazing value for money for attendees, as well as a range of marketing opportunities for EPIC members and local businesses. Some very productive and successful collaborations have started through EPIC seminars including new business ventures, reciprocal arrangements and even business mentoring schemes.

The seminars travel across the country and provide a platform for EPIC to demonstrate to the wider business community the advantages of working with EPIC members and their businesses. Not only have members already been through a strict vetting procedure, but they are all former police officers and police staff. They have been members of a close community of law enforcement officials with a common set of values and high standards.

EPIC members have businesses in many different areas, ranging from analytical services, investigation and security professionals to chimney sweeps! Our Preferred Partners, who attend and support the seminars, have also undergone strict security vetting and complement member services – they are selected businesses and service providers, who are always keen to assist members and seminar attendees.

Anthony is one of many members I have met since joining EPIC who has been able to help and advise me in my business life and I found what he had to say about EPIC clearly illustrates how EPIC helps its members:

ANTHONY'S STORY

For over thirty years, Anthony Cooke gave a dedicated service to Cheshire Police. Serving in a number of departments including Traffic, IT and specialist search teams – he latterly became part of an innovative multi-skilled force wide search team which included highly trained dog teams.

After extending his service for a number of years, at the point of his retirement in 2008, Anthony built on the skills he had learned throughout his career, by gaining additional experience in a commercial company and decided that this was his new career.

"After leaving the job I joined a local company who were involved in providing and managing specialist search personnel and dog search teams. The skills gained from the police gave me a good start and we supported a large number of venues, including high profile international sports grounds, the national transport infrastructure and other venues both in the UK and abroad."

Having learnt the groundwork first, the involvement with this

business gave Anthony the ambition and also the foundation to make the step towards creating his own company, Accted Ltd. He now provides specialist search facilities and advice to high risk environments. His teams work across the UK in a variety of locations and are now hugely successful in obtaining large contracts and tenders.

Anthony joined EPIC and found the information, contacts and business advice to have been invaluable "I was introduced to EPIC several years ago. I had never heard of EPIC while I was in the job, but when a former colleague introduced me I soon realised how invaluable it could be".

Anthony has found the networking opportunities within the association, together with the information and contacts gained from speakers and exhibitors at EPIC seminars, have been crucial in helping him develop his company and comply with the various legal requirements such as insurances, contracts, policy documents, and more. This was not just at the start but continues as Anthony grows his business.

I would invite any police officer or police staff who is due to retire or leave the service in the near future, has a business idea or is unclear how to make 'a new start' from the service into business, to contact me (chair@epic-uk.com) and discuss how EPIC can help them.

Our next EPIC seminar in February 2017 is in Hertfordshire. A range of EPIC and local businesses will be attending and we will welcome Falkland's veteran Simon Weston CBE - one of the most inspirational speakers in the UK. He will share his remarkable story from starting his career in the military, overcoming life-changing injuries, both physically, emotionally and psychologically – building a new life for himself and overcoming tremendous adversity. The event will be open to members of the public for the first time, to showcase EPIC member companies and the value of doing business with an EPIC member. As a result, this event is proving to be one of the most exciting and popular in our calendar to date!

Anyone wishing to join EPIC, become a preferred partner or attend the event in Hertford are invited to contact the Secretary – **memberssupport@epic-uk.com** or go to the EPIC website **www.epic-uk.com**





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Is homesitting the ideal second career for retired police officers?

Police officers retire relatively young at 60 years old and whilst some want to put their feet up others want to keep busy and active.

According to police recruitment job site, bluelinejobs.co.uk there's an increased demand in the jobs market for the skills and experience of retired police officers.

One option that suits former police officers is home and pet sitting. The role is ideal for mature, trustworthy people as clients employ homesitters to keep their home and pets safe and secure when they go away. This flexible job can also be fitted around travel and hobbies and appeals to animal lovers, especially ex-police dog handlers.

Former police officer, Malcolm Horsup and his wife Sue from Colchester in Essex started homesitting when they retired in 2013.

This animal-loving couple read about Homesitters Limited in *The Garden* magazine and applied for the role. Following an in-depth interview, were taken on. Today, they complete around 10 assignments each year. They spend their summer travelling and their winter home and pet sitting.

Malcolm explained: "We have a boat in France and spend our summers there or travelling in other countries and we wanted something to do in the winter. We're both active and didn't want to be twiddling our thumbs so homesitting is ideal."

The couple love dogs, but don't own one because they travel extensively. However, they get their 'dog fix' through homesitting and say it is the next best thing to dog ownership.

They have stayed in some amazing UK homes including multi-million pound mansions with swimming pools and gyms and Grade 1 listed houses in the countryside dating back to the 12th century. Homesitting also gives them time to enjoy hobbies including cooking, walking, and planning overseas trips.

Peter Holmes, aged 60 from Seaford is another former police officer who has been home and pet sitting since he retired four years ago. He wanted to keep mentally and physically active in retirement. He does around six assignments each year, fitting them around other commitments including working in a school.

Peter loves the variety of assignments and spending time with animals. He particularly likes looking after dogs, but has looked after cats, pigs, sheep, fish and chickens.

He says, "My clients have confidence in me because of my background. Pets also get to know me and are excited to see me again. I enjoy the rapport I have with clients and look forward to each assignment."

He adds, "Police officers make perfect home and pet sitters. They have many skills

including common sense, reliability and they are usually physically fit which the job demands. Keeping calm under pressure and knowing what to do in an emergency is important and many clients like the fact I'm an ex police officer."

For over 35 years Homesitters Ltd has been offering home and pet sitting services throughout England, Scotland and Wales. If you are interested in becoming a homesitter please contact them through the web site www.homesitters.co.uk or call 01296 630 730.



We are actively recruiting homesitters nationwide to look after our clients' homes and their pets, whilst they are away.



For more information visit

www.homesitters.co.uk

or call Head Office on 01296 630 730





UCL launches new MSc in Policing for Sept 2017 14 bursary scholarships available

UCL's Department of Security and Crime Science is home to some of the UK's premier courses in crime and security including the MSc in Crime and Forensic Science, the MSc in Crime Science and the MSc in Countering Organised Crime and Terrorism. Now it brings together its world-leading experience in working with police organisations into a new MSc in Policing, accenting on evidence-based policing and police leadership.

Dr Jyoti Belur, course director of the MSc in Policing, explains what makes the course so distinct: "This course is aimed at police professionals wishing to become future leaders and managers, with a focus on providing an evidence-based approach to improve practical policing. The course is delivered by experienced researchers and practitioners working in crime prevention, counter-terrorism, cybercrime, organised crime, intelligence, law enforcement, risk assessment, security technology, as well as management and leadership experts. The course is built on the multidisciplinary principles that characterise Crime Science, and our vast experience of working with police forces across the UK and around the world ranging from India to New Zealand to Uruguay. The programme will foster principles of ethical leadership, procedural justice, and evidence-based practice to increase public confidence and promote police legitimacy.

By the end of the programme, graduates will be equipped to meet modern day policing challenges of shrinking resources, increased complexity of new crime types such as transnational organized crime, terrorism, and cybercrime, and will be armed with the scientific knowledge to be effective, efficient and competent leaders.

Students have the opportunity to specialise by way of their dissertations, which are often work-related. For example on the MSc in Countering Organised Crime and Terrorism previous projects have included: "Investigating Human Trafficking in the Off-Street Sex Industry in Bristol" and "Paedophile Use of Online Forums on the Hidden Internet."

Our courses attract a strong mix of serving police officers as well as first time students, and this has been a key reason for their outstanding success. In the last Research Excellence Framework exercise (REF 2014) 100% of research submissions by the department were considered world-leading in terms of impact, placing the department 1st out of 62 institutions in the unit of assessment. The department is based at University College London, ranked 7th best university in the world in the 2015/16 QS World University Rankings.

www.ucl.ac.uk/scs/degree-programmes/postgraduate/msc-pol

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- Our department ranked joint-1st in the UK in the last Research Excellence Framework (REF 2014) for world-leading impact
- Certificate and Diploma also available

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I made the move



Interview with
Barry Blackmore
(ex Metropolitan Police)

WHEN DID YOU JOIN?

19th May 1986

HOW LONG DID YOU SERVE?

30 years, three months

WHAT WAS YOUR MAIN REASON FOR LEAVING?

I wanted access to my pension and was losing enthusiasm for the job so I also wanted a new challenge.

HOW DID YOU FIND CIVILIAN EMPLOYERS; HOW MANY CV AND INTERVIEWS DID YOU SEND?

I applied for two or three jobs initially using the CV produced by PIPS. One job was with a central government department – I failed the paper sift with no response or comments offered (very disappointing). Another was with a local government office, I never even heard back from that one, not even an acknowledgement! I then applied for a 12 month civilian contract role within the same policing sphere I was currently serving in. This application proved successful and in early July 2016 I was able to inform the Met of my intention to retire on 7th August. I agreed a start date for the contract job of 5th September.

During this contract application procedure I saw a post on LinkedIn for a Security Management role in the City of London. I sent my CV and a covering letter to the recruitment agent who called me the next day. He told me I had submitted one of the few quality CVs he had seen. We discussed the role at length and agreed that my CV should be forwarded to his client. In truth, the job was perfect for me, interesting and challenging with a substantial step up in responsibility compared to my police roles.

Two weeks later I received a call to confirm that the client wanted to see me for an initial interview the following week. My last working day in the police was 25th July, the first interview for the security manager role was the following day. On the day the interview seemed to go

very well. The style of interview was far more relaxed and less confrontational than those I had experienced in the police, it was a strangely enjoyable experience.

Two days later I received another call stating that I was being invited back for a second interview the following week. So on 4th August I returned to the City for the second interview, this time it was with the Portfolio Director and one of the Company Board members. Once again the interview was a relaxed and enjoyable affair.

The following Monday I received a call with an offer which I accepted immediately, I couldn't quite believe that I had made it! I immediately called the contract job, apologised and withdrew my application. I started two weeks later and haven't looked back since. The company I am working for is a world class property management firm with a reputation for treating its employees extremely well. After four months I certainly have no complaints and I do not miss the police at all.

WHAT SUPPORT DID YOU RECEIVE FROM THE FORCE, COLLEAGUES, FAMILY AND FRIENDS?

I attended the force retirement seminars which were useful in some ways. The seminar organised by the Police Federation was far more useful as it concentrated on retiring officers and their future, the force seminars seemed to be more about investment companies trying to make a buck from investing my pension.

No other support from the force. Colleagues were generally supportive as were my friends and family. The most useful support was from Angela Hackett and PIPS without whom I would not have made it to the first interview.

HAVE YOU ANY RECOMMENDATIONS FOR THOSE LOOKING TO LEAVE?

Compile what you think is your best CV then send it to PIPS and have Angela transform it from a police CV into a Corporate CV for the private sector. Decide what field you are interested in and if possible try to manoeuvre yourself into a role in the police which will give you the experience and qualifications required. Research the roles and companies involved until you know everything you can about them.

WHAT INDUSTRY ARE YOU WORKING IN NOW?

Security and Business Continuity Manager for a

property management company in the City of London.

HOW ARE YOUR NEW COLLEAGUES AND HOW WAS THE TRANSITION BACK TO CIVILIAN LIFE?

They're a great bunch to work for and alongside. The move to civilian life was easy to be honest. The worst thing is commuting during rush hour every morning and evening and not having time off during the week!

ANY OTHER COMMENTS/ TIPS FOR OTHERS?

- Research the roles/companies you're interested in.
- Get any relevant qualifications experience.
- Get professional help and advice regarding CVs, interview practice etc.
- If possible start planning around three years before you hope to leave, especially if you're going to need qualifications or experience you don't currently have.

AFTER 30 YEARS, MOVING INTO SOMETHING NEW IS BOTH SCARY AND EXCITING, BUT OH SO WORTH IT! THERE IS MOST DEFINITELY LIFE AFTER THE JOB.



Interview with
Matt Mowbray

WHEN DID YOU JOIN?

I joined in March 2007. I started off as a uniformed Police Constable in Hackney. I then progressed into the CID and then finished my time in the Met on the Flying Squad.

HOW LONG DID YOU SERVE?

I served nine years

WHAT WAS THE MAIN REASON FOR LEAVING?

My main reason for leaving was the unpredictable nature of the work. I wanted a more structured work/ life balance where work was work and I could enjoy more time with family/ friends and pursue my love of sports, particularly triathlon.



Interview with
James Buckley

WHEN DID YOU JOIN?

I joined the Grampian Police in June 1998.

HOW LONG DID YOU SERVE?

I served just less than 17 years, leaving Police Scotland in April 2015

WHAT WAS YOUR MAIN REASON FOR LEAVING?

Pension reform was the main reason. I had an existing 1987 pension, however due to my age and years of service I was informed I would have to switch pensions to the new care scheme. In order to achieve a full pension (still less than if I had a full 1987 pension) I would have to complete 41 years

police service until I was 60.

The secondary reasons related to the merger of Police Scotland, economy cuts and the general treatment of officers.

HOW DID YOU FIND CIVILIAN EMPLOYERS, HOW MANY CVS DID YOU SEND AND HOW MANY INTERVIEWS DID THESE GENERATE?

I initially found it challenging as I had no commercial experience and initially I found it hard to find a role that I thought I would both enjoy and be successful at. I had two interviews (both with the company I now work for) and sent out maybe 10 or so CVs.

WHAT SUPPORT DID YOU RECEIVE FROM THE FORCE, COLLEAGUES FAMILY AND FRIENDS?

I received no support from the force as I didn't tell anybody I was actively looking for a role out from the police service. I received a lot of support from family and once colleagues were aware I also received good support from them too.

HOW DID YOU FIND CIVILIAN EMPLOYERS?

Civilian employers were really impressed with the range of skills and experiences gained in the police. I think as police officers you undervalue/underrate your ability as this is perceived as arrogance in the police. You need to sell yourself and show the employers that you are invaluable.

HOW MANY CVS DID YOU SEND?

Approximately 10 CVs

WHAT SUPPORT DID YOU RECEIVE FROM THE FORCE, COLLEAGUES, FAMILY AND FRIENDS?

Friends and family were very supportive and kept an eye out for opportunities. Unlike the military where resettlement is encouraged and military personnel are offered IV courses, CV writing assistance, money towards further education and advice, the police do not offer any assistance. On the whole, officers wanting to leave keep their job hunting to themselves and it is not widely discussed in fear of being moved off units. There needs to be more support offered to officers wanting to leave, in a similar way to military personnel.

DO YOU HAVE ANY RECOMMENDATIONS FOR THOSE LOOKING TO LEAVE?

Think about your transferable skills, personal qualities and things you do every day that you take for granted. These golden nuggets are what private sector organisations value and the training you have received is admired in this sector.

WHAT INDUSTRY ARE YOU WORKING IN NOW?

IT, software development

HOW ARE YOUR NEW COLLEAGUES AND HOW WAS THE TRANSITION BACK TO CIVILIAN LIFE?

I was lucky that my last role in the police was Monday - Friday 9-5 so making the switch wasn't too bad. I had to adjust my language and had to be careful with some choice humour but my new colleagues have been really accommodating.

ANY RECOMMENDATIONS FOR THOSE LOOKING TO LEAVE?

First of all, officers wishing to leave should get a good CV written from a professional CV writing service. This is invaluable. Join LinkedIn and get networking. Join relevant organisations for the industry you are looking to go into. I joined the Security Institute as they offer various networking events and courses. I also think studying for some sort of diploma in your chosen field is highly recommended. This can be done whilst you are job hunting. Be patient and settle in for the ride. I would give yourself 6-12 months to find something. You will get many knock backs including no replies to your job applications. Remain positive and something will come up. Also, don't just think security and investigations. Look at operations management, event planning and if cyber is your bag look into this ever expanding industry.

WHAT INDUSTRY ARE YOU WORKING IN NOW?

I work as a regional security and investigations manager for the Post Office. I wanted to stay in the security industry as I like the varied and rewarding work.

HOW ARE YOUR NEW COLLEAGUES AND HOW WAS THE TRANSITION BACK TO CIVILIAN LIFE?

My colleagues have been fantastic. They are really helpful and patient and still laugh at some of my job sayings! Transition is still ongoing. The commercial world is much slower and things don't get done as quickly as they did in the police. Urgent in the commercial sector could be days! Overall I have really enjoyed the last 18 months, am happy I made the move and am looking forward to the future, whatever that may be. Oh and I'm currently training for an Ironman!

ANY OTHER COMMENTS/ TIPS FOR OTHERS?

Do it. If you want to leave you won't regret it. Just prepare to get many knockbacks but be patient and remain optimistic and something will come up. Network, network, network!



Interview with Gary Aytton

WHEN DID YOU JOIN?

I joined the Met in 1983

HOW LONG DID YOU SERVE?

I served just over thirty years retiring in April 2014.

WHAT WAS YOUR MAIN REASON FOR LEAVING?

I left because I felt 'it was time'. We all have different reasons for staying on beyond, or leaving at the thirty year mark. Mine was a feeling that I wanted to start afresh and that I was unlikely to progress any further in the police. Plus, since none of us are getting any younger, I wanted to use my lump sum before it got too late!

HOW DID YOU FIND CIVILIAN EMPLOYERS, HOW MANY CV AND INTERVIEWS DID YOU SEND? (ANY OTHER INFORMATION HELPS)

I was in an unusual position, as well as having a varied operational background in the CID, I also had training experience and qualifications. Whilst initially intending to do something completely different when leaving the Police (something in the Arts /Cultural sector) I nevertheless ended up being drawn to training jobs that matched my skill set. I therefore registered with a number of agencies and public bodies (such as the College of Policing) as an 'associate trainer' and gained UK based and International training consultancy roles. I have therefore (with the exception of a short contract lecturing at an FE college) had only the one civilian employee who was fine. I had very few face to face interviews, most work was gained by multiple CV submissions to the aforesaid agencies.

WHAT SUPPORT DID YOU RECEIVE FROM THE FORCE, COLLEAGUES FAMILY AND FRIENDS?

My wife and family and friends were very supportive and

they understood the inevitable stresses and strains of leaving a long term career and starting my own Limited Company. I received a place on a 2 day retirement workshop before leaving the Police. I did not need any support from the force after retirement, but stepping into the 'civilian world' made me realise how good an employer the Metropolitan Police had been, when compared to some private sector companies. Any recommendations for those looking to leave?

Have a plan even if the plan is to take a year off! Have some clear idea of how you might occupy your time after retirement, I.e not work at all (if you can afford not to !) - work part time - or work full time? Difficult decisions I found. Also be prepared for the psychological adjustment that this big life change requires. I found retirement initially a relief and then quite difficult to adjust to in the first year or so. It will affect different people in different ways obviously. Finally, if you intend to work, have your CV up to speed, have different versions tailored to the particular work stream you are aiming for, and don't be afraid to seek advice on your CV format from organisations such as Police into Private Sector. It might cost you but it will probably pay off in the end.

WHAT INDUSTRY ARE YOU WORKING IN NOW?

Mostly now delivering Police Training in the UK and overseas. Major Crime Scene Management, Homicide, Investigative Interviewing and numerous other Police related subjects.

HOW ARE YOUR NEW COLLEAGUES AND HOW WAS THE TRANSITION BACK TO CIVILIAN LIFE?

As previously stated the transition back to civilian life was difficult at times. However one adjusts eventually. Fulfilling part time training contracts (i.e not working full time) can be difficult as one has 'gaps' between contracts with no work on the immediate horizon. All the colleagues I have met whilst working as a freelance training consultant have mostly been ex police and I have found them to be thoroughly professional.

ANY OTHER COMMENTS/ TIPS FOR OTHERS?

Have a plan long or short term, find a hobby/interest to divert you for if/when you are not working and above all enjoy your retirement you've (probably!) earned it!



Interview with Mark Tootill

WHEN DID YOU JOIN?

I joined Greater Manchester Police on the 15th January 1990.

HOW LONG DID YOU SERVE?

I served exactly 26 years 4 months and 1 week.

WHAT WAS YOUR MAIN REASON FOR LEAVING?

I was lucky enough to have transferred pension in from my previous health service employment so retired with a full 30 years service pension.

HOW DID YOU FIND CIVILIAN EMPLOYERS, HOW MANY CV AND INTERVIEWS DID YOU SEND? (ANY OTHER INFORMATION HELPS)

I had already decided that I would take a six month sabbatical before looking for some part time work. In reality I kept checking a number of job vacancy sites to see what was on offer when I retired on the 21st May 2016. I posted my CV online with indeed around September and sent it to a couple of vacancies I had seen on Police Oracle and NARPO. Neither of these were connected to Police Vacancies as I have always been adamant I wouldn't return to the Police. No venomous reasoning behind this just that I'm happy I've done my stint and it's a wide world outside with so much to do and experience.

I also saw and applied for two additional part time vacancies, one as a driver for an organic produce company and one as a handyman for a local care home. CV's were requested for these also.

I had telephone interviews for two of the jobs, a face to face interview for the handyman job and the fourth one acknowledging I was qualified but slightly out of their current catchment area and asking to keep me on file should funding come up in the future. I was successful in all three believe it or not. All were employers in their own right; none were agencies.

I found my dealings with all were first class. I have to admit to some trepidation around the interview processes and mentioning my police experience

on my CV for the Indeed website. Unfounded as the interviews were a breeze, not as formal as the ones in the cops, more about me as a person, how I felt about certain situations should and when they arose and just why I had applied for and wanted the jobs I did. There was a formal recognition and acceptance around the skills I had obtained in the police dealing with difficult situations and communicating with people from all walks of life. I would even say some of the questions were answered for me and I just agreed and built on them with an example.

I had an additional employer seek me out on indeed asking me to apply for a vacancy and was informed about two job vacancies at my former police employer, one a part time and one a full time civilian posting. I was thankful but discounted all three.

I started work as a handyman for the care home and found the staff friendly and the elderly residents fascinating. It was good to get out and work again and if I'm honest wetted my appetite for more.

Several weeks ago an old colleague sought me out and persuaded me to apply for a full time vacancy for Arnold Clark. CV sent, application submitted and following a successful interview I start in January 2017. Again I found the whole process was not at all stressful with some fantastic acknowledgement around my skills gained at the interview.

WHAT SUPPORT DID YOU RECEIVE FROM THE FORCE, COLLEAGUES FAMILY AND FRIENDS?

No support really from Greater Manchester Police.. When you leave you leave. Luckily I had worked with some great bosses and the first I spoke to about a reference wrote me a great one. (If J.P. ever gets to read this thanks again and you were definitely a great boss). Close family and friends were very supportive of any choices or ideas I had. To be fair though they always have been although very direct at times. "That's not you"; "You'll fall out easy with them speaking your mind"; "you'll get bored"; "you're too young to retire"; " you've so much to offer" to name but a few.

ANY RECOMMENDATIONS FOR THOSE LOOKING TO LEAVE?

As cops we gain so many transferable skills that people recognise. My main recommendation would be not to worry too much about any process as we have dealt with

much worse in our service and decent people still think being a cop means something.

WHAT INDUSTRY ARE YOU WORKING IN NOW?

Soon to be regional group security manager for Arnold Clark.

HOW ARE YOUR NEW COLLEAGUES AND HOW WAS THE TRANSITION BACK TO CIVILIAN LIFE?

Supportive, down to earth, friendly and approachable in the main. The transition was easy. A good friend told me that as soon as you leave you have to forget you're a cop and move on to your next chapter. I took this advice and think that helped me enormously. Still in touch with the friends I made and that's what matters.

ANY OTHER COMMENTS/ TIPS FOR OTHERS?

It's a big wide world and we inhabit it for so little time so do whatever feels right for you and live life!



Interview with Craig McCann

WHEN DID YOU JOIN?

I joined the Metropolitan Police Service in 2002. I served for 14 years and left in August 2016 as a Detective Chief Inspector. My main reason for leaving was the general erosion of the working environment, incorporating factors such as the increased politicisation of the service, the changes to pay and conditions, and the lack of career progression opportunities either through promotion or lateral development.

I left while still loving being a police officer and I think it was



Interview with Garry Senff

WHEN DID YOU JOIN?

I joined Grampian Police in October 2000, as a uniformed Constable.

HOW LONG DID YOU SERVE?

12 ½ years, until June 2013

WHAT WAS YOUR MAIN REASON FOR LEAVING?

There were lots of reasons that contributed to the decision to leave and it wasn't one that was taken lightly or rashly. The announcement of the merger of the 8 Scottish Forces and 2 Scottish Agencies to create Police Scotland, and the subsequent changes that took place prior to the official merger made me realise that the opportunity to influence the type of service we provided the public, and way we worked as an organisation were going to change for ever, and not necessarily in a positive way. Coupled with the negative changes to Police Pensions, and what I saw as a change in culture from it being important to deliver a first class public service to a culture of

meeting targets, and the erosion of the discretion of front line officers, my role became transformed from someone who could enable change and support front line officers, to one where it felt like I needed to negatively change my management style to meet the demands being made. For the first time, as a senior officer, I felt completely unable to support and defend the officers in my area and realised that there was a choice of either submit to what was being asked or me and change who I was, or leave.

HOW DID YOU FIND CIVILIAN EMPLOYERS, HOW MANY CV AND INTERVIEWS DID YOU SEND? (ANY OTHER INFORMATION HELPS)

Interested in the fact that a Police Officer with 12 years service was leaving and keen to understand more about the transferable skills that I possessed. I joined a few recruitment agencies and used the contacts and friends I had to build new contacts and a network of people that could point me in the right direction for advice and guidance on a career path. I was very lucky in so far as I made some early contacts and talked to the right people.

WHAT SUPPORT DID YOU RECEIVE FROM THE FORCE, COLLEAGUES FAMILY AND FRIENDS?

The Force, as Police Scotland, provided no support and in all honesty although there was

the right time as I saw many of my colleagues becoming disillusioned and demotivated by the increasingly challenging working environment. We've all seen the reports on police morale across the country. I found this entirely understandable as generally speaking, they simply did not have the staff, the money or the support to do the job as well as they would like. I decided to leave in order to challenge myself in different ways outside the service.

When I made it known that I was leaving my colleagues and line managers in the service were all hugely supportive and we've kept in touch since.

HOW LONG DID YOU SERVE?

Although it is rare for someone with my length of service to leave I predict this will change over the next 12-18 months and those leaving with 10-15 years' service will become the new normal. The very nature of police recruitment and retention is changing, and

with increased permeability in the form of multiple entry/exit points as supported by the College of Policing, there will be a shift from quantity to quality of service.

Having made the decision to move on I found my current employment through professional relationships I'd established as a counter terrorism police officer. I had joined the service to work in this field and came to appreciate the many roles outside the police service for partners including the private sector. I now work at a technology start-up called Moonshot CVE which seeks to counter violent extremism through data driven innovation.

Since leaving, many officers, including some I had not known previously, had contacted me through LinkedIn, as they are considering leaving the service. My advice has been as follows;

1). Reflect on what it is you want to do with the time you have. Too many people leave jobs they

have fallen out of love with out of desperation for something else, only to find the next job doesn't fulfil them in the ways they'd hoped. Being a police officer is not something you do, it's something you are. It is a calling that binds those serving with those who came before us and those who have yet to follow. It can be difficult to re-define who you are when you are no longer a police officer, especially if like me, it is the only job you've ever known. This is not an easy process and it can feel as if you're all alone in making a monumental decision, especially as the police service isn't anywhere near as developed as the army in supporting its staff through this transition. Take comfort in the fact that you are not alone; others have done it and are doing right now.

2). Conduct a skills and qualifications audit. If there are minimum requirements for the job you want to do, then you may have to do some additional training. It's about investing in yourself for the long term.

I know exactly what it's like to do a full time job with a young family and study on top. It can be hell, but you have to believe it's going to be worth it in the end.

3). Once you've identified the job you'd like to do, reach out to people already doing the job. Don't focus only on people at a particular organisation but think laterally and establish a network with other organisations working in the same industry. I found a really useful tool to do this was LinkedIn. Get involved in discussions and recruitment events and make it known that you're looking to move into that field of work. A great group to join is "Police Into Private Sector - PiPS", as a lot of former officers contribute their advice for those looking to leave.

4). Don't send CVs to organisations cold. Too many people have a scatter-gun approach to sending CVs. If you do points 1-3 and you're well networked, you're more likely to only have to send

in one CV and you'll be invited to do so. A friend recommended a book titled *What Colour is Your Parachute?* by Richard Bolles. This has some sound advice on disciplining your job search.

5). Be patient and set yourself a realistic deadline for leaving. Recruitment processes don't run to your timescale but the organisation you're joining. It can take three months from submitting a CV to signing a contract. It's true what they say; finding a job is a full-time job. If you're searching while holding down a full-time job it's difficult so be sure to set some time aside for job-searching every week to maintain momentum.

6). Most importantly, back yourself. We never really discuss the hugely varied, challenging and rewarding work we do as police officers. We don't have CVs in policing but you'd be surprised how the exercise of committing your skills and experience to paper can demonstrate just how marketable you are. It doesn't matter what part of policing you've worked in, you've managed risk. That experience is more attractive to the outside world than many realize.

I only left in August but it does feel like a lifetime ago and so much in the service has changed. For instance, it was announced a few weeks ago that my former rank will be phased out over the next 18 months!

Challenging times ahead. I still feel like I'm transitioning from being a police officer, and this is only natural as it's been a big part of my life. I was invited back for a commendation ceremony last week and called by former DCS "Guv'nor" before he corrected me. Some habits die hard I guess.

If the police service is no longer for you, there's a world of opportunities out there. Whatever you decide to do, be happy doing it.

I'll conclude with my answer for when people ask me how it feels to have left. I have one word; "liberating".

probably shock that a Chief Inspector had resigned halfway through their service, there wasn't sufficient shock to warrant any of the Executive Officers to call and ask why I was leaving. Most colleagues were very supportive and many who had more service than me expressed a wish that they were 'younger in service' to allow them to leave but felt the pension loss would be too great to leave at that stage of their career. Family and friends were very supportive, pretty much from the position that the job was not making me happy anymore and rather than complain for the next 17 years, there was still time to do something about it. Friends, family and colleagues were great sources of information or contacts out there in the wide world, even just to talk to someone and work out where someone like me could fit in and use the skills that 12 years in the Service had given me.

ANY RECOMMENDATIONS FOR THOSE LOOKING TO LEAVE?

Plan and get advice. A CV is a great place to start but being approached by ex-colleagues for advice I found that we hide our skills away as 'just my job'. So talk to someone who has experience in drawing out the skills and showing them properly in a CV. The range of skills a uniformed Police Officer has is incredible: decision making skills, task prioritisation, ability to handle pressure, ability to prioritise

work effectively, quality written work, ability to summarise information accurately, effective communication skills, teamwork, and so on.

Think through the reasons for wanting to leave. What is it about the current situation that is making you want to leave? Is there anything that you could do to improve the situation? Leaving is a huge step and just thinking through the 'why' is important so, if things are tough after you leave, you are totally sure that the reasons for going were the right ones.

WHAT INDUSTRY ARE YOU WORKING IN NOW?

I now work as a Human Resource Consultant, with an HR and business consultancy, so using my people skills in a very different way.

HOW ARE YOUR NEW COLLEAGUES AND HOW WAS THE TRANSITION BACK TO CIVILIAN LIFE?

My colleagues were amazing, working for an SME consultancy, and our Founder being an ex-police officer, meant that it was a bit of a novelty having an ex-cop working in the office. Even now, after 3 ½ years, some of my colleagues apologise to me before telling me about a time when they were caught speeding or let their road tax run out...

IF YOU WOULD LIKE TO HELP OTHERS AND SHARE YOUR STORY IN OUR MAGAZINE, PLEASE CONTACT JAMES AT JAMES@POLICE RESETTLEMENT.CO.UK.



Career Break or Resign

On the 9th June 2002 I travelled to London with my joining pack and a small bag from a little town in the North East of England named South Shields.

Previously I had only been to London to watch the mighty Sunderland FC play at Wembley and Highbury. However here I was getting on the train and ending up in Kings Cross before making my way on Northern Line up to Hendon. I was only 19 years of age and was filled with enthusiasm for what was to come. This enthusiasm was to last for 15 years before I eventually left in November 2016. There was not one main reason for looking to escape the Police, although certainly the pension changes made me look to the outside world. Since I joined in 2002 the pension has been tinkered with on two occasions, 2006 and again in 2015. This led me to believe that as under the new scheme I was going to in all likelihood be a Police Officer until I was 60 and each government could change the pension without recompense a few more times before I retired then I should seek potential opportunities outside of policing. Even though the new scheme was still one of the best pension options out there I decided to take action that was in all likelihood financially a poor decision. I would not join the new pension scheme, I would freeze my 1987 scheme and invest in myself. I had the attitude that when one door closes another door opens.

I began this by firstly by attending University from 2014 to 2016 striving towards a Master Degree in Organizational Resilience. Bucks New University and Phil Wood run the degree, anyone seeking professional academic development should consider this course, it is one that broadens your horizons and develops critical thinking skills for professionals in this field of study and I would highly recommend it. This course allowed me to mix with other professionals from sectors such as banking, insurance, risk management and gave me a new perspective on the Police.

I also began to look outside of the Police for professional guidance and used Police into the Private Sector and Angela Hackett to update and professionalize my CV. The experience with Angela gave me the confidence to think there was life outside of public service, I began looking at jobs online and also began learning a new language paying for a tutor out of the money I was no longer paying into the pension. I began to travel more, having holidays and struggling to return to work each time. It was during these travels that my wife and I stumbled across a town in Spain named Girona, famous for its beautiful Cathedral, Game of Thrones and being a fantastic place for cycling. Upon our return to the

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UK in the summer of 2016 we suddenly decided we would sell up and leave the Police to travel in Spain and learn a new culture with Girona as our home base.

To this end we had a decision to make, would we resign or apply for a career break? The career break option is a fantastic opportunity and one that many organizations do not provide; it allows that extra security of returning to the Police after a set period. Consider examining your Service policy for the potential to submit an application.

After much soul searching we decided to both apply for career breaks and both Forces were very supportive in our bid and authorized 12-month career breaks for us both. Our respective managements were excellent and both Police Services could not be faulted in this respect. It was during this time that I realized what a great organization the Police service in the UK can still be when combined with management who put people first, I was lucky enough to have such a management team. On the day I returned my warrant card, even potentially on a temporary basis, it was very unsettling. I can only imagine the feelings that someone who retires after 30 years of holding the warrant experiences. My hand was shaking when I handed it back and for the next month I would pat

my trouser pocket consistently thinking I had left it in the house or had lost it before it dawned on me again that I did not have it.

Whilst leaving was not the most financially responsible decision, as remaining in the Police would be the safe option and would have supported our future fiscally, I would advise anybody to simply look up and outwards from the Police from time to time. This could be in order to study a new language, complete an academic qualification or simply seek a new adventure; you never know what will crop up when you do this. Now a lot of you will say, but I have kids, I have a house with a mortgage, I have debt or the best one I don't have time. If you want to change something have patience and take it one step at a time. Don't buy that Starbucks Coffee and put it towards an on-line language tutor or don't watch a full box set of The Walking Dead, sit down and plan your next adventure. That could even be just visiting the next town over which has a museum that you have never been to. Not everybody has to look for drastic change sometime adventures and opportunity come from a small change. It is easy when in the Police to become trapped in the constant trudge of work, sleep then repeat. Try to break this cycle with something new each and every set of rest days, however

“ If I return in 12 months I will do with the same enthusiasm I had in 2002, however I would urge officers, just look up, take responsibility for your own development and see what opportunity life gives you. ”

small, just something new. Even this can provide reinvigoration to your tired mind and body, worn down by the Police shift pattern.

The decisions you make are yours to take, if the Police Service is not working for you stop complaining and make the small changes that alter the direction of your life. These small steps add up to huge change over a period of time. For example since July we have taken one step at a time: get the house valued, ok that went well. Lets put it on the market; ok we have four offers in a day. Ok lets accept

one. Each small step was taken and four months later we are travelling, enjoying freedom. The precursor to that was change whilst I was in the Police, learning a language, seeking academic knowledge and travelling more.

The best question I get asked is what about when you're 65 and are regretting it with your small pension. Well the bottom line is I have no idea if I'm getting to 65 and with the amount of damage my body has suffered during my service I certainly won't be walking the Pyrenees when I'm 65. If had continued the way I was going with a shift pattern that ensured getting out of bed at 0330am then the only thing I would be doing at 65 is having a nice nap. So lets do it now, enjoy it whilst I'm fit enough.

I had no idea 12 months ago that this would be the direction my future would take however by simply seeking new experiences outside of the Police, a degree, a language, travel did I discover that a Police Officer has many skills which allows them to thrive in the outside world. The main two being a good sense of humor and the ability to communicate, both of which have served me well.

Currently I'm enjoying life and beginning a new journey with my wife, seeking to open a commercial venture in Spain. I have also discovered that many people no matter what Country you are in are interested in a funny story about cops and robbers or in my case an unruly retired Police Dog named Ike who has also made the journey on this adventure to Spain, Ike has developed a taste for Spanish Tapas and swimming pools and has settled in to the lifestyle very well.

If there is any officer or former officer wishing to meet up who are visiting Girona or the Barcelona area feel free to get in touch for a coffee and a chat about all things life and job, stay safe, Paul.Gibb@icloud.com.





Blue Light Programme

Faye McGuinness, Blue Light Programme Manager, Mind

Since March 2015, Mind's Blue Light Programme has been raising awareness, and helping tackle the high prevalence, of stress and poor mental health among emergency services staff and volunteers in England and Wales, including police officers.

An online poll published in April 2016 revealed more than one in four (27 per cent) people had contemplated taking their own lives due to stress and poor mental health while working for the emergency services, while nearly two thirds (63 per cent) had contemplated leaving their job or voluntary role because of stress or poor mental health.

We surveyed over 1,600 staff and volunteers from 999 services (police, fire, ambulance and search and rescue) and found over 9 in 10 (92 per cent) respondents had experienced stress, low mood and poor mental health at some point while working for the emergency services, while a staggering 62 per cent said they had experienced a mental health problem – such as depression, anxiety disorder, OCD, PTSD, bipolar disorder or schizophrenia – while working or volunteering in their current or previous Blue Light role. People who worked or volunteered within the police service were particularly vocal, representing nearly two thirds of respondents (1,030) to our online survey.

These worrying statistics highlight the need for greater mental health support for our Blue Light workers. The challenging nature of the job - with its unique pressures

- can put staff and volunteers at greater risk of developing a mental health problem. That's why it's so important support is available to ensure dedicated workers are at their best and ready to carry out these difficult and life-saving roles that can often be taken for granted.

Despite the high prevalence of mental health problems, the survey revealed that less than half (48 per cent) had taken time off work due to stress, low mood or poor mental health. In addition, nearly half (46 per cent) said that someone would be treated differently (in a negative way) if they disclosed a mental health problem at their organisation. These results indicate there's still a taboo around talking about these issues and a culture of continuing to work even when unwell – which can be problematic.

Respondents to our poll also told us that, while working for the emergency services:

- Two in five (41 per cent) had been prescribed medication (such as antidepressants, sleeping tablets etc.) due to stress and poor mental health
- Five per cent had made an actual attempt to take their own life due to stress and poor mental health
- Over half (55 per cent) had sought medical help due to stress

Regie Butler



- and poor mental health
- Six per cent had been admitted to hospital due to stress and poor mental health

Lots of our respondents said they feel they would be treated differently if they had a mental health problem, and wouldn't feel comfortable coming forward if they were struggling with their mental health. To date, we've disseminated over 300,000 information resources, over 5,500 managers have participated in line manager training, over 800 emergency service staff have registered to be 'Blue Light Champions' and 57 Blue Light employers and 9 national associations sign the Blue

Light Time to Change pledge - a commitment to raising awareness of mental health, tackling stigma and helping enable staff and volunteers to talk more openly about their mental health at work.

Thankfully, there is a great deal of good practice happening at an organisational level across the country, in large part as a result of Mind's Blue Light Programme. A major part of the Programme has been the recruiting of Blue Light champions – individuals within the emergency services who are willing and able to share their own experiences of unmanageable stress and poor mental health - to encourage others to follow suit.

One such Champion is Regie



ABOUT MIND

We're Mind, the mental health charity. We provide advice and support to empower anyone experiencing a mental health problem. We campaign to improve services, raise awareness and promote understanding. We won't give up until everyone

experiencing a mental health problem gets both support and respect. www.mind.org.uk

Mind has a confidential information and support line, Mind Infoline, available on **0300 123 3393** (lines open 9am - 6pm, Monday - Friday)

In the last eighteen months, we've made some great progress when it comes to raising awareness, tackling stigma and encouraging working environments where people feel able to talk about mental health. Blue Light services have engaged in the Blue Light Programme at all levels. But we have to be realistic - it's not possible to change attitudes and working cultures overnight. We need to see an ongoing commitment to prioritising the emotional wellbeing of emergency services workers to enable them to continue doing their vital work serving our community, backed up by the funding and resources to deliver support.

Fortunately in the Autumn Statement, additional support for emergency services staff and volunteers was announced. A further £1.5 million is being administered to allow us to continue to bring mental health out of the shadows and provide mental health support to 999 workers until March 2018. For the first time, from 2017, we'll be able to deliver much-needed support to emergency services staff and volunteers in Wales, as well as extending our existing support to include 999 call-handlers and new recruits. This investment will also allow us to begin to identify and tackle specific mental health challenges facing accident and emergency (A&E) workers within England and Wales including doctors, consultants, nurses and security staff. It will also help Mind continue to run the Blue Light Infoline - a confidential information and support line for emergency services staff, volunteers and their friends and family, particularly those who are worried about their own mental health or someone else's.

We still have a long way to go to tackle the mental health crisis within the 999 services and we need the help of everyone to help break the silence and taboo around mental health in the emergency services. Find out more about Mind's Blue Light programme and how you can help stamp out the stigma by becoming a Blue Light champion at www.mind.org.uk/bluelight.

ABOUT THE BLUE LIGHT PROGRAMME

In October 2014, Mind was awarded LIBOR funding to develop and deliver the Blue Light Programme - a major programme of support for emergency services staff and volunteers

The Blue Light Programme launched in March 2015 and since then Mind has been helping provide mental health support to emergency services staff and volunteers from police, fire, ambulance and search and rescue services across England.

The programme was developed in consultation with emergency service staff and volunteers and involving local Minds and professional bodies, employers, charities and unions that represent emergency services staff and volunteers.

The Blue Light Programme focuses on five main areas:

Tackling stigma and discrimination - based on the Time to Change model including social media campaigns and work with employers to tackle stigma and discrimination at an organisational level.

Embedding workplace wellbeing - a bespoke mental health training programme for managers, staff and volunteers.

Building resilience - a pilot approach to building the mental health resilience of emergency services staff and volunteers.

Providing information and support - a bespoke mental health information service for emergency services staff and volunteers, their family and friends; this is likely to include a clinical intervention pilot to look at the best way to provide access to more specialist clinical mental health support.

Improving Support Pathways - training a cohort of Blue Light Champions to become peer supporters and commissioning the delivery of four pilot Blue Light Mental Health Networks to improve pathways to mental health support for Blue Light personnel.

Butler, 48. Regie is a Police Sergeant with Devon and Cornwall Police on response, answering emergency incidents. He is also a volunteer Rescue Officer with Newquay Coastguard Rescue team, on call 24/7, assisting with emergencies on the coast, such as cliff rescues. Regie has experienced anxiety, depression and suicidal thoughts and is a Blue Light Champion, raising awareness of mental health among the police and search and rescue.

He says: "I became a Blue Light Champion to try to turn my mental health problems into something positive that could help others. I've been suicidal twice in my life, most recently about

12 or 18 months ago. It was an awful time, but I managed to get through it. I couldn't have done it alone. I realised the best thing to do is to spread the message that we've just got to talk about it and not hide away or suffer in silence. That only makes things worse and can be the difference between life and death. Mental health problems are nothing to be ashamed of, and there is help and support out there.

"By providing information about, and raising awareness of mental health, Mind's Blue Light programme has helped so many emergency services staff and volunteers better identify poor mental health in themselves and their colleagues."



Police pensions

Police Pensions have a long history, dating back to 1829 when the Metropolitan Police Act introduced certain benefits on disablement (now known as medical unfitness) for London officers “worn out by length of service”.

A full pension scheme for all members of a police force became available in 1890. There have been many changes since then, but entitlement to a police pension has always been regarded as a key element of the remuneration of members to enable them to undertake their role with confidence. The present arrangement, called ‘The Police Pension Scheme 2015’ (2015 Scheme) is intended to ensure that pension entitlement remains a key element. The 2015 Scheme is established by Regulations (the Police Pensions Regulations 2015) made under the Public Service Pensions Act 2013.

The 2015 Scheme provides for payment of pensions and other benefits to or in respect of members of a police force in England and Wales. The 2015 Scheme came into effect on 1st April 2015. Members who started in the police force before that date were able to join the Police Pension Scheme 1987 (1987 Scheme) or the New Police Pension Scheme

2006 (2006 Scheme) There are separate guides for those who remain members of the 1987 Scheme or the 2006 Scheme.

Injury benefits remain separate to the pension schemes and are governed by separate regulations. Guidance on injury benefits will be made available separately. This guide applies only to members of a police force in England and Wales. Although the 2015 Scheme extends to England and Wales, it is administered locally by each police force. Please note that a different scheme is established for both Scotland and Northern Ireland. If there are any points about which you would like further help, please contact the pensions administrator for your force. They will have a copy of the regulations, to which you will be able to refer if you wish.

If you are not sure where to find the pensions administrator for your force, your human resources or personnel section should be able to provide the right contact. Alternatively, there is a full list of the pensions administrators for all forces in England and Wales on

the gov.uk website at: www.gov.uk/government/publications/police-pension-administrator-contacts-england-and-wales The Home Office homepage on the gov.uk website has a number of pages relating to police pensions. These provide information about the three police pension schemes and injury benefits, including any recent changes and links to regulations and guidance.

THE POLICE PENSION SCHEME 2015 “AT A GLANCE”

Many members joining the 2015 Scheme on 1 April 2015 (and those joining the 2015 Scheme at the end of their Tapered Protection Period) will also have service under the 1987 Scheme or the 2006 Scheme. The member’s accrued rights under the 1987 Scheme or the 2006 Scheme will be protected.

The 2015 Scheme is a Career Average Revalued Earnings (CARE) pension scheme. This means that for each year you are an Active Member you will earn a fraction of your Pensionable

Earnings (1/55.3) for that year as earned pension and this will be revalued for each subsequent year until you retire. Earned pension will be added to your pension pot in each year of pensionable service under the 2015 Scheme, and will be revalued at the end of each year. Whether you work full-time or part-time your earned pension is built up in the same way.

The 2015 Scheme is funded by the contributions from members and Police Pension Authorities (e.g. the Chief Constable). The Normal Pension Age (NPA) is 60. The Normal Minimum Pension Age (NMPA) is 55. You have the option to retire at any time after NMPA and to take immediate payment of your pension; if you decide to retire with immediate payment of your pension after NMPA and before NPA, your 2015 Scheme benefits will be actuarially reduced by reference to NPA. You may remain an Active Member of the 2015 Scheme as long as you wish (there is no maximum period of service). If you decide to continue in service 9 beyond NPA there will be an actuarial uplift applied to your pension as it will be paid later than it would be in normal circumstances.

While you are an Active Member, the rate of revaluation applied at the end of each Scheme Year (31 March) to the earned pension accrued for that year is the movement in the Consumer Price Index (CPI) + 1.25%. The revalued amount forms the opening balance of your pension for the next Scheme Year. For each Scheme Year that you are an Active Member of the 2015 Scheme, your earned pension is 1/55.3th of the value of your Pensionable Earnings for that Scheme Year (uprated by CPI + 1.25%). Pensions in payment to members are increased every year in line with CPI under the Pensions (Increase) Act 1971.

Benefits for others on the death of a member If you should die whilst serving as an Active member then: A lump sum death grant is payable (see section 10.4 ‘Lump sum death grant’). The payment is 3 times your Final Pay if your period of service was at least 12 months (otherwise it’s 3 times your annualised final pay). If you die whilst a member of the 2015 Scheme: A pension will be paid to your spouse or civil partner for the rest of their life. A partner who is neither a spouse nor a civil partner may be entitled to payment of a

pension for life, subject to having completed the required declaration Eligible children under the age of 23 may qualify for a pension.

Other features You will be able to commute part (up to 25%) of your pension at a rate of 1:12; therefore, for every £1 of pension given up you receive a lump sum of £12. 10 If you accrue rights in the 2015 Scheme but leave the police force (or opt out of the 2015 Scheme), without taking a pension or a refund of contributions, you will be entitled to a Deferred Pension payable from your State Pension Age (SPA). If you have accrued benefits in the 1987 Scheme or the 2006 Scheme, those benefits will remain in that scheme. An Active Member may opt out of the 2015 Scheme Compulsory ill-health retirement and ill-health pensions The Police Pension Authority has discretion to retire a member on medical grounds. There are two levels of ill-health pension which may become payable under the 2015 Scheme (members with previous service in the 1987 Scheme or the 2006 Scheme who have not reached NPA receive an ill-health pension which reflects service in their existing schemes):

Lower Tier, payable if you are permanently medically unfit for the ordinary duties of a member of the police force but not permanently medically unfit for any regular employment. If you are compulsorily retired on these grounds, you will become entitled to immediate payment of a lower tier ill-health pension and will have the option to commute part of it for a lump sum. Your benefits will be calculated based on the amount of your accrued pension at the time of your ill-health retirement. There will be no reduction for early payment and no enhancement.

Enhanced Upper Tier, payable if you are permanently medically unfit for the ordinary duties of a member of the police force and also permanently medically unfit for any regular employment. If this is the case you will receive this pension in addition to the lower tier ill-health pension. The level of medical unfitness is determined by a Selected Medical Practitioner (SMP) and there are appeal rights against medical decisions. An ill-health pension will be increased in line with CPI for as long as it is paid.

Police Pension Authorities may review the payment of ill-health pensions at regular intervals. Even if an SMP determines that you are permanently medically unfit, it does not automatically follow

that you will be granted ill-health retirement. The Police Pension Authority will consider whether there are alternative duties that you could perform and still remain in the service (taking account of your overall capabilities). There are separate arrangements for the payment of injury benefits to members of a police force who are injured on duty. The details can be found in the Police Injury Benefit Regulations.

Other points Purchasing added pension (where you can increase your pension by paying additional contributions) is currently limited to £6,500 per year. The limit may be altered by HM Treasury (HMT). Added pension is revalued by CPI in line with the Pensions (Increase) Act 1971. The 2015 Scheme does not have a formal Additional Voluntary Contribution (AVC) arrangement, but you do have the option to make contributions to a separate personal pension scheme in addition to your contributions to the 2015 Scheme within limits prescribed by HMRC. It is possible for Deferred Pensions (payable in full at your SPA) to be paid early on request, but this will be subject to Actuarial Reduction to reflect that they will be paid earlier and for a longer period. Deferred Pensions can also be paid early when a Deferred Member is permanently medically unfit for regular employment. These are not subject to Actuarial Reduction.12

Scheme membership and eligibility From 1 April 2015 you are automatically enrolled to the 2015 Scheme on appointment to a police force unless you decide to opt out. On joining a police force, you may be asked to have a medical examination (free of charge) so that the Police Pension Authority can decide whether

you will be eligible for ill-health benefits (This does not apply to former members of the 1987 Scheme or the 2006 Scheme who join the 2015 Scheme on 1 April 2015 or at the end of their Tapered Protection Period).

If the Police Pension Authority determines (after any appeal) that the likely cost of providing benefits is disproportionately high, you can still join the 2015 Scheme and pay reduced contributions but you will not receive ill-health benefits. An exclusion from ill-health benefits under the 1987 Scheme or the 2006 Scheme will also provide an exclusion from ill-health benefits under the 2015 Scheme.

It is possible for you to be a member of the 2015 Scheme and to contribute to other pension schemes, such as a personal pension plan, at the same time. You are advised to consult an independent financial adviser if you are interested in this. If you are (or are considering) moving between forces and/or you have a gap in service (or are considering one), differing conditions may apply according to your individual circumstances. You should contact your pensions administrator in the first instance so that you are aware of any potential consequences.

Automatic enrolment Automatic enrolment means that your Police Pension Authority will automatically enrol you onto the 2015 Scheme on your first day of Eligible Service under the 2015 Scheme. If you opt out of the 2015 Scheme you will be automatically re-enrolled into the 2015 Scheme every 3 years on your automatic re-enrolment date. If you want to remain 13 opted out, you will need to opt out within one month; this will be backdated from the automatic re-enrolment date. If you are thinking of opting out of

the 2015 Scheme or the 1987 Scheme or the 2006 Scheme you are strongly recommended to take independent financial advice before you make a decision.

Opting out You can opt out of the 2015 Scheme at any time by sending written notice to your Police Pension Authority. If you opt out in the first three months of you joining the police force, your decision is back-dated to the date you became a member of the police force. If you decide to leave the 2015 Scheme at any future date, your decision will take effect from the start of your next pay period after the receipt of your opt-out notice by your Police Pension Authority or on any later date which your Police Pension Authority considers appropriate.

If you opt out of the 2015 Scheme you can re-join if you wish. This may be subject to a medical examination, at your expense, to decide whether you will be eligible for ill-health benefits. You will be re-admitted to the 2015 Scheme at the start of your next pay period (with or without access to ill health benefits) after the receipt of your opt-in notice by your Police Pension Authority or on any later date which your Police Pension Authority considers appropriate.

However if you opt out within 12 months after opting in, you will not be able to opt in again until the end of that period of 12 months. Opting out of the 2015 Scheme will have a number of consequences, including: If you build up two years or more of Qualifying Service and then opt out, you will be entitled only to a Deferred Pension. Your 2015 Scheme benefits would be

Continued on page 36



Continued from page 35

payable in full from your SPA, or you can take a Deferred Pension actuarially reduced from NMPA (calculated by reference to your SPA), and 14 any benefits in the 1987 Scheme or the 2006 Scheme would be payable from the age at which your deferred pension in that scheme is payable (generally 60 in the 1987 Scheme and 65 in the 2006 Scheme).

If you die while in service as a member of a police force but you are not a member because you have opted out of the 2015 Scheme (i.e. you are a Deferred Member) you are not covered for death in service benefits therefore no lump sum death grant is

payable. A surviving adult pension and an eligible child pension may be payable when you die.

If you are not an Active Member of the 2015 Scheme you will not be eligible for an ill-health pension if you leave the police force because you are permanently medically unfit. If you are a Deferred Member who has left the police force, you may qualify for early payment of your Deferred Pension on grounds of ill-health if you are assessed as permanently medically unfit for any regular employment and you are eligible for ill-health benefits. Staying an Active Member of the 2015 Scheme has a number of significant benefits, including:

A public service pension remains one of the best available.

Having a public service pension is a tax efficient and an effective way to save for your retirement.

The 2015 Scheme will provide a guaranteed level of pension which is based on a fraction of your Pensionable Earnings for each Scheme Year (1/55.3) uprated each year until retirement. Upon retirement your earned pension is uprated by CPI in accordance with the Pensions (Increase) Act 1971. In a Defined Contribution Pension Scheme your pension would be of an unknown amount based on investment returns.

In addition to your own contribution, your Police Pension Authority makes a significant contribution towards your pension. You receive tax relief on your pension contributions and until 6 April 2016 you also pay a

lower rate of national insurance contribution as the 2015 Scheme 15 is a contracted-out public service pension scheme (from 6 April 2016 contracting-out will cease to be available to any scheme). The 2015 Scheme provides valuable benefits for you and your family such as ill-health pensions and survivor pensions.

If you opt out of the 2015 Scheme with less than 2 years' Qualifying Service and you have not transferred in any service, your pension contributions will be refunded. The refund will be subject to the relevant tax rules. If you are thinking of opting out of the 2015 Scheme, you are strongly recommended to take independent financial advice before you make a decision.

Opportunities to rejoin at a later date

If you are returning to the police force after a gap in service (this does not include a career break) not exceeding 5 years, you may be able to accrue future benefits in the 2015 Scheme.

If you once again become an Active Member of the 2015 Scheme after a gap in service not exceeding 5 years your 2015 Scheme pension will be revalued as if during the gap in service you were an Active Member (i.e. revalued in line with CPI+1.25% per year) but as if you received no Pensionable Earnings. You are strongly advised to check your position with your pensions administrator regarding the protection of your accrued rights and other protections under the 1987 Scheme or the 2006 Scheme.

If you once again become an Active Member of the 2015 Scheme after a gap in service exceeding 5 years, the pension you accrued under the 2015 Scheme before your gap in service will be a Deferred Pension and will be revalued in line with CPI each year from the date you began your gap in service. Pension accrued during your current period of service as an Active Member will be revalued in line with CPI+1.25% per year while you remain an Active Member. 16 For the purposes of the Final Salary Link (used for calculating benefits under the 1987 Scheme or the 2006 Scheme), service under the 1987 Scheme or the 2006 Scheme will be taken to end when you began your gap in service, therefore you are strongly advised to check your position with your pensions administrator. We will be including more information about Police pensions in future issues, if you have specific questions please send them in to us and we will try to cover it in the next issue, alternatively visit www.gov.uk/government/publications/the-police-pensions-scheme-2015-members-guide and download the members guide. ●





Malpeet K9 Academy specialises in the use of operational dog teams, the sale of dogs in various disciplines and handler training both for UK and overseas customers. We are members of, and approved trainers for the National Association of Security Dog Users (NASDU). All detection dogs are trained utilising 'real' drugs and 'live' explosives. Malpeet K9 Academy is currently one of only a few UK companies licensed to possess controlled substances for the use of training detection dogs Malpeet K9 Academy is also an ELCAS approved training provider. We have helped many service personnel pursue a successful dog handling career. Working with various local and national charities such as the ABF Soldiers Charity, we provide the best training courses covering many aspects of working in private security as a dog handler. Our MD Simon Mallin has worked with clients around the world and is currently working on projects in Kenya that include Lewa Wildlife Conservancy's anti-poaching dog unit. Learners at Malpeet K9 Academy have a unique opportunity to learn from

industry experts with international operational and training experience.

Case Study

Mike contacted us in February 2015 to enquire about a detection dog handler course, with a passion to work with dogs, he has chosen to become a dog handler as his second career after a very successful one in the armed forces. Mike was able to use his entitlement with the Enhanced Learning Credits to fund the 32 days Explosive Detection dog handlers course as we are one of a few dog handler training providers with ELCAS approved status. We introduced a small payment plan last year to help learners who self fund course fees spread the cost into monthly payments with no extra fee. Mike took the opportunity and funded the general purpose level 2 course himself. Upon completion of the general purpose dog handling course, Mike was introduced to his current employer by our MD Simon Mallin. We pride ourselves on our continued support for our graduates from the first day of training through to employment.

COURSE FEATURES

- Realistic scenario based training
- Licensed to hold live explosives and real drugs for training purposes
- On-site complimentary kenneling
- On-site self-catering accommodation
- Green dogs for sale in conjunction with handlers course

NASDU COURSES

- General Purpose Security Level 2 & 3
- Drug Detection Level 3
- Pyrotechnics Detection Level 3
- Explosive Detection Level 4

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ELC
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NASDU
national association of
approved instructors/trainers

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Supporting our emergency services heroes

PC David Rathband knew first-hand what it was like to be injured in the line of duty and also what little emergency financial help and support was available to those in his shoes and their families.



Born in Stafford in 1968 David Rathband, trained as a plumber, but his lifelong ambition was to become a police officer.

After working as a Special Constable for some years, he finally realised that dream when he got a job as a constable with Northumbria Police in 2000. He passed his Sergeant's exam three years later but decided to stay as a constable to become a traffic officer, the role he had always wanted.

David joined the traffic department in 2006, enjoying some of the most satisfying years of his career. He also voluntarily trained as a Family Liaison Officer, supporting relatives during the harrowing period of bereavement after losing a loved one in a road traffic accident.

In the early hours of Sunday,

July 4, 2010, David was in his patrol car parked on the A1 Western bypass in Newcastle.

He had chosen that spot specifically in the hope of apprehending Raoul Moat, who was being sought by police after shooting his former girlfriend and killing her new boyfriend 24 hours earlier.

David was on his own and was unarmed, but gave no thought to his safety as he devoted his shift to assist in the hunt for the dangerous gunman.

Seconds after replying to a text message from his wife telling him to take care, a sixth sense made him aware of someone approaching his car. He glanced over his left shoulder to see Moat, a bodybuilder and former bouncer, running at him holding a double-barrelled shotgun.

David had no time to react before Moat fired the gun from just 3ft away through the closed passenger window and into David's face. A second





THE BLUE LAMP FOUNDATION WAS CREATED IN OCTOBER 2010

Following a brave battle to overcome his injuries and adapt to his new life, David passed away at the age of 44 on 29th February 2012 at his home in Northumberland. The Patrons and Trustees of his charity vowed to continue the work he started and are taking the charity from strength to strength.

Burton-based Paramedic John Eames was the first person to receive a grant from The Blue Lamp Foundation. John was injured in a road traffic accident in 2011 after a Polish lorry driver crossed onto the wrong side of the road and crashed into his ambulance.

John was trapped in the vehicle for over two hours and suffered a shattered knee joint and severely broken the right leg. He spent six months in hospital as a result of his injuries, but he was able to return home thanks to a £2,500 grant from The Blue Lamp Foundation. The grant paid for modifications to be made to his home so that he could continue his recovery in the comfort of familiar surroundings.

David Rathband travelled to meet John at his home and hand over his grant cheque. It was a very proud day for both of them.

John then became a Charity Champion and active fundraiser for The Blue Lamp Foundation and two years ago he was made a Trustee of the Charity in recognition of all of his hard work.

The Foundation relies on a network of Charity Champions who are serving Police, Fire and Ambulance men and women who actively fundraise and raise awareness of the financial support available to any injured colleagues.

There are vacancies for voluntary Charity Champions across the UK, anyone interested in getting involved can apply via the website: www.bluelamp-foundation.org.

After David's death the Foundation revised its role and remit and now covers both physical and mental injuries received while on duty. It has funded significant health and emotional wellbeing programmes for all three emergency services.

£60,000 has been provided to the Fire Fighters Charity (FFC) to develop a Mental and Emotional Wellbeing Programme for Fire

Fighters in need of support. Earlier this year an additional £11,000 of funding went to FFC to upskill its psychological services team.

£75,000 has gone to the Police Treatment Centre in Harrogate to develop a whole person programme so that mental welfare can be included for those having residential treatment for physical injuries or those who specifically need psychological support.

A further £60,000 also went to The Police Treatment Centre to refurbish three bedrooms to provide much-needed support to injured police officers in appropriate circumstances, in particular, those with mobility problems and as such may also require specialist bariatric equipment.

The Blue Lamp Foundation is now working with the Ambulance Services Charity and providing funding to introduce a programme to help those injured and their families cope with the emotional impact of those injuries on the whole family.

A national bereavement support service has just been launched this month to help children and families whose parents or close relatives have been killed while on duty with one of the emergency services.

The specialist service is being funded out of a £1 million endowment granted to the Joint Emergency Services Bereavement Fund from the Libor fines funding. The bereavement fund is managed by TASC, The Ambulance Staff Charity on behalf of all of the participating emergency services charities in England.

The cost of the first year of operation was met by a welcome £30k donation from the Blue Lamp Foundation.

The Blue Lamp Foundation has also given grants to dozens of individuals who have been injured on duty and have made it easier for injured emergency services personnel to claim through a simplified grant application process.

Applicants do not have to be a member of the Foundation or have contributed to be eligible for a grant.

Applications can be submitted at any time but must be made within six months of the date that the injury was sustained, unless the Board of Trustees agrees an extension of time in exceptional circumstances.

Peter Sweeney, Chairman of the Foundation, explained that the Committee and Trustees of the Foundation have "worked hard to develop the Foundation and ensure it is in keeping with the spirit in which it was established".

He said: "We are delighted to have been able to extend the assistance we can provide beyond specific financial contributions to individuals to funding key support services. We are looking forward to further opportunities to provide assistance to other emergency service personnel."

The Blue Lamp Foundation relies on the generosity of supporters and fundraisers to do the work it does.

Peter Sweeney, said: "We continue to be surprised by the generosity, originality and spirit of our followers – they are helping us make a difference, and each and every one of them can be proud of themselves."

"We have great support from serving emergency services personnel and their families who take on challenges and fundraising events on our behalf."

The Blue Lamp Foundation doesn't like to hear of anyone from our emergency services being injured in the line of duty, but PC David Rathband's lasting legacy means that it is there for those that are.

shot hit him in the chest.

He was rushed to hospital suffering from injuries that were so bad that no-one – including David himself – gave him much chance of survival. Amazingly, the surgeons were able to save his life, but they could not save his sight.

He was left blind in both eyes with no hope of any sight ever being restored.

In the following months, David made a remarkable recovery and, showing the same bravery and determination as he did in his daily role as a police officer, refused to let his disability defeat him and went about living his life as best as he could.

He had the idea of starting a charity while lying in his hospital bed to provide emergency financial aid to help anyone from our three emergency services who was injured in the line of duty as he believed that none of them should be out of pocket financially should the worst happen.

For more information on The Blue Lamp Foundation, how to make a grant application as the result of being injured in the line of duty or to find out more about becoming a Charity Champion for your service, visit: www.bluelamp-foundation.org

Or contact Sharon Ashurst PR Director, The Blue Lamp Foundation **07775 801471** or email s.ashurst@bluelamp-foundation.org



How Handy Are You?



Kevin Trump: "It keeps me active, I meet new people all the time and I get to choose which type of jobs I accept. Clients feel reassured and I often get recommended to friends and neighbours."

How Handy Are You?

Exclusively recruiting skilled retired police officers

- Flexible Full-Time & Part-Time Opportunities
- Related Qualifications Not Required

Enjoy the freedom and flexibility of being a self employed handyman/woman without the hassle and cost of setting up from scratch. Use your current skills to help people in your community and earn additional income.

Trust in Blue (TIB) are looking for punctual, reliable men and women with extensive home maintenance experience to join their national network of trusted self-employed handypeople across the UK.



www.trustinblue.com/careers

"Despite all the things I have seen after 30 years as a police officer I was astonished and frankly a little disturbed at just how much the elderly and vulnerable are still targeted." Chris Sims, former Merseyside Police Officer joined Blue Local Handyman in April 2014 and says that he "gets an enormous sense of wellbeing knowing that the elderly and vulnerable now have an organisation they can fully trust and rely upon."

First launched with four handymen in Bromley in December 2013 the organisation now has over 80 Self Employed handymen serving over 30 branches across the UK.

Blue exclusively recruits retired police officers to be handymen, providing peace of mind to a wide variety of

domestic and business clients and has a particular focus helping older and vulnerable people.

"One of my customers was recently ripped off by bogus officials to the tune of £20,000 and as you can imagine she was nervous about anyone coming into her home. She was delighted and hugely relieved to be able to rely upon Blue." Dave Hogg, Durham

"I enjoy working with my hands and get a great deal of satisfaction when I have repaired something that is broken. Clients are very grateful that I will come out to them when others will not bother." Jake Stevenson, Wanstead

Nick Orde-Powlett, who founded the company, said: "Whilst the remuneration is obviously primarily join because they want to get out and help people in their communities."

The organisation links new members (handymen) up with established members to enable them to seek advice from experienced handymen whenever they wish to call upon it, typically for estimating and planning purposes.

Kevin Trump in New Eltham enjoys being part of the team: "I can choose which type of jobs to accept therefore I'm never out of my

depth and there is never pressure to accept every job I'm offered. There are also colleagues I can phone if I get stuck with anything. I can regulate my workload and income as I wish."

The primary mission of Blue Local Handyman is to enable retired police officers to easily establish themselves as trusted handymen, without the usual cost, hassle and risk of setting up alone. Chris Sims likes to get out and help people: "Having Blue behind you from the outset takes away the worries of administrative duties, call handling, invoicing and generating work through various types of advertising, allowing you to simply get on with the work. There is absolutely no pressure to take on all the work passed to you and so you can be a busy as you want to be." Blue are currently expanding their network in order to help more people across the UK.



Jake Stevenson: "For me it is a very positive experience, from the variety of the work to the nice people I get to meet."

Blue

If you would like more information on joining just enter your details on the careers page www.trustinblue.com/careers

RESETTLEMENT TRAINING

LET TRAIN4ALL HELP BUILD YOUR CAREER



Train4All Academy has a brand new training facility in Somerton and are offering a wider range of training opportunities for those currently in the forces entering their resettlement period.

Construction trade qualifications are available in popular trades such as Bricklaying, Carpentry, Plastering, Plumbing, Tiling and Maintenance, and now also in Painting and Decorating, Maintenance and Property Development.

The first step of a change in career is always the most difficult, however the transition and resettlement process into civilian life to can be extremely challenging and a stressful time. To have a local training provider that understands the complexities of this transition as well as providing the skills to a new career is invaluable. As part of their commitment to those leaving the forces, Train4All are delighted to be working alongside local employers in providing career opportunities

for those that are looking to embark upon a different career. Opportunities for employment within projects such as Hinkley Point C are on the increase and Train4All is well placed within the South West to support you in your career change.

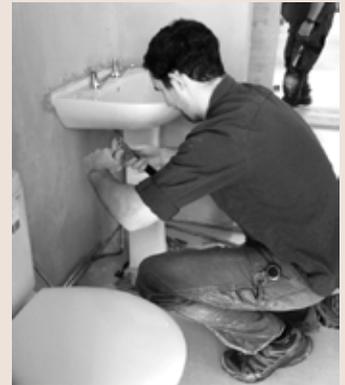
With a wealth of industry experienced, knowledgeable staff, Train4All is dedicated to helping learners achieve their goals and objectives. Offering not only biblical trades, Train4All are now offering a wide range of short courses such as CSCS Cards for those wishing to work on site, Abrasive Wheels, Health and Safety, and Driver CPC and Trailer Towing Qualifications. Those looking to move into a construction management position may benefit from cementing skills already possessed and seek to obtain a Site Supervision or Site Management qualification.

With Train4All being located just off the A303 and 25 minutes from the M5, those leaving the forces are increasingly applying to the Academy for local resettlement training. Train4All is ELCAS approved and a preferred provider for the Careers Transition Partnership and as such force leavers are able to use their Standard Learning Credits (SLC), Enhanced Learning Credits (ELC) and Individual Resettlement Training Cost (IRTC) to fund their chosen training programme be it a short 5 day course, a more substantial 5 week course, or a full 1 year City & Guilds Diplomas in the biblical trades at levels 1-3.



The most popular course offered at the Academy is the a City & Guilds 5 week Level 3 Diploma in Sustainable Construction which encompasses practical training in Bricklaying, Carpentry, Plastering, Plumbing and Tiling whilst also looking at the theory behind renewable energies, Building Regulations, property maintenance and conversion. Learners are taught in fully equipped workshops by experienced tradesmen with a passion for their trade. From understanding the different methods used to price jobs to dealing with customers and overcoming problems, Train4all aim to meet the needs that come to light in the transition into civilian life and operate a flexible approach within the training that can be adjusted to suit individual needs.

Speaking to members of the November course, they rated their experience highly; "From a military perspective it's a relaxed environment to be in whilst at the same time getting all the training done. The course is well designed for people planning projects or changing careers as it gives you a broad overview of all areas. Tutors



are extremely flexible matching the content of the courses to the needs of the individual learners, nothing is too much trouble".

If you would like any further information on the many resettlement programmes that Train4All offer, please call our dedicated force resettlement co-ordinator Jon Allen on 01458 274043 where he will be happy to discuss your requirements. Train4All really can get your construction career moving, they still remain the first choice for learners and the first choice for employers across the South West region.

CONSTRUCTION RESETTLEMENT TRAINING 2017/18



**Are you looking to retrain when you leave the Police?
Do you just want to learn some new skills?**

Train4All offer a range of short and long courses at our newly built South West Academy located just 10 minutes from Podimore on the A303 and 25 mins from Junction 23 of the M5

Our most popular 5 Week Construction course!

City & Guilds Level 3 Diploma in Sustainable Construction

Learn the practical and theoretical side to building; obtain skills in Bricklaying, Carpentry, Plastering, Plumbing and Tiling. Learn how to maintain and convert properties, understand building regulations, water regulations and learn about how using sustainable building methods is the way forward.

Short skills courses in:

- Brick
- Carpentry
- Plastering
- Plumbing
- Tiling
- Working at Heights
- Abrasive Wheels
- CSCS training

**Quote Ref:
PRM16 when booking**



Reserve now for 2017/18 by contacting our dedicated Resettlement Co-ordinator Jon Allen Call: 01458 274043 or Email: forces@train4all.co.uk or visit Web: www.train4all.co.uk

Becoming a Locksmith Lock into a new career

An increasing number of service leavers are joining the locksmith industry which is welcoming them with open arms.

The reasons are obvious. Service experience means that you are unlikely to be a clock watcher and out of hours call outs are nothing new. And working at weekends isn't going to shock the system. Additionally the job calls for a high level of honesty, integrity and a sense of security, all qualities found in most service personnel.

The Locksmith business is vast and encompasses many different areas in both domestic and commercial markets. Demands for Locksmith services are generally very stable and people who have locksmith training are in constant demand driven by many factors. So why become a locksmith? Leading locksmith trainers, Keytek Academy suggests the following:

- The need for people to ensure their homes and businesses are secure and protected adequately
- Insurance companies demanding ever more stringent security checks to ensure that all security fitted complies with their policies

- terms and conditions
- Every day, thousands of people move home and want the confidence that their property is safe guarded from any previous owner sharing access
- The increase in the Buy-to-let industry also requires Landlords to get locks changed on a regular basis as new tenants come and go
- Obvious general wear and tear replacements
- Thousands of businesses from offices, industrial units, shops to hotels and leisure complexes have to comply to specific standards of security
- This is just a snapshot of the requirements of the locksmith industry and along with the undeniable fact that people simply lose their keys or want their locks changed, demonstrates that there is always a demand for locksmiths. Without enough highly skilled and knowledgeable trades people within the locksmith industry this demand will only ever continue to increase.

WHAT DOES KEYTEK'S ACADEMY PROVIDE?

On-going 24hr onsite technical help
 Pathway to full professional accreditation
 State of the art facilities
 Discounted stock and tools

Professional locksmith training by industry experts
 Tailored locksmith courses to suit individual needs
 Full stock ordering facilities
 Full range of locksmith training courses



The Keytek™ Locksmith Training Academy offers a gateway to a career as a professional locksmith and is the only locksmith training provider in the UK able to provide an NCFE Level 4 Accreditation... The highest level of accreditation within the industry.

The Keytek Academy runs a variety of courses which are held in state of the art facilities and



TRAIN LOCKSMITH COLLEGE

If you're looking for something further north have a look at Greater Manchester based Train Locksmith College. Peter McIntyre of Kelty, Fife graduated in 2014 after 24 years service in HM Forces and faced what he describes as the daunting challenge of a new career as a civilian. He said: "I had no previous work experience as I joined the Army shortly before my 16th birthday. I had already completed my Career Transition Workshop but still

had no idea of what I intended to do after my service ended.

"It was my intention to find a trade or gain a qualification where I could be self employed, work flexible hours for a reasonable income and continue to challenge myself. I stumbled across an advert for Train Locksmiths Ltd in the education centre one day and it seemed to satisfy what I was looking for. I attended the (seven day) ELCAS/MOD Level 3 Enhanced Locksmith Qualification (House, Industrial, Commercial & Automotive Locks) course in July 2014. The course covers the fundamental basics of the trade and provides the skills that are required to start up as a sole trader or sub contractor. The learning environment is relaxed, friendly and full of information not only

are tutored by highly experienced industry professionals; the Keytek Academy is arguably one of the the leading locksmith training providers in the UK.

Those who are completely new to the industry will usually start with a five or eight day course allowing hands-on practice and expert tuition on the essentials of the industry.

Gaining a comprehensive knowledge of all there is to know about locksmithing only comes with years of experience and constant learning, however, carrying out a course aimed at newcomers to the industry will give individuals a firm foundation to start work either as an independent operator or as a sub contractor for an established company such as Keytek™.

Courses at the Academy operate with a maximum of just six students. This enables the instructors to work closely with each individual student, ensuring they get the assistance and support they need over the course of their locksmith training.

Since it's original inception in 1993 the Company had developed through many stages from it's initial format of being a small two van 'Emergency Locksmith' organisation

through to it's incorporation and growth into becoming the largest 'National Locksmith' Company in the UK today.

Keytek™ offers an unrivalled service within the industry focusing on the highest levels of customer service whilst providing a professional experience with informed and competitive solutions for everyone of its customers.

Keytek is also an ELC provide and understand that dealing with the resettlement process and booking onto a course can potentially be a stressful time for any service leaver. However armed with the correct information and support, this doesn't have to be the case. The Academy can advise on Resettlement Training effectively.

Find out more about how Keytak Academy can help you decide if this is the right path for you. Go to www.locksmiths-training.co.uk courses and how you can enrol. Alternatively phone **01202 711195**.

from the instructors but from the staff and indeed the students.

"There is a family feel about the whole experience that does not end on completion of the course. The ability to call the school/duty locksmith when out on private work for advice, guidance and or to share knowledge is invaluable. I have now started up as a sole trader (Kelty Locksmiths) in Fife, Scotland and conduct sub contract work on behalf of Nationwide Locksmiths.

"The Subcontract work is invaluable when starting up as establishing a company and the reputation to gain employment is a slow painful process. I easily earned back my registration fee within 8 weeks of trading. I would highly recommend Train Locksmiths Ltd to anyone who is

interested in becoming a locksmith. There are a number of courses available that claim to provide the same product but from personal experience the seven day course is the minimum duration that can provide the basic skills, opportunity to practice and more importantly speak to a highly skilled and experienced professional team.

"I keep in touch on a regular basis, have attended a subsequent course since qualifying and will be attending courses at the school in the future. My success in the trade can easily be related to the training I was given, the advice that is available and the confidence that when I am on the ground I am not alone, I am one call away from my colleagues."

Train Locksmiths has a wealth of experience in the

Locksmith industry. Its locksmith courses have been designed by locksmiths for locksmiths.

The company claims a vast technical and teaching experience, so all Trainees leave the locksmith courses with the skills required to successfully carry out and complete work, from day one, in their new career as a Locksmith.

The company is an approved MoD ELC service provider and boasts strong links with all three services, many police forces and fire and rescue services and HM Coastguard.

If you decide to train as a locksmith, Train Locksmith College argues that there are several reasons why they should be your first consideration.

Train Locksmiths Ltd offers a full back up support services

that is second to none. You will receive an invaluable Locksmith Bible, which is a locksmith training manual to take home and carry with you to every job to assist you with every locksmith job. Plus you will not leave until you feel confident and competent to tackle all types of locks.

You will receive a priceless tool bag, which will allow you to start jobs from day one. You will have been taught how to use all the tools throughout the course on a daily basis. This tool bag is worth approximately £600 - £700 RRP.

All the courses come with the essential Manuals, Progress Charts, Assessment Sheets, Monitoring forms, Examinations, Certifications, Qualifications, Back-up Services and much more.

W The Locksmith business is vast and encompasses many different areas in both domestic and commercial markets. ■■



Whoever you train with, once qualified you can become your own boss and your earning potential is limitless as you choose just how many hours you want to do. ●

My Story

My passions are Silver and Jewellery, but my life was and always will be the Police.

Following in my Father's footsteps I joined the Merseyside Police in 1977 and after thirty years retired as a Detective Chief Superintendent in 2007. Looking back I would describe my career as 'red hot coals' it certainly wasn't easy, but as it made me who I am today I wouldn't change a thing.

When I retired I felt fulfilled and very proud of my achievements. However, my retirement gift from the Force was a paperweight, nice, but not reflective of my thirty years commitment.

I desired something more meaningful, so I decided to design myself a 'Badge of Achievement' that represented me and my career. I wanted Diamonds and Silver, my two greatest passions and to create a Badge which all could wear, male, female, of any rank, Constable right up to the Chief.

My first creation was the Grand Elite. In solid gold this is obviously a considered investment, but it reflected how I truly felt about my own career. I had earned it.

My second creation 'The Classic' was for my father, Kenneth Shield, who at 90 years has now reached the magical milestone of

having been retired longer than he served, 32 years, an achievement we all aspire to.

The Deluxe and Elite quickly followed to reflect the complete range of personalities and budgets. Visit my website 'Diamonds of Achievement' at www.diamondsofachievement.co.uk for details of the range of Badges and prices. Please note the photographs do not show the actual size of the Badges, see the website for the full specifications.

With the combination of your initials each badge is unique and hand crafted using the 'lost wax method' by English Craftsmen I have known for 25 years.



Diamonds of Achievement

'Because you earned it'

Whether Male or Female, these badges make a beautiful bold statement of membership of the Police Family. Handcrafted, your badge will be worn by you with pride and treasured by your family forever.



Diamonds of Achievement

Phone - 07881 594188

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COMMUNICATIONS OFFICER

Canary Wharf Security are recruiting for Communication officers to work at our East London Estate.

We offer you a permanent employment contract, including the following benefits:

- Competitive Salary
- Overtime opportunities
- Excellent pension scheme
- Free private healthcare for you & your immediate family
- Free Life insurance
- Subsidised health club/gym membership
- Interest free travel season ticket loan after probation

TO APPLY VISIT: CANARYWHARF.COM/VACANCIES



bselected Police Promotion Success

Lets not pull any punches here: going for promotion in the police nowadays can be tough. Very tough and incredibly frustrating!

It often seems like the odds are stacked against you, with dozens, if not hundreds of officers in some Forces qualified and queuing up for a chance when the next process is announced. As the numbers being promoted reduce but the opportunity to sit the Stage 1 exam continues, the competition increases even further. And make no mistake – this is a competition.

Research conducted by PoliceOracle.com back in November 2015 revealed that at least **11,376 Constables** and **3,833 Sergeants** in England and Wales are Ospre Part 1 qualified

and still awaiting substantive promotion. Those numbers will be even higher today. And then there's all the hype about fast-track, direct entry schemes and the proposed requirements of Policing degrees to contend with.

To deal with this demand, Forces nationwide are introducing ever more competitive processes, often including a variety of unfamiliar assessment stages, causing additional anxiety and worry. We see a huge variation in what is expected of officers dependent on what force they work for and what rank they aspire to. Officers are being asked

to do a combination of paper sift, situational judgment tests, verbal and numerical reasoning, presentation and in-tray exercises, not to mention motivational videos before the final board interview itself! For the vast majority of promotion candidates in 2017, this all leads up to the commencement of a work-based portfolio in line with the National Policing Promotion Framework, with satisfactory completion required before substantive promotion. For some this is even harder to swallow, having been temporarily promoted already for many months, if not years.

The reality remains that, even with these hurdles in place, the vast majority of promotion candidates are considerably underprepared and rarely understand the competency-based assessment framework, even if they have been performing well

in role for a number of years, resulting in disappointment.

As a direct result of these frustrations Neil James and Ben Ewart recognised that there was an opportunity to help officers prepare in a much more focused and effective way, allowing them to know what to expect, how to prepare and how to deliver – when it counts, maximising the chance of promotion success.

In 2014 bselected police (www.bselectedpolice.com) was formed, a nationwide promotion assessment company with a difference, with one very clear goal - to help officers be more successful in their promotion process. Unique to bselected is its team of assessment and selection, recruitment, HR and police experts. This gives the team unrivaled experience in all stages of the promotion process, delivering no-nonsense coaching on the '3 Pillars of Success' – content, structure and delivery.

OUR SERVICES

bselected Police Promotion Success services are designed for police officers preparing for promotion at all ranks and grades. They include nationwide Police Promotion Success

you with the skills, technique and confidence required for success. A significant part of the day is dedicated to an intensive video role-play workshop.

As Ben also explains, "We include comprehensive post course support that includes a 30 minute FaceTime or Skype session prior to your board to role play an answer of your choice, helping you refine and polish your technique ready for the day. This can really make a big difference to your success."

SUCCESS & TESTIMONIALS

bselected's results over the past two years have gone from strength to strength with hundreds of successful officers having attended the Masterclasses.

"We love hearing when officers from forces up and down the country pass their promotion boards. It's what we are passionate about! We are lucky that many of those who attend our Masterclasses and Seminars write some nice stuff about us."

"This is a no nonsense course that has very clear objectives: to focus your preparation on passing promotion processes, give you the theory that you require and then show you how to implement that theory through mock interviews. The coaching was superb and made the difference for me to pass my board. I would recommend bselected to any PSNI officer who is going through the new promotion process.

Clive Insp to Ch Insp - Police Service of Northern Ireland

I had not done an interview for 11 years and had really low confidence after returning from Maternity leave. I had passed my OSPRE 1 & 2 for over 5 years and was keen to progress. I contacted bselected after a recommendation from a friend. They built me up, gave me useable skills for

MEET THE TEAM

Director, Neil James, has over eighteen years experience in senior management, leadership and director level positions and has designed and implemented many selection processes and interviewed thousands of job candidates, giving an unrivalled insight and experience into what panels are really looking for when selecting those for promotion.

Importantly, being qualified in occupational testing to British Psychological Society Level A&B, allows Neil to administer and interpret psychometric tests such as situational judgment and verbal & numerical reasoning tests which are increasingly being used as part of the process, especially in the MPS.

Ben Ewart has over 18 years police service with two of the largest police services in the UK, working in a variety of roles up to Detective Chief Inspector. He holds an MSc in Strategic Leadership & Change, is a member

of the Institute of Leadership and Management (ILM) and works with bselected as an assessment and selection Consultant, designing and delivering various aspects of bselected's police promotion programme.

David Moffat recently retired from Police Scotland as a Superintendent. During the latter part of his career he was National Project lead on Police recruitment, training and selection, including the Police Scotland promotion process. David has been involved in a substantial number of promotion processes as a candidate, panel chair and appeals assessor. Through his in-depth experience and research on the promotion process David knows what works to achieve success, and more importantly what doesn't!

Finally, Jane Murphy is a fully qualified MCIPD professional with over 10 years' experience in various Human Resources management positions, providing exemplary HR support to the bselected products.

interview, provided support after the course and a Mock on the week of my Inspectors Interview. What they train you in, REALLY works. Without realising it, I easily fell into the structure on interview, it felt comfortable and gave me something to build my answer on. I passed and I passed well. I am so pleased I took the step to get some professional coaching – well worth it. **Helen PS to Insp – West Midlands Police** bselected masterclasses and consultations make a real difference in helping officers of all abilities improve their interview board technique and secure the promotion that they want. A series of FREE 90 minute "Preparation For Selection" seminars are currently being

scheduled across the country.

If you would like to discuss any aspect of the bselected masterclasses, seminars or personal consultations please email neil@bselected.com or call **0161 327 2126**

MORE INFORMATION

bselectedpolice.com/police-services

Free seminars link:

bselectedpolice.com/shop/free-seminars

Masterclass link:

bselectedpolice.com/product-category/courses-consultations/

bselected

Seminars, Masterclasses, Personal Consultations and Situational Judgement Tests/ In-Tray exercises etc. for officers across the UK, including Police Scotland and PSNI.

As Neil explains, "Everything we do is based on Content, Structure & Delivery. Each part is vital if you are to be successful at your board. The Masterclass explains competency based assessment in detail and will significantly develop your understanding of the promotion process from paper application, to presentations and final board. We give you the theory and tell you how to deal with competency based interviews and structure your answers correctly.

Uniquely, bselected's RED-STAR+© structure will show you how to deal with situational or hypothetical questions that are often required in presentations"

Ben adds, "We are very passionate about what we do. Our aim is to help you to 'b' the best you can be and maximise your chance of success through our expert coaching and support."

Delivered by at least 2 trainers, the intensive and highly interactive Masterclass caters for a maximum of 8 clients to ensure you receive plenty of 1:1 coaching to provide



Drinking on the Job...

AA is concerned solely with the personal recovery and continued sobriety of individual alcoholics who turn to the Fellowship for help.

AA experience has always been made available freely to all who sought it.

Do you want help with a drinking problem?

If alcohol is costing you more than money, then call us today in complete confidence on 0800 9177 650, or email us at

help@alcoholics-anonymous.org.uk

"My 10 year old daughter succumbed to cancer....my drinking rocketed...I learnt to use drink to numb the pain. Then followed a dark period in my life...extended periods of diagnosed depression and marriage break up.

I finally admitted to occupational health that I needed help – the response was supportive and nothing like I expected I was offered a place in re-hab, and introduced to Alcoholics Anonymous.

I am now approaching six years of continuous sobriety. I retired from the Police Service sober after 30 years' service and now work with others trying to recover from alcoholism"

Former Detective Inspector

"I had a good job, a wonderful family and home...but the lost days and lost peace of mind for my wife was a greater cost. I was a 'functioning alcoholic' - I worked well and professionally as a police officer, in several specialist roles and with promotions.

"I hid bottles around the house to drink when my wife was busy... The next morning was always a panic, to check that the bottles were still hidden.

"My rock bottom came after a weekend lost in four bottles of gin and the following morning I rang AA. I admitted to my wife and my two daughters that I was an alcoholic and they helped me get to my first meeting. I knew at the end of that meeting that I'd found the right place".

Former Inspector

"My wife had left home; I'd been assaulted in the town centre a few days later and hadn't defended myself for the first time; my emotional life was becoming even more unmanageable. I was forced into accepting that I couldn't drink safely. Like a blinding glimpse of the obvious, the answer was 'Don't Drink!' How to do it? I became committed to AA..."

Former Superintendent



Alcoholics Anonymous

National Helpline: 0800 917 7650
www.alcoholics-anonymous.org.uk

Alcoholics Anonymous has over 4,400 groups throughout Great Britain, designed to help those with a serious alcohol problem. Through mutual support, sufferers assist each other in coping with their problem. There are no fees for membership of Alcoholics Anonymous and anonymity is carefully preserved.

For information:
PO Box 1, 10 Toft Green, York YO1 7NJ
Tel: 01904 644 026

 **Alcoholics Anonymous**
OUR PRIMARY PURPOSE IS TO STAY SOBER AND HELP OTHERS TO ACHIEVE SOBRIETY

YOU DON'T HAVE TO LIVE HERE TO CALL US!

THE ONLY REQUIREMENT IS A DESIRE TO STOP DRINKING
0800 917 7650
GO ONLINE AT: alcoholics-anonymous.org.uk



Police Officer to
Protection Officer

A natural transition

You have or have nearly made your mind up about a career in the Close Protection Industry and may be wondering about work and employment opportunities, well, this must be the most common asked question.

For any former Police Officer, the ability to transverse over the skills learned from your past or present career puts you at the top of the picking list when it comes to employment.

"Little wonder why you may choose this industry"

With a daily rate between £175-£400 and being virtually your own boss makes for an enjoyable career.

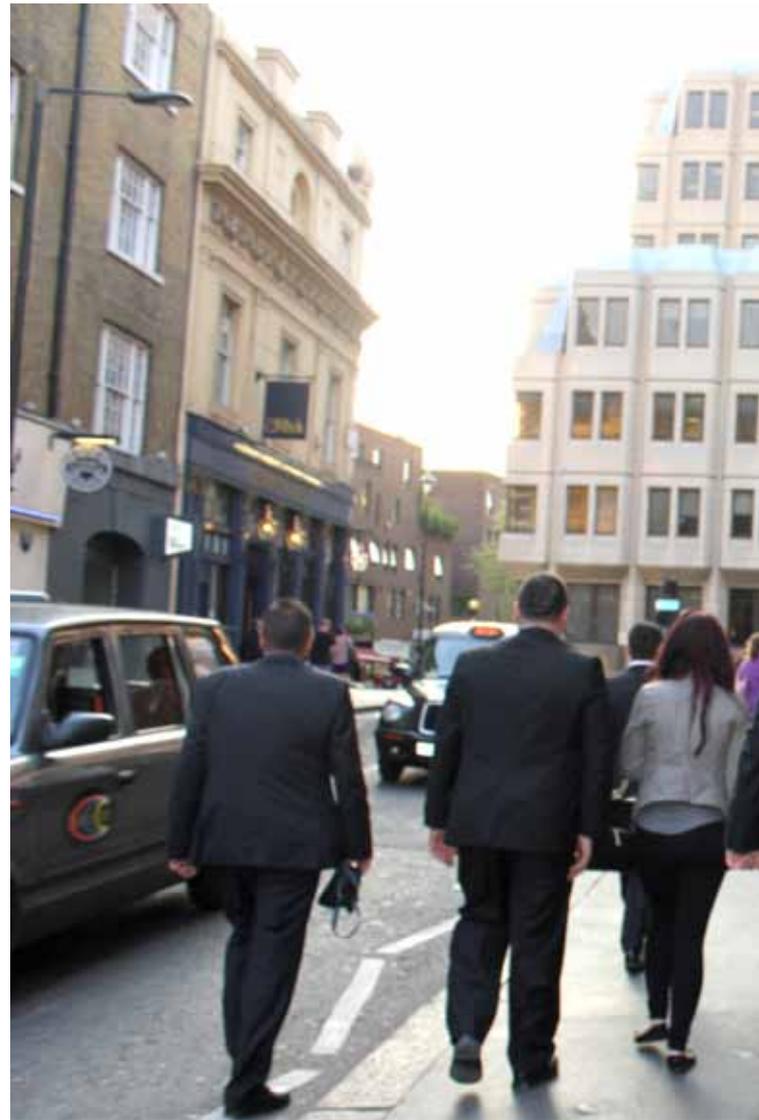
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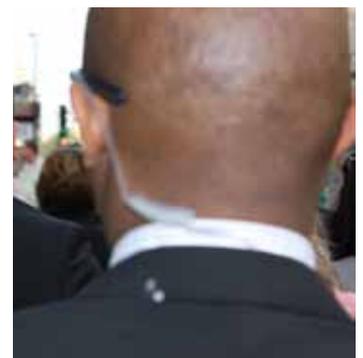
1. 50% off all our courses using the train to work programme (for former and serving Police officers only).
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5. Instructed and trained over 2000 individuals to pass their level 3 CPO going on to gain their SIA licence and now working within the same remit.
6. Delivered over 300 Close Protection courses worldwide.
7. Government approved training company training many of the overseas Special Security Forces including Presidential Protection Units.
8. Highfield Direct centre status.
9. Best reviews on social media.
10. Following policy to enhance and better each training course.

All our Close Protection Courses cover Threat and Risk, Investigation, Surveillance, Vehicle and Foot drills, unarmed combat and covert/carry as standard.

Visit our Facebook page: UCP UK Training for reviews and testimonies and videos.
Email our support team: Training@ucpuk.co.uk
Visit our website: www.ucpgroup.co.uk and www.ucpuk.co.uk
Phone us: **01474 823032** or **08001951644** or **07966176129**.

Call into our workshop in Gravesend High Street DA11 0BB
Download the brochure: ucpgroup.co.uk/wp-content/uploads/2016/07/28-day-CPO-final-version-copy-compressed.pdf.





We won't bore you with words, see for yourself that UCP have and always will be the best source of specialist training for Police and Army.

Careers in Health and Safety

Some would argue that Health and Safety has become a cottage industry and that it is arguably adding more levels of needless paperwork to already overstressed businesses. In reality the onus for safety at work lies with the employer who has a legal responsibility for the safety of his workforce.

The good news is that it is a growing industry and one that looks towards the armed forces to provide a flow of service leavers to act as Health and Safety instructors, advisors and inspectors.

One company that provides this service and has an excellent record of working with former service personnel is PPD Solutions. The team is lead by Dave Middlemiss, a safety practitioner and trainer running a successful training business in Health & Safety, HSE First Aid, Training the Trainer, AED and Fire. He also provides a

health & safety advisory services for all aspects of business.

Dave spent 26 years with the RAF responsible for occupational health and risk management, medical training and health & safety. A member of the National Federation of Small Businesses Health, Safety and Risk Management committee for three years. His company also delivers NVQ Level 5 in Occupational Health & Safety, NEBOSH General Certificate, IOSH Managing Safety and many other health & safety courses.

The company was established in 2002 when Dave left the RAF.

He said: "We have always been based in Gloucestershire although we have trainers all over the country delivering their own courses after being trained by PPD. We support them, about 200 at the last count by providing administrative and training support."

FIRST AID TRAINING

The Health and Safety (First-Aid) Regulations 1981 currently require employers to provide adequate and appropriate equipment, facilities and personnel to ensure their employees receive immediate attention if they are injured or taken ill at work. These Regulations apply to all workplaces including those with less than five employees and to the self-employed.

Employers are required to carry out an assessment of their first-aid needs. This involves consideration of workplace hazards and risks, the size of the organisation, lone workers,

pregnant and young workers and any other relevant factors, to determine what first-aid equipment, facilities and personnel they should provide.

PPD Safety Training can help employers correctly identified the right training course for their needs and advise on the appropriate number of first aiders for their workplace.

PPD Safety Training can also design tailored first aid courses to meet businesses needs ensuring that all the risks identified in the workplace are included in the appropriate training course.





HEALTH AND SAFETY TRAINING

At PPD Safety Training believe that all businesses need to create an approach to health and safety which is integrated with staff's working lives, which makes it impossible for them to ignore or trivialise the company's health and safety systems.

From senior executives/directors to employees PPD Safety Training can help create

the right culture and climate and help motivate staff to accept health and safety

is just as important as financial, HR, resource management and other key business systems.

PPD Safety Training also believe passionately in educating managers and staff how to better understand their roles and responsibilities required by an effective health and safety management system. This can significantly contribute to a company's profit level, reduce staff accidents and illness rates, and improve morale and productivity.

FIRE TRAINING

Fire Safety training for staff is a legal requirement in the UK under the Fire Safety Order

2005. PPD Safety Training aims to help you meet your obligations with a range of quality training and consultancy services.

PPD Safety Training can provide fire safety courses which are expertly delivered in-house by ex-fire service experienced trainers.

Training the Trainer

PPD Safety Training train exceptional trainers with the skills knowledge to inspire. This is probably one of the areas of most interest to former servicemen and women as it provides the opportunity to utilise those instructional skill inherent in military training.

PPD offers excellent train the trainer training for anyone looking to make an impact on other people's lives. Communication is one of our most valuable tools and the company believes that they can help motivate, excite and encourage others in the workplace, all through the power of structured and intelligent interaction.

PPD Safety

Training ethos dictates that effective training requires professional trainers who have the ability to run fun, exciting and effective training programmes.

Not surprisingly, training professionals spend a

substantial proportion of their time training others at the cost of their own professional development.

Trainers tend to receive training that is usually aimed at familiarising them with the specifics of a new or revised module or programme. But what about the trainers' needs, ability, confidence and motivation to deliver those training programmes effectively?

PPD Safety Training offers tailored or national qualifications for train the trainer in occupational subjects or train the trainer programmes and these can be designed to meet your company's specific training needs.

The courses include material which will enhance the trainer's ability, confidence and motivation by developing and refreshing essential training skills. ●

MORE INFO

For more information on how PPD Solutions can help you on the first rung of a career in Health and Safety visit website www.ppd-safetytraining.co.uk which will give you a calendar of course dates and details or telephone 01453 758475.

"We have always been based in Gloucestershire although we have trainers all over the country delivering their own courses after being trained by PPD. We support them, about 200 at the last count by providing administrative and training support."

What Makes a... Good Pest Control Technician?

We have all come across individuals who seem to think that they could do your job better than you can.

It is usually when somebody who is bored with their job sees you checking the bait boxes in a warehouse or office and makes the assumption that a pest control technicians job must be easy if that is all that you do, and so the inevitable query will follow; "I could do that... have you got any jobs mate?" You may quite probably (and quite correctly) at this point take one look at them and think to yourself "no chance".

It seems that a lot of people these days under-value the role of a good pest control technician. As an industry, we regularly see unqualified companies and individuals come and go. You can just imagine them saying "that pest control lark looks like easy money – we'll have some of that!"

Having worked for two different companies in various roles (technician, field biologist, service management, training and quality assurance roles primarily), I think I have a fairly good idea of what makes a good technician. I would add that I currently regard myself as being fortunate enough to be working with a few of them, and to be helping one or two others to develop in that direction.

Let us assume that you do not have a criminal record, and that you would pass the Enhanced CRB check that will enable you to carry out pest control in nurseries and schools, then here are a few of the other skills that you will need:

ORGANISATION

Some individuals are naturally well organised, some need to learn to be well organised, and some will always seem to be that little bit disorganised. A smart and tidy looking technician, in a clean and well organised vehicle, makes a huge difference for that all important first contact with a new customer.

Technicians will also need to be well organised with the order in which they carry out their service visits, so that they are not wasting precious time driving back and forth across their areas. This takes a bit of planning before you set off to work and will sometimes involve asking customers if they can be visited at a different time than usual to fit in with your planned work schedule (and adapting to sometimes being refused of course).

INTEGRITY

It is often quoted in the retail industry that "the customer knows best." In a general sense I am quite happy to agree with that statement, but if however, you find yourself in a situation where the customer is asking you do something that is unsafe, against your company policy, or even illegal - you need to have the strength of character to say to them "I'm sorry but I can't do that as its illegal, but I can do..."

A good technician will be able to produce a positive outcome from such a potentially difficult and confrontational situation, having provided the customer with an alternative legal and safe solution to their problem. The technician will then leave site in the knowledge that he has done the work properly, and not lie awake at night worrying that he may have done

something that could lose him his job... not always easy if the customer is, for example; a very aggressive Head Chef who is used to getting his own way and leaving the rest of the staff cowering in his wake. It takes a strong personality to be able to tell him that unless he improves on his cleaning in the kitchen, his pest problems are likely to get worse, but that is sometimes what you have to do.

RELIABILITY

Anybody who has employees working for them in a service industry will know that not everybody suits working on their own. An employee who may seem brilliant in training can suddenly falter when having to complete a full day of work on their own, and then having to repeat it every working day. In these days where companies employ all manner of tracking and monitoring devices, you will probably not last long if you can't get up in the morning, or like getting home a bit too early.

I remember a story of one technician who, having completed his 6 week in-house training, arrived outside his first customer but could not physically get himself out of his van to go into that customer on his own. At this point he called his Supervisor and resigned from his job – 6 weeks of training time wasted.

If you make an appointment with a customer, then they will expect you to be there – they may have made special arrangements with their employer to be in just for you. If you can't keep appointments, you will not make a good technician. Customers will of course let you down from time to time, that is their privilege as they are paying for the service.

PRACTICAL SKILLS

I have to be honest here – my practical skills leave a lot to be desired. I can just about fit a bristle strip to a door and block a few holes up with mesh and filler foam, but that is about my limit. However, the practical and inventive skills of some of the people I have been lucky enough to work with over the years, has on occasions left me open mouthed in amazement. (I won't deny that there have been the odd occasions where poor proofing has left me open-mouthed in amazement for the wrong reason).

Preventative pest control is not just about putting a few baits boxes down, it is about finding out how the pests (be they rats, mice, squirrels, pigeons etc.) have got into that premises, and finding out if there is a safe and effective way that you can stop them from getting in, and then doing that proofing work in a skilled and professional manner.

DIPLOMACY & PROFESSIONALISM

A pest control technician will be quietly making his way around a customer site, and people will routinely ask, usually just as a means of making conversation; "have we got mice here then mate?"





controllers undertake, particularly when you start telling them of all the different types of pest and problems that you have to deal with on a daily basis. If people realised how much you have to learn to pass your BPCA/ RSH Level 2, they might have second thoughts about stating that "I could do your job mate"

Things in the pest control industry change at an alarming rate – you need to keep abreast of new products, technologies, techniques, product label modifications, and changes in the law. You need to have all that knowledge at your fingertips – you never know what the next customer question is going to be. Some of the techniques that were previously employed are no longer approved, for example; contact dust for rodent control has been withdrawn. However, many new techniques are becoming available such as ultra-violet tracking dust, cheaper motion sensor cameras etc. Knowing the right time to consider using new techniques can be crucial in keeping customers from looking elsewhere for their pest control.

Don't forget all the different site-specific customer specifications that you have to memorise – forget to date the boxes, or fail to make the correct frequency of follow-up visits to site following a pest sighting, and you could be the one blamed for damaging that "special relationship" that the sales team have worked hard to develop with a major customer.



ABILITY TO WORK SAFELY

Last but definitely not least, major contracts can be won and lost on a company's safety record. A technician who has all the above skills, but who is reckless with regard to the health and safety and the manner in which they handle toxic materials, can lead to horrifying consequences, and is not somebody that I would want in my team.

Not forgetting the most dangerous aspect of most pest controller's work (excluding footmen of course) – the driving. You need to be a safe and courteous driver. Most company vehicles have a big label on the side with a phone number, so "sticking a finger up" to somebody who has just cut you up can all too easily go horribly wrong. That person could be related to one of your Company Directors, or be one of your major customers; and you could suddenly find your whole world has gone horribly wrong!

Anybody out there who thinks pest control is easy, I hope that this article has made you think again.

Incidentally, if you are not currently working in the pest control industry, and after reading this article, you still think you have the skills necessary to be a good pest control technician – there are plenty of Service Managers/ Supervisors out there who would like to hear from you, and I would be one of them. ●



Without being rude, you need to establish whether or not this person has a right to know the answer to that question. If you suspect he is a customer, then the answer is something along the lines of "No – just carrying out a routine preventative pest control check."

If, on the other hand, that person turns out to be an Area Manager on a visit to one of his sites, then you definitely do need to let him know what the pest situation is.

I recall a pest control "urban myth" story of a technician who having completed a thorough treatment for Bed bugs, then proceeded to relate the treatment details, including the number of Bed bugs he had found, to somebody who he thought was a hotel manager. It turned out that the gentlemen in question was a potential customer who was thinking about using the hotel to book his wedding – we will never know whether that customer booked his wedding at that hotel, but he may well have had second thoughts, and the pest control company involved may well have ended up with a terminated contract.

You will occasionally encounter extremes of emotion – for

example; hysteria because a mouse has been seen by a customer who is genuinely petrified by their presence. At times like these, you will need to be more a counsellor than a pest controller, calmly re-assuring the customer and filling them with confidence that you will be able to sort their problem out.

The whole spectrum and diversity of life is out there, and you will get to deal with it all as a pest control technician – you will see a few things (good and bad) behind the scenes that not many other people get to see. You will meet different races, classes, religions, political viewpoints – some you may like and some you may detest; but you need to be able to communicate confidently and clearly (both verbally and written) to all of them – a skill which takes time to develop. You are going to make the occasional mistake – we all do, just don't do it again!

TECHNICAL KNOWLEDGE

Customers who are used to seeing us do one particular job on their premises, are usually amazed at the wide range of work that pest

Driving

your career forward

If you want to put your instructional skills to good use and set up in a career that can generate an income around £40,000 per year, you might consider becoming a driving instructor.



THE AA

The AA Driving School has achieved accreditation by the DVSA's Official Register of Driving Instructor Trainers (ORDIT). This ensures you'll get the best possible training to get you on the path to your new career as an Approved Driving Instructor.

Once you've passed you'll get priority treatment when applying for an AA Driving School franchise. You'll be able to get your new business started immediately, with all the backup and support of the AA and the kudos of working under the trusted AA brand. The AA recognises that everyone needs to learn at their own pace and in their own way. Its highly qualified trainers will support and guide you every step of the way to get you on the path to your new career.

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possible training to get you on the path to your new career as an Approved Driving Instructor.

Once you've passed you'll get priority treatment when applying for an AA Driving School franchise. You'll be able to get your new business started immediately, with all the backup and support of the AA and the kudos of working under the trusted AA brand.

You choose the payment option that suits you from £175 per month and you'll have 50 hours of local one-to-one tuition with a personal trainer. The AA will develop your business, coaching and customer care skills to become an effective instructor and after you qualify with them, you'll get up to £1,000 off AA franchise fees in your first six months.

Importantly you'll receive up to £995 cashback by cheque after 12 calendar months of continuously holding the AA Driving School standard franchise.

In the first instance go to the AA website www.theaa.com/driving-school/driving-instructors to find out more and request an information pack.



Learner Driving Centres (LDC) is an ELC training provider. The company decided to become an ELC provider because of the many positive attributes former Armed Forces personnel have to offer. In its experience they are not only ideal candidates for the way LDC trains they also make model driving instructors. Over the last 20 years LDC has helped many former members of the Armed Forces achieve both fruitful and successful driving instructor careers.

Terry Pegg served for 24 years in the Royal Army Medical Corp as a Combat Medical Technician and joined LDC July 2014. "I had no idea what I was going to do beyond the military as I didn't really excel at any real particular role."

He considered the ambulance service Why not join the ambulance service as that was part of his training during his military service.

He explained: "To be honest I didn't fancy having my life controlled by another organisation. I wanted control over my own life,

so I began to look for alternative careers while on resettlement. I came across a page with jobs as driving instructors and I thought that's what I could do as I did very well at driving in the Army and I classed myself as a safe driver.

"I have noticed generally that the standard of driving has deteriorated over the last few years on the road. I thought I could help by making the future drivers safer. I didn't want to make the wrong choice so I contacted four of the main driving schools. The response I received from three of the schools was pushy and I didn't have a good feeling about them. They didn't inspire confidence in me. Only one of the four schools stood out. That was LDC.

LDC came across as professional and friendly and they didn't try to force Terry into making a rushed decision. The people in the office were friendly and enthusiastic and they answered every question he asked. "After my initial contact with LDC I knew that this was the Organisation I wanted to be associated with. I received a welcome pack within a few days and the next chapter in my life had begun. From that moment I was 100 per cent focused" he said.

© Peter Titmuss / shutterstock



CLEARWAY SCHOOL OF MOTORING

Clearway has been in existence for over 15 years it started originally in a small rented office in Redcar Station. It then progressed and the training centre and the driving school grew. The company now has over 20 instructors, all of whom have progressed and qualified through its own course.

When we rented a larger office on Queen Street in Redcar, over the years we grew the training centre and the Driving School to the point where we have over 20 instructors working for us, all of which came through our training course and qualified.

Clearway, an ELC provider, aims to ensure that the training given is the highest you can receive. This is achieved by being registered with the DVSA (Driver and Vehicle Standards Agency) and being on the Official Register of Driving

Instructor Trainers (ORDIT). This means that they have to train at a standard the DVSA will accept, and this is ensured by regular checks on methods and standards of training.

When you have qualified you will be offered a guaranteed job as an Instructor in Clearway School of motoring. You do not have to accept this position as there are more options available such as starting your own school straight away. Most Instructors however work with Clearway for a period of time to gain experience before going off and starting their own school.

Clearway has recently achieved high acclaim by being registered as a service provider for those personnel in the Forces who are thinking of leaving the services or for those who have left the services and have been out for less than 10 years.

By going through the Clearway training course you may be eligible for funding through the ELC (enhanced learning credits) scheme which is available to both serving and service leavers, this can obviously help towards the funding of the course and make things easier for you.

When the training pack arrived he was amazed at what was required to become a driving instructor. At first he thought this was going to be easy but he now sees that he was wrong. The journey was hard work at times but so rewarding when he achieved the results after each stage.

Terry continued: "The support I had from the Training Department at LDC was first class. My tutor certainly put me

through my paces during my part 2 & 3 modules. His experience and knowledge throughout the role play ensured I was fully prepared for every scenario I would encounter in the future.

"I now have a full diary every week and the support of a small team of instructors in my area. We have regular informal meetings to discuss new procedures and legislative changes etc. It's like a family similar to the military but without the pressure."

LDC operates one of the most successful national driving school networks in the UK. In the last 12 months it has experienced a dramatic increase in enquiries from people wanting to learn to drive with one of its caring driving instructors using LDC's revolutionary LD System. You only need to visit the company's YouTube channel LDCDrivingSchools, to see how incredibly popular its training methods are, with over 35,000 subscribers and over half a million viewings per month. As a result the company is looking to recruit and train more driving instructors to satisfy the increasing demand for LDC driving courses and lessons.

All driving instructors in the UK are self-employed and LDC believes that it offers the most competitive and appealing franchise in the market today. If you want to be your own boss, manage your own diary, have a car personalised to you with a direct contact number and web address and have the support of a franchise for as little as £42 per week then LDC could be the company for you.

Train with LDC and after qualifying you can join them on its standard franchise with car option to receive a unique business start up package of cash back and other benefits worth over £3,000 when you take up the premium course package. This includes the first three months franchise, free of charge. This demonstrates LDC's determination to ensure your future career is a great success.

For more information on course details and costs call **0800 197 0010** or **01977 691800**.

Alternatively visit website **www.learnerdriving.com** and request a free information pack.



THE CLEARWAY SCHOOL OF MOTORING DRIVING INSTRUCTORS' COURSE

Part one Theory

Two half day sessions in its purpose built training centre to cover all the theory and hazard perception training to ensure a first time pass.

Part two Practical Driving

Minimum of twenty hours in car tuition. To get your driving skills up to a standard to pass the driving test, they are looking at driving for a one hour period making no more than six minor faults. Most people take around ten to fifteen hours to get to the standard required.

Part three Teaching

A minimum of forty hours in car training, where your instructors will simulate different styles of drivers whilst committing driver errors. This will allow you to repair their driving faults using different teaching techniques, whilst at the same time ensure learning is taking place.





Want to keep preventing crime and helping victims?

As a member of a financial crime team you could be protecting the business from the external threat of fraud by organised crime groups, stopping staff stealing confidential information or helping customers avoid becoming victims of fraud. You could even be preventing terrorist financiers and money launderers from using your services to support their criminal activities or making sure that staff follow anti-corruption guidelines.

Consider the following scenarios which may be familiar to you from your police work...

- An 82-year-old man was asked for a large sum of money for unnecessary roof repairs. As he did not have the money, he was driven to his bank.
- A 75-year-old applied for a loan to have work done to his roof, which he had been told was essential after only a couple of months of

installing new tiles.

- An elderly, disabled customer tried to withdraw £100,000 saying it was to help his cleaner buy a house.

In all of these cases (which are real frauds), action by bank employees stopped the crimes taking place.

This could have been you!

In one recent case, a gang of fraudsters scammed pensioners out of £1 million in life savings to support ISIS in Syria. Bank staff helped with the detection and successful prosecution of offenders.

This could have been you!

One insurance company uncovers around 45 fraudulent claims a day worth £300,000 and has a team of staff dedicated to detecting and prosecuting organised fraud rings.

This could be you!

The skills and experience you gained during police

service will be invaluable to many types of business; from banks to law firms, insurance companies to energy providers. But how do you stand out? An ICA qualification will make a difference.

The ICA Diploma in Financial Crime Prevention is an internationally recognised qualification that provides specialist knowledge and skills to law enforcement (current and former), financial services professionals and regulatory staff.

You will study with **International Compliance Training (ICT)**, the largest and longest established training provider of ICA, who provide practical, captivating training designed to maximise your success.



Andy Clarke is AML/Financial Crime Course Director at ICT. He has extensive experience in anti money laundering and financial crime, having led multi-agency enforcement teams dealing with complex fraud and money laundering investigation.



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ICAA224





name on it. Launching the boat into Lyme Regis harbour was a proud moment. For Ian, working and learning in an inspiring place with a bunch of similarly interested and diverse people was a joy that he says will stay with him forever. He is part of the Academy's graduate network and often visits to see what's happening on the workshop floor (usually around the time the big teapots in the kitchen are filled).

The Boat Building Academy's website has a page showing what people go on to do after the 38 week boat building and 12 week woodworking courses. Some go straight into boatyards or cabinet making workshops, others are renovating houses or classic cars. One is joiner on the British Antarctic Survey team. There are other graduates who join a course as a sabbatical and return to their previous occupation, or retirees who aren't ready to permanently put their slippers on but want an enjoyable and useful hobby they can earn some money from.

What does Ian enjoy most about his new life? "The freedom to make choices

and do work that I find truly absorbing. It was never my intention that I would graduate from the BBA and be solely a boat builder, but the skills I learned at the Academy are vital to everything I have done. Boat building led on to writing professionally. I also worked for the local Further Education College for a year, setting up a boat building course for young people. My interest in nature and ecology has recently led me into woodland management. I also make things from the greenwood that I source, which is another way of doing something I enjoy while earning an income. I am a happy man".



Ian Baird Case Study

The Boat Building Academy provides intensive, highly practical training in boat building and woodworking skills. Students come from every profession and from all over the world, ranging in age from 17 to 82. Some of them are career changers, like Ian Baird...

Ian was a Sergeant in the police force. He wanted to retire and gain the skills for a self-employed career. After taking a ducking in a Cornish rock pool at 18 months he developed a strong affinity with things that float. He had no practical skills but loved the sea. He thought about training for a number of trades but when he found the Boat Building Academy their 38 week course ticked all the boxes. Ian reasoned that if he could build a boat he could tackle pretty much anything. This would set him up for a future, self-employed, career with skills he could use in other fields. That he could also build a boat as part of his training was the icing on the cake. Ian says "I have a strong interest in history and so wanted to

build a traditional fishing boat. I knew, if I chose correctly, that I could use the boat as an advert for my skills. To say it worked is an understatement. There was so much interest in the boat that the BBC filmed the build twice, my boat spent six months on exhibition in the National Maritime Museum Cornwall and these experiences launched a tandem career as a freelance magazine journalist, writing about boat building. My first article was a detailed diary of the build for Water Craft, an international magazine about boats. I have since written a number of articles for Water Craft, the latest of which will be on my latest project,

Ian himself says that he wasn't a woodworking 'natural'. In the early days of the course, getting a joint just right so that it fitted together sweetly took him some time. But halfway through the nine months, he suddenly realised that he was working in a workshop, confidently using tools and turning out good quality work. At the end of the course a completed 15' wooden fishing boat had his

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It's time to change.
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Innovative. Responsive. Excellent.
Always community focused. Always patient driven.



WORKING FOR YOUR AMBULANCE SERVICE

Associate ambulance practitioners

- Joining the ambulance service
- Who we're looking for
- Your next steps

Have you considered working for the East of England Ambulance Service NHS Trust?

We cover the six counties of Essex, Hertfordshire, Bedfordshire, Suffolk, Norfolk and Cambridgeshire. We value care, teamwork, quality, respect and honesty in order to transform the care we deliver to our communities.

What is an associate ambulance practitioner (AAP)?

It is a clinically-lead, patient-focussed role allowing autonomous practice to deliver clinical excellence, improve outcomes and a positive patient experience. You will provide support where it's most needed to our patients, in emergency or urgent situations. You could be called to a road traffic collision, a cardiac arrest, or any scenario needing an emergency response, driving our emergency vehicles in any conditions.

What criteria do I need to apply?

Five GCSEs at grade C or above (including English and Maths), and two years' experience of driving on a full UK manual licence (you will need to achieve full C1 category on your licence before starting your training). Experience of dealing with or caring for a range of people, and being able to demonstrate you are motivated, passionate and caring, is essential.

How do I become an AAP?

You can apply to an advert on www.jobs.nhs.uk and participate in our recruitment and selection process. If successful, you will complete a 18-week training course (14-week clinical training and four-week emergency driving course) before starting your operational duties. Fully becoming an AAP takes about 12 – 18 months of reflective practice and working alongside other clinicians responding to whatever job requires your help.

What will I earn?

You will join EEAAT on band 4 (£19,027-£22,236). We also pay a salary enhancement dependent upon your shift allocation. We offer excellent paid holiday entitlement, entry to the NHS pension scheme and other employee benefits.

We offer career progression, excellent training opportunities, friendly colleagues and the ability to make a difference to people in the community.

THISISEAST
Innovative. Responsive. Excellent.
Always community focused. Always patient driven.

I'm running hard uphill trying not to knock down the shoppers who seem to be finding the most unpredictable ways to block me on these narrow pavements. In my ear piece I'd heard Darren say he'd parked my car first left past the bus stop and I'm pushing hard to get to it so we can prevent what seems like the inevitable and depressing loss occurring. After 4 successful hours of continuous foot and mobile surveillance against our target over 10 miles of a busy part of London it feels utterly sickening to think we may have been defeated now after all our hard work.

Surveillance requires the ability to understand and predict human nature but when a claimant unexpectedly jumps on a bus as the doors close and both of you are separated from your own transport, life in the surveillance business has just taken another difficult turn. Sometimes it seems the surveillance gods smile on us and sometimes they just laugh at us. Today they're laughing I think.

At 55 years old, sprinting down the pavement and as I almost take out another pedestrian, the question naturally enters my head as to how exactly I've arrived in this work when many of my former colleagues in the Police Service who've also 'retired' are probably that very minute negotiating their untroubled way to the 8th green on some golf course. I kick the thought into touch and get on with locating my car.

I won't pretend that life since leaving the Met has been plain sailing by any means. Anything but in fact. You could call it a search for purpose after a fairly dynamic, fulfilling, career.

In my 30 years of police service I had covert policing experience in the source world and running a proactive gun crime team so it seemed natural to try to find a way to transfer these skills into a new career. I came across The Surveillance Group in Worcester and liked the look of their training programmes so I signed up to one of their two week surveillance courses.

The students and staff were almost all ex-military and I immediately found a bunch of people I could relate to. The course was a lot of fun, was really good quality training and reignited my enthusiasm

for that kind of work. TSG run a number of different courses all of which get great reviews and most students that pass through the training centre are vying with each other to get a coveted chance of employment with the company. Previous experience of surveillance is not a requirement, it's more about who you are and how you adapt to the work and gain the necessary skills.

A year later after the benefit of experience doing freelance surveillance for various outfits I finally decided to see if TSG would take me on and so now I'm employed by them, carrying out surveillance for insurance companies.

I hadn't realised quite how important having some real purpose to work is in life and having lost some of that over the months since leaving The Job I am finding that not only have I regained that but I'm having fun too. Sure, long hours in the car with eyes fixed on a claimant's door are hard work, but when we get on the road and see some of them acting as though they have a debilitating injury but then suddenly seemingly forgetting that as they run across a High Street for a bus carrying heavy bags or putting in a fearsome gym session then our work is really very satisfying, knowing that we are helping to drive down insurance costs for us all by nailing the claimants who are defrauding the companies.

I actually feel a bit sorry for the claimants as in terms of experience they are up against a former DCI and an ex Army Warrant Officer - sometimes I think they don't really stand a chance. Today in true 'never give up' fashion Darren has put in a mammoth effort; he's run a mile after the bus keeping it in sight long enough for me to push past in my car and locate it 3 miles away in time to see our guy get off. After his familiar routine of waiting and looking for surveillance he decides it's all clear and walks off fast while carrying the crutch that 3 hours ago he was apparently so utterly dependent upon. All of which of course Darren and I filmed, so we end the day feeling that sense of professional satisfaction that comes with using our skills and experience to overcome today's difficulties. And later I reflect on how, thanks to TSG, it has added to my own sense of purpose, post the Met.



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