

THE BOAT BUILDING ACADEMY
The Boat Building Academy provides full-time, highly practical skills training with the emphasis on 'hands-on' learning. **P20**



P O L I C E R E S E T T L E M E N T

magazine

Winter 2018



The Emergency Services show 2019

Hall 5, NEC Birmingham,
18-19 September, 2019



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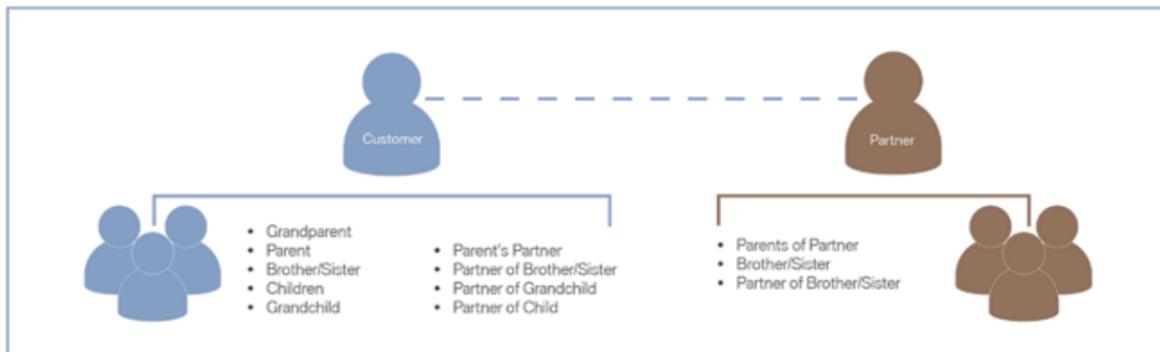
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ON THE DAY:

- Live demonstrations
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- Tours of the call centre
- Career talks/advice

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 Sparrowgrove,
 Otterbourne, SO21 2RU

Whatever your career aspirations may be, we have a wide range of opportunities available.



Come and see us or visit us at:
scasjobs.co.uk

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YOUR DIY SKILLS INTO A PROFITABLE BUSINESS

Hire A Hubby provides general property maintenance and DIY services to residential and commercial customers.



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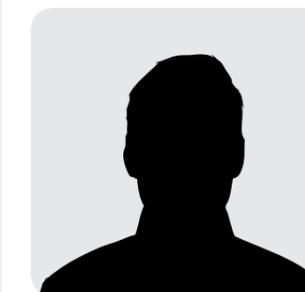
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Welcome...

Welcome to the Winter 2018 issue of Police Resettlement magazine.



are carefully selected to ensure they make your transition back to civilian life an easy one, so please be sure to mention our magazine when contacting them as without them none of this is possible.

We hope you are enjoying reading the hard copies that are freely available in the parade rooms, canteens and at the front desks. In addition to the hard copies each issue is shared to your Police Intranet as well as being available online. To ensure you never miss any future issues you can subscribe for free to Police Resettlement Magazine by visiting www.policeresettlement.com/subscribe we only require your name and email address to be sent a PDF version which will be sent to you electronically.

Our social media groups are growing and we appreciate all your comments, shares, likes and tweets that we receive, please keep spreading the word about the magazine and let us know what you would like to read about in future issues?

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

If you would like to advertise or contribute to the magazine please call James on 01945 450297 or email James@policeresettlement.co.uk

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Like our Facebook page www.facebook.com/PoliceResetMag/ or join our LinkedIn group www.linkedin.com/groups/8422367 or search for Police Resettlement Magazine. ●

In every issue we aim to bring you opportunities for those looking at career progression or transferring to other forces, as well as highlighting training and employment opportunities for those of you considering leaving the Police force or about to retire. In addition we also work with Security Cleared Jobs and the Police Resettlement Expo which was recently held at the QE11 Conference Centre in Westminster, London on the 24th October 2017. You can register for free to attend future events by visiting www.policeresettlementexpo.com. These events provide a great platform to meet potential new employers, whilst also giving a greater insight in to the various roles available, most of which are specifically suited to your particular skill sets you've gained whilst serving in the Police force. Police Resettlement magazines are free of charge 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 previous autumn issue has been generating lots of interest with the transferees from other forces being featured in that issue, all of our advertisers

THE EMERGENCY SERVICES SHOW

HALL 5 | NEC | BIRMINGHAM | 18-19 SEPTEMBER 2019



Ten per cent increase in visitors to The Emergency Services Show 2018

The UK's largest event for the emergency services, The Emergency Services Show (#ESS2018), has reported record growth in attendance for 2018.

The free-to-visit event took place at the NEC, Birmingham on 19 and 20 September and attracted a total of 8,348 visitors and buyers, representing a record ten per cent increase on its previous highest attendance in 2017.

"In the fast-changing world of modern policing and emergency response, The Emergency Services Show is uniquely positioned to offer police officers of every rank opportunities to see

and try all the latest equipment. It is a place learn and share best practice and interact with colleagues from all emergency services and first responders," explains event director David Brown. "Among the strongest new trends at this year's show have been the growing importance of collaboration between services regionally, nationally and internationally and the emergence of technology as a key enabler of enhanced efficiency and effectiveness in operations."

Over 2,500 of the show's visitors attended the programme of 90 CPD seminars running in four theatres. Among the most popular sessions for police visitors in the Lessons Learnt seminar theatre were



The Manchester Arena Bombing Incident and National Resilience in a Police: Examples from the British Transport Police. Meanwhile visitors in the Technology Theatre were given an update on the West Midlands Police Unmanned Aerial Vehicle Multi-Agency Pathway and walk-through seminars were hosted on the Northants Joint Command Vehicle which is run by Northamptonshire Police and Northamptonshire Fire & Rescue Service.

The new International Collaboration Forum included a popular session the latest medical

countermeasures available to police and emergency responders to CBRN incidents post-Salisbury. Among the most popular session in the Health and Wellbeing Theatre was a seminar on trauma support led by Nisa Carey, Head of Safety and Occupational Health Service, British Transport Police, as well as sessions on PTSD (an issue which has seen heightened awareness thanks to the success of the BBC drama *The Bodyguard*). Keeley Mansell, Detective Constable, Nottinghamshire Police delivered an enlightening session on menopause in the workplace.

Medical training was also available to police visitors throughout The Show. Popular workshops on the CIPHER Medical stand covered stab wounds, while custody paramedic Richard Steggall shared his experiences in the College of Paramedics workshops.

The indoor and outdoor exhibition featured over 450 exhibiting companies including leading names in communications, IT, protective clothing and uniforms, body-worn video, UAVs, medical supplies, drug testing, vehicles, vehicle equipment, outsourcing, training, community safety and station facilities. New launches from Excelerate Technology, Primetech, PCE and many others demonstrated the exciting future role for connected vehicles among the emergency services. Over 90 companies and organisations were exhibiting at the Show for the first time, ensuring there was plenty new to discover for regular visitors.

"We use a lot of different kit and pretty much everything we do, and all the kit we use, is all here. It's all in one place. I've been very impressed with that. So this is perfect for us," remarked Geoff Moss, job title, South Wales Police.

"It is a really great show. You can expect the very best of the emergency services, the best kit, the most experienced people to tell you the truth, the nitty gritty, everyone is very open and honest and it is a great chance to learn from each other. That's the biggest take away for me – the opportunity to reflect and learn with everyone," said Helen Turner, Resilience Planning and Business Continuity Co-ordinator, British Transport Police.

The Emergency Services Show returns to Hall 5 at the NEC, Birmingham on 18-19 September 2019. www.emergencyuk.com

The organisers have already received record interest and reservations of stands for next year's event. Companies and organisations wanting to book a stand at The Emergency Services Show 2019 should contact: David Brown, Carol Fox or James Ryan on Tel: **01737 824010** or email: davidbrown@brodenmedia.com ; carolfox@brodenmedia.com or jamesryan@brodenmedia.com

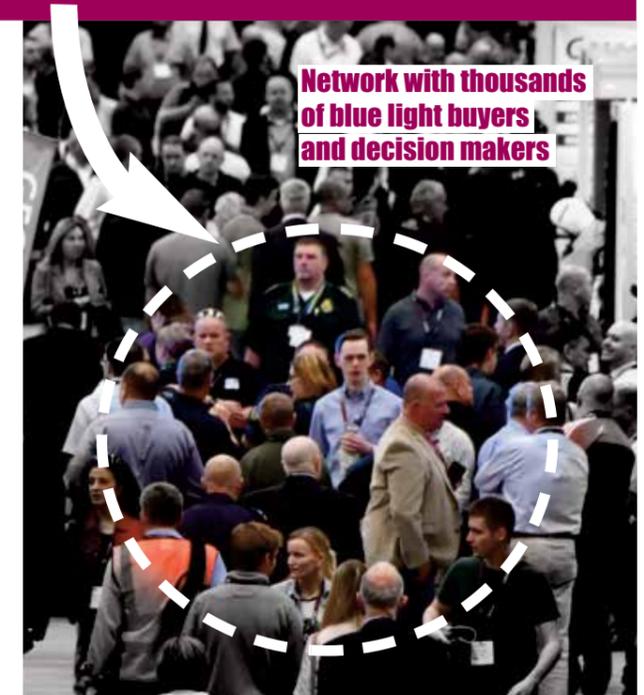
Where Emergency Services meet to talk business

THE EMERGENCY SERVICES SHOW

HALL 5 | NEC | BIRMINGHAM | 18-19 SEPTEMBER 2019

The Emergency Services Show is the **only event** in the UK with a unique attendance of over 8,300 industry professionals. By exhibiting at ESS2019 you can showcase your brand, products and services to the most influential buyers in the public safety market.

With a **9.8% increase in visitors** to the 2018 event, The Emergency Services Show is working hard for you to maximise your investment and get you in front of the buyers you need to see. To be part of ESS2019 call our sales team on 01737 824010 or visit www.emergencyuk.com.



www.emergencyuk.com



NCA

National Crime Agency

WHO WE ARE

Organised crime is one of the greatest threats to the UK's national security. Our role is to protect the public by disrupting and bringing to justice those serious and organised criminals who present the highest risk to the UK

OUR MISSION

Organised crime is one of the gravest threats to our national security - blighting communities, ruining lives and costing the UK well over £20 billion every year. Organised crime can feel distant from most peoples' day to day lives, but it affects us all. From the sexual exploitation of children to the smuggling of illegal firearms, cyber crime, human trafficking and modern slavery - serious and organised crime is everywhere.

Our role is to protect the public from the most serious

threats by disrupting and bringing to justice those serious and organised criminals who present the highest risk to the UK.

HOW WE WORK

Serious and organised crime is a global phenomenon. Threats such as cyber crime, modern slavery and organised immigration crime do not respect borders and cannot be tackled in isolation. The partnerships we've built with police, law enforcement, the public sector, private industry and internationally are fundamental to our success.

We lead our own operations, develop and disseminate intelligence to partners, support and coordinate national and international activity, recover assets and prevent and disrupt criminal activity. We also provide specialist operational capabilities such as offender profiling and serious crime

analysis to support police and partners in law enforcement.

We operate across the UK, respecting the devolution of policing in Scotland and Northern Ireland.

OUR PEOPLE

Our 4,200 officers are based across the UK and in strategic locations around the world.

There's no such thing as a 'typical' NCA officer. We come from different backgrounds and cultures, speak different languages and have different skills and experiences.

Our diversity is one of our greatest strengths. Our officers work in a wide range of roles, from investigations to intelligence, child protection, strategy, communications, facilities and finance. Whatever their role, all of our officers play a vital part in the success of our mission.

What unites us and motivates us is our dedication and commitment to protecting the public from serious and organised crime. It is our privilege to do so. We are proud to protect.

WHO WE'RE LOOKING FOR

There's no such thing as a 'typical' NCA officer. The breadth of our capabilities mean that we recruit people from virtually every walk of life, from police to project management, crime analysis to commercial procurement. Our diversity is one of our greatest strengths.

Some of our roles require particular qualifications - for example, a vacancy for an experienced investigator may require you to have PIP2. Where that's the case the advert will make it clear. For many roles however, we're looking for the right skills and qualities you may have developed from life experience as much as your professional background.

AGE AND NATIONALITY REQUIREMENTS

There's no upper age limit to becoming an NCA officer, but you must be at least 18 years old. All new starters undergo a health screening as part of pre-employment checks to check that you're fit enough to perform in the role. As long as you're fit enough and have the skills and experience we're looking for then age isn't a barrier.

You must however meet Civil Service nationality standards to join the NCA. We'll normally only appoint nationals from the UK, Republic of Ireland, the Commonwealth and the European Economic Area. You also should not have spent significant periods of time abroad immediately prior to your applications.

These requirements should be met for all NCA posts. Specific nationality and residency requirements for specialist roles will be listed in the advert.

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PLACEMENTS AND TRAINEES

On occasion we recruit for entry-level investigator and intelligence career pathways. From time to time we also offer student placements. All vacancies will be listed on this page and on the Civil Service Jobs website.

While there isn't an NCA-specific graduate scheme we're part of the Civil Service Fast Stream for graduates. For details of this please see the Civil Service Fast Stream website.

We also offer placements for Armed Forces personnel facing medical discharge under our Wounded, Injured and Sick Service Personnel (WIS) programme. The WIS scheme, launched in 2010 to provide placements to troops on rehabilitation programmes, helps veterans in the transition from military to civilian life, while providing the NCA with a unique source of acumen and life experience.

If you're leaving the Armed Forces on medical grounds and are interested in a placement with us speak with your Career Transition Partnership Manager or Commanding Officer.

WHERE WE'RE BASED

We have locations all over the country. Some roles have to be based at specific locations whereas others are more flexible.

The best way to see if any roles are in your area is to search for jobs at the NCA on the Civil Service Jobs website and filter by location.

TRAINING AND SUPPORT

Wherever you start out, we commit to developing and supporting all our officers and offer career pathways that maximise potential. An NCA officer can take on many roles in different areas over the course of a career with us.

Throughout your career you'll have access to the very best training and development - from initial induction to professional development, management skills and specialist training.

As an agency that works from a national to global level, we also offer some unique and interesting opportunities in the law enforcement field.

INCLUSION, DIVERSITY AND EQUALITY

We're committed to the principles of equality and diversity, and welcome all applications. Flexible working options are considered, dependent on the duties of the role in question. All appointments are based on merit.

If you require further assistance, please email the recruitment team at central.recruitment@nca.x.gsi.gov.uk.

'A DAY IN THE LIFE'

The National Crime Agency offers an incredibly broad range of career opportunities and attracts officers from diverse backgrounds.

To illustrate the type of roles our officers perform we have published a series of 'Day in the life' testimonials from serving NCA officers.

In this issue we look at 'A day in the life' - Anti Kidnap and Extortion

The only really consistent thing about being an on-call officer in the Anti Kidnap and Extortion Unit (AKEU) is that no two days or nights are the same. When the phone goes, I have no idea what it is going to be. It could be a call about products allegedly being poisoned, or a British national kidnapped abroad, one of our partners wanting some advice, or someone asking me to go to an operational meeting or a conference on the other side of the globe. It's



not formally on the role profile, but "expect the unexpected" should really be in the job description for anyone doing this job.

The AKEU primarily deals with three main threat groups: criminal kidnap (so for a ransom, rather than for any political or terrorist reasons); blackmail and product contamination; which can cover a whole host of things, from sextortion to businesses being targeted. Most of the time we're supporting and providing tactical advice to partners, such as local forces, the Foreign Office, Europol, Interpol and the United Nations, but we do lead on investigations too, coordinating the law enforcement response to crimes in action, often involving multiple agencies and teams, responding in a tight timeframe with life threatening consequences.

One of the principal skills for the role is having proven investigative training. When we look for new people, that's always what we're trying to find. These are complex, multi-faceted investigations happening against a ticking clock, so having well-honed investigation skills, and the tenacity to get to the

bottom of a tricky problem, is crucial. I've been in law enforcement for 20 years, and go way back, starting my career off in a force, moving to the Regional Crime Squad, and on through the agencies that followed.

As well as working closely on kidnap cases, we're also called on to deliver training to private companies, and other organisations. I've delivered training in Pakistan and Nigeria as well here in the UK. Our small unit is recognised as the world leader in what we do, so we're often called on to speak at conferences, or weigh in on complicated cases.

When I'm on call, it's from 8am on a Monday till 8am the following Monday. For that period I clear my diary, although between cases I'll be at my desk trawling through admin and emails. You could get a call at 9am on a Sunday and be on a plane travelling across the world by 5pm. There's also no set timescale on anything we do - we've had kidnap cases that are over within an hour, but our longest-running case was 13 months.

This is an incredibly exciting job to do, and it's gratifying to have such a strong international reputation - to be recognised as the leader on the world stage. That said, we're always learning and improving, and when officers join our team, they bring something new to the table. The support that I get from my colleagues is so important - whether it's emotional support following a tough case, or brainstorming ideas when we've hit a roadblock in an investigation, we know we can rely on each other. And while the hours can be tough and unsocial, the balance between my home and work life is important and something I keep in mind. I'm pretty sure I have one of the most interesting jobs in law enforcement, and the variety certainly keeps me on my toes; but that satisfaction of going home, knowing that you've helped keep someone safe and alive - it just can't be beaten. ●



Servoca Resourcing Solutions

Servoca Resourcing Solutions is a recruitment and solutions organisation that specialises in working with former police officers and other skilled civilian resource experienced in working within police forces and related organisations.

The Police Service continues to face some of the biggest challenges of resources and resource management in its history, whilst being tasked with maintaining services and reducing crime. Budget cuts and efficiency savings have already become everyday phrases in any conversation related to UK police forces. At the same time, increasingly numerous warranted officers are tied up with projects, administration and other activities that in many cases could be outsourced or carried out by a civilian.

Servoca Resourcing Solutions have an established proactive and responsive solution offering for the police service in a wide range of disciplines, from the provision of temporary staff for specific roles as well as fixed term and permanent recruitment for non-warranted positions.

Through our extensive database we are currently supplying forces with former police officers and specialist support staff to undertake roles including but not limited to the following areas:

INVESTIGATION

- Accredited Financial Investigators
- Fraud Officers
- Intelligence Analysts & Researchers
- ANPR Intercept Teams
- Statement taking
- Investigative Assistants
- Cold case preparation

GENERALIST/SUPPORT

- Property Officers
- Control Room Staff
- Crime Prevention Officers
- Front Desk Officers
- Audio Typist
- IT Support Staff
- Corporate Staff
- PNC Operatives
- Custody / Detention

SPECIALIST

- Covert Surveillance
- Witness Protection
- Family Liaison
- Public Protection
- Multi-Agency
- Forensics
- Professional Standards
- Policy & Procedures

MAJOR INVESTIGATIONS

- SOCOs / CSIs
- House 2 House Enquiry Teams
- POLSA Search Officers
- CCTV Seizure and Viewing Teams
- Analysts
- Holmes 2

TRAINERS

- PCSO
- IPLDP
- PNC
- HOLMES
- Leadership and Management
- Surveillance
- Driver
- Law
- ICIDP

These are examples of roles which we can assist with, but by no means what we are limited to supplying.

Servoca Resourcing Solutions approach includes a high level of security, integrity and quality assurance ensuring the delivery of suitably qualified personnel for your requirements.

Whatever the location or requirement of your force, all your needs will be given dedicated attention with an appointed member of staff.

We pride ourselves on being cost effective and understanding the financial limitations of the public sector; many Forces have benefited from this by using our temporary staff in innovative ways.

We provide the latest criminal and civil justice contract and permanent vacancies, within the Policing, Probation, Public, Commercial and Third Sectors.

Whether you are looking for a position in Investigation, Intelligence, Enforcement or Compliance, our comprehensive array of potential roles means we are ideally placed to find you the job you are looking for.

To discuss how we can apply our expertise to meet your needs please call **0207 747 3044** or visit our website www.servocaresourcing.com/recruitment/jobs



At Servoca Resourcing Solutions we provide the latest criminal and civil justice contract and permanent vacancies, within the Policing, Probation, Public, Commercial and Third Sectors.

Whether you are looking for a position in Investigation, Intelligence, Enforcement or Compliance, our comprehensive array of potential roles means we are ideally placed to find you the job you are looking for.

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www.servocaresourcing.com

PR POLICE RESETTLEMENT EXPO 2018



There are currently three Police Resettlement ExPOs each year, two of them being held in London and our most recent

ExPO which was a great success with around 500 attendees at the Bridgewater Hall in Manchester.

They are one day recruitment events to assist people who have either left or looking to find a new career outside of 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.

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 serving 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



Our next ExPO is to be held on 23 October 2018 at QEII Conference Centre, Westminster, London
Doors open 10.00am
- Last Entry 14.30 -
Event Closes 15.00



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Do you have a Police background and Security Clearance?

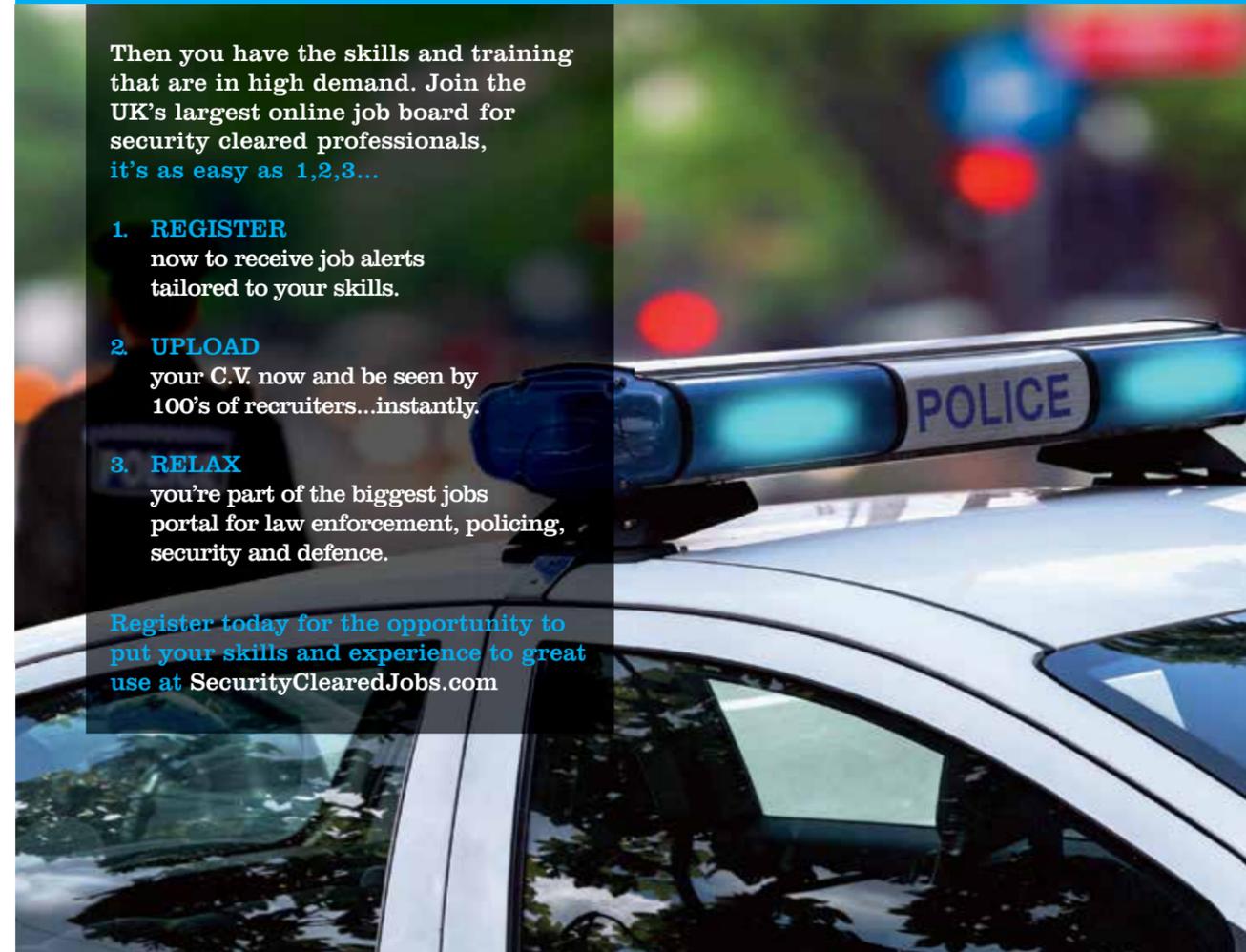


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- Cyber Security
- Counter Terrorism
- Digital Forensics

SC

- Investigation
- Firearms Officer
- Holmes
- Indexing

CTC

- Fraud Analyst
- Intelligence Analysts
- Claims Investigator

NATO

- Security Consultant
- Crime Scene Investigation
- Child Protection



HAVE YOU GOT A PROBLEM WITH ALCOHOL? ONLY YOU CAN DECIDE!

To answer this question ask yourself the following questions and answer them as honestly as you can

1. Is drinking making your home life unhappy?
2. Does your drinking make you careless of your families welfare?
3. Do you drink because you are shy with other people?
4. Is drinking affecting your reputation?
5. Do you drink to escape from worries or trouble?
6. Do you drink alone?
7. Have you lost time from work due to drinking?
8. Has your ambition decreased since drinking?
9. Has your efficiency decreased since drinking?
10. Is drinking jeopardising your job or business?
11. Have you ever felt remorse after drinking?
12. Are you in financial difficulties as a result of drinking?
13. Do you turn to or seek an inferior environment when drinking?
14. Do you crave a drink at a definite time daily?
15. Does drinking cause you to have difficulty in sleeping?
16. Do you want a drink the next morning?
17. Do you drink to build up your confidence?
18. Have you ever had a complete loss of memory as a result of drinking?
19. Has your Dr ever treated you for drinking?

If you have answered "YES" to any one of the questions, there is a definite warning...

If you have answered "YES" to any two, the chances are that you have a problem...

If you have answered "YES" to three or more, you most certainly have a problem...

"THE ONLY REQUIREMENT IS A DESIRE TO STOP DRINKING"

Take action now and give us a call on 0800 917 7650... We are here to help!

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
OUR PRIMARY PURPOSE IS TO GET 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



Civil Nuclear Constabulary

With over 1,300 highly trained police officers and police staff, the Civil Nuclear Constabulary (CNC) is a specialist armed police service dedicated to protecting the civil nuclear industry.

They currently protect 10 civil nuclear sites across England and Scotland, safeguarding nuclear material in transit and playing a key role in national security.

The Civil Nuclear Constabulary utilises many of the essential skills and attributes acquired during Military service. With a range of career opportunities for police officers and police staff in a variety of different teams, Service leavers will find that their existing skills are brought to the fore while at the same time they are given opportunity to develop new ones.

There is no question that Service-leavers are well placed to deliver the skills and expertise required by the Constabulary. There are few employers that reflect Military characteristics and practices as closely as the CNC.

DIFFERENT SITES, DIFFERENT ROLES

As well as opportunities at operational units at a number of nuclear sites, CNC have a number of specialist teams that require specific expertise. Once you have successfully completed your probationary training you could apply to join one of these team, such as Dog Handlers, Specialist Escort Group (marine and road) and special branch. There is plenty of scope for Service leavers to utilise the skills and experiences they acquired in the Military.

Of course, it's not only about 'frontline staff'. The Constabulary uses a variety of skilled people to operate, develop and manage their support teams. This includes ensuring that the Constabulary runs smoothly through the use of effective IT systems, to managing finances and recruiting and developing its people.



EASY RESETTLEMENT SPOKE WITH CHIEF SUPERINTENDENT DUNCAN WORSELL, DIVISIONAL COMMANDER, ABOUT HOW THE CIVIL NUCLEAR CONSTABULARY OPERATES

What can Service-leavers bring to the CNC?

Leaving the armed forces can be challenging for many reasons, but when you come to the CNC you will be pleased to find a sense of belonging. You come from a disciplined background, you will be used to operating as part of a team, you understand the need for personal responsibility as well as caring for those around you and on whom you may depend if your armed role becomes "active". You will be physically fit and you will have the personal resilience and courage to deliver a quality and dependable armed response service which protects the public, the country and your colleagues.

What does the CNC offer as an employer?

As well as a competitive salary and other benefits, the CNC offers a transition from the Military that protects and maintains many of the principles which you will have lived by and which are held dear by those who have fought and worked to protect our country and its assets. We employ many former Military personnel, and many of our leaders come from similar backgrounds, so we understand the challenge which you face and the adjustments which are required to make a seamless transition. We offer fairness, equality, recognition and reward, we train our armed police officers to national standards which will give you the confidence that you need to meet the challenge of a complex and ever changing terrorist threat. Finally, we recruit from all backgrounds, the diversity of our workplace is very important to us so if you feel that you don't fit one particular model or type, you are not excluded, you will be welcomed.



APPLICATION PROCESS

The nature of the work that the CNC is involved in means that they are obliged to conduct a rigorous application process. The process involves a variety of screening checks, as well as security, reference, medical and fitness checks. The Constabulary view this as an essential part of ensuring that they recruit the most able individuals as well as ensuring that joining the CNC is the right move for you.



More: See the FAQs section on: www.cnc.jobs
For further information please visit www.cnc.jobs
CNC is an equal opportunities employer

SALARY AND BENEFITS

Starting salary
The starting salary for new recruit police officers is currently £22,440 per year. This will increase after successful completion of the probationary period to £24,171. With satisfactory performance and the achievement of requisite skills this will rise to £39,150.

Police staff salaries are determined by salary bands, depending on the level of the role.

BENEFITS

- Police Officers:**
- 22 days annual leave rising to 30 days after 20 years' service
 - Final contribution salary pension scheme
 - South-east allowance, for officers based at specific locations
 - Paid overtime

- Police Staff:**
- 27.5 days annual leave per year rising to 32.5 days after 20 years' service
 - Flexi-time
 - Flexible working scheme

Final contribution salary pension scheme
Corporate bonus scheme





Our training courses have been a huge success with serving and retired officers across the UK. It's the perfect opportunity to learn something new that's made bespoke to your situation. It's also an opportunity to refresh your current knowledge and to make sure that you're up to date with all legislation. This is forever changing, and we always make sure we're up to speed to keep the courses current. The courses can be made bespoke to allow you to get the most from the sessions.

Our investigation skills course is a fantastic opportunity for anyone wishing to refresh their investigative skills. Again, taught by Chris Davies, this course provides attendees with an overview of the latest methods employed during criminal investigations and file building. This course will be of interest to retired or retiring officers or individuals from other prosecuting agencies who wish to continue working in the investigative field. It will also be of interest to those who have been away from investigative work for a period of time and would like to refresh their skills before returning to the field.

Our latest course is the Highfield accredited Level 3 Award in Education and Training. This gives you the skills needed to teach people about your area of expertise, whatever that may be. Since starting Peel Solutions in 2015 we have been listening to our candidate's needs and one recurring question is "how do I become a trainer?" Harry Lunt has delivered this course on many occasions. With this course you are able to discuss possible training dates to fit around your current work commitments if needed. If you complete Level 3 and feel like you would like to expand your knowledge, we also offer the Level 4 Certificate in Education and Training (CET). This course is designed for in-service trainee teachers who want to learn how to teach in a wide range of context, broaden their knowledge and better their delivery skills.



peelsolutions

www.peelsolutions.co.uk

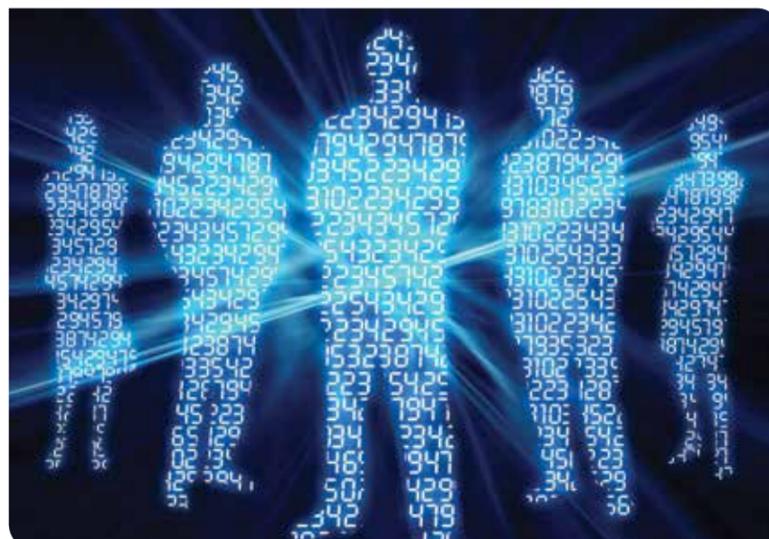
Think retiring from the Police is a big deal?

You're right, it is! It's a step into the unknown and you're leaving your safety blanket behind! What's next and how do you get there? That's what we're here for. We help you find your next step after leaving the police whether that's with a new career or training. Members of our own team have been through the process of leaving the police themselves, so we pride ourselves in knowing the process and the problems that can come with it. Who are we? We're Peel Recruitment and Training solutions and we were set up specifically to help serving, ex and retired officers find their way after leaving the service with new careers, training, and anything in-between. It really is easy if you have the know how and the contacts to give you a helping hand along the way. We have 3 retired police officers in our team, all inputting their own experiences and helping us to make your experience better. One of which is

one of our directors, Andy Smith who retired from Cheshire Police in 2016. He headed the Major Investigation Team as Detective Superintendent and was a fully accredited PIP3 and K&E SIO. The knowledge he brings to the company is crucial to the services we offer and the approach we take. We're constantly talking to retired, ex and serving officers to update our knowledge of the sector and to find out new ways that we can help one of the most valuable sectors of people in our communities. We want to ensure we're as supportive as possible to everybody that approaches us and to do this, we need to be up to date with the policing world. We care about our candidates and we care about our clients, and we certainly do understand how daunting it can be to leave the force but we're here to show you the light at the end of the tunnel. One of the problems that we noticed that most of our candidate's face is the dreaded CV. The majority of people that we come into contact with aren't aware of the number of skills you acquire from your time in the force. To tackle this we have set up a FREE CV advice service. All you need to do is email us for a copy of our CV template or if you have a CV already

send a copy to info@peelsolutions.co.uk and we'll give you the advice needed to enhance your skillset. Recruitment is not something that everybody can get right. You can't just throw a stab in the dark and hope for the best. It takes skill, passion and the drive to see the process through from start to finish. Our other

Director Dylan Cooper started his career in recruitment over 20 years ago. Dylan quickly progressed to the number one consultant in the UK and rose up to management level. He became director of an independent single sector agency in 2003 and was part of a management buyout in 2007. He grew the business into a multisector and regional business which achieved a 16-million-pound turnover figure up to its sale in 2016. His experience in the recruitment world is vital to the company. Andy and Dylan, as directors, bring the Law Enforcement and Recruitment worlds together effortlessly. The knowledge of the sector you're recruiting into is



significant but the knowledge of how the processes of recruitment work is just as important. Having extensive information of both allows us to offer the best service possible to you when it's your time to leave the force. As we approach the end of 2018, we have begun to look back at the past year and what a brilliant one it has been. We are immensely proud of our work with former officers and staff and the support and service we have provided to organisations who protect our communities across the UK. This year we entered and won the 'Best New Agency' award at the prestigious Recruiter Awards 2018. We were up against a high calibre of businesses, but we had a huge amount of faith in the niche services we provide and the tailored recruitment we offer. We were ecstatic when our name was called out by the comedian host, Milton Jones and we were awarded with the new title 'Best New Agency 2018'. The judges said: "Peel Solutions combines policing and recruitment expertise to create a business that clearly meets a need and is creating second careers for highly specialised and valuable people." This was a fantastic victory for Peel Solutions and it gave us the acknowledgement we needed to know our hard work has paid off and the service we are providing is important. It's not just a numbers game for us, it's about finding the right fit for a role so if you're not right for a vacancy we won't waste your time and efforts by putting you forward. We carefully choose vacancies that will best suit you and your skill set.

Training

We offer specialist training in CPIA (Disclosure), Investigation skills, Modern Slavery, Cyber Security, Safeguarding and Education and Training to enhance your skillset during or after the police. We wanted to offer our students a valuable experience when training, so we bought on board a team of trainers that have hands on experience in their specialist subjects. First let's introduce you to Chris Davies. Not only is Chris a retired Cheshire detective of 37 years but he also has a BA Honours degree in the education of criminal justice and criminal investigations. We couldn't think of anybody better to share this knowledge than a man who has a fantastic record of hands on experience and still took the time to study and earn his qualifications regardless of this. His open teaching style allows for a relaxed training room and he encourages questions throughout sessions for a comfortable learning experience. Another of our trainers is retired Constable Harry Lunt who served with Merseyside Police for 32 years. Harry worked on foot, mobile and even on horseback. During his time in the force he discovered his love for training whilst delivering the Initial Police Learning and Development Programme (IPLDP) to newly recruited officers in the Merseyside Academy. On leaving the force, Harry began helping people to gain the qualifications they needed to enter employment within many different sectors, not only the

police. This year Harry has joined the Peel Solutions team as Head of Learning and Development and with him he brings a wider range of qualifications in to the company. This includes apprenticeships, Training a Trainer courses and a range of other niche qualifications for organisations and individuals. Harry has helped Peel to gain the status of a 'Highfield accredited centre'. This is a huge achievement for the company as Highfields is one of the UK's top 5 largest awarding organisations and the leading awarding organisation for compliance qualifications. Meaning that any of the qualifications you gain with us are among the best and recognised nationally.



If your time in the police is coming to an end or you're just curious about the services we offer, please get in touch with us for a no obligation chat about the future. We won't pressure you into signing up with us and we certainly won't bombard you with emails, letters and phone calls. We will simply help you discover the direction you want to follow when you leave the force and we'll let you know if this is something we can help you achieve.

Call us today on **0843 4559 999** or you can find all the latest vacancies and training course by visiting us online www.peelsolutions.co.uk.

Follow us on Twitter @ **PeelSolutions** or **Peel Recruitment and Training Solutions** on LinkedIn.

The Boat Building Academy



Students of all ages come from all over the world to join the course, meaning that no two courses are ever the same.

The Boat Building Academy provides full-time, highly practical skills training with the emphasis on 'hands-on' learning.

The school was founded in 1997 by Commander Tim Gedge, who still serves as Director. The Academy is an approved Royal Yachting Association training centre, a member of the British Marine Federation and an approved City & Guilds centre.

The Academy's flagship internationally recognised 40-week Boat Building course, teaches students to build boats to professional standards across a range of construction types from modern and traditional wood to composites. Some students are offered the opportunity to build their own boats as part of the course.

Students of all ages come from all over the world to join the course, meaning that no two courses are ever the same. As the background of each student differs from each person, there is no specific strict skill requirement to the course: all that is asked for is enthusiasm, motivation and dedication to hard work. The course attracts people from all walks of life, including those wishing to retrain for a new career in the marine industry, to hobbyists looking to make next step towards a lifelong passion, and even men and women wishing to escape life behind a computer screen.

Each student comes away from the Academy with the key skills needed for today's changing marine industry, everyone on the course is enrolled for the Diploma in Boat Building, Maintenance and Support incorporating City & Guilds Level 3 Diploma in Marine Construction, Systems Engineering and Maintenance (2463-03). Students can opt out of the qualification if they feel it is not relevant.

The 12-week Fine Woodworking incorporating Furniture Design is entirely separate to the Boat Building course and has its own dedicated workshop. Students learn how to design and make furniture, progressing from sharpening their tools all the way to designing and making a final project piece of their own choosing. In the past, these project pieces have ranged from a wooden bicycle, a ukulele, a tennis racket and a toy chest. Students can take a City & Guilds 6218 Level 1 Certificate in Basic Construction Skills, before deciding whether to undertake the Level 3 qualification or to concentrate on their personal project piece.

The 2 to 5 day Short Courses serve as a perfect introduction to the skills covered in the 'longer' courses and beyond. People can try their hand at Traditional Wooden Boat Building, GRP Repairs and Basic Woodworking (offered from levels 1-3) and more. For a full breakdown of short courses available, have a look at the 2019 Short Course Programme on the Academy's website. There is also more than just boat building and woodworking on offer, the Academy also runs Antique Furniture Restoration, Marquetry as well as the popular sail making and rope work courses. ●



Tuesday 4 December marks the end of the 40-week boat building course for the Class of February 2018. At 1330 students will walk their boats down to the harbour, to be launched for the first time. Having spent the best part of nine months learning how to build boats, the day marks a celebratory end to their training.

Eighteen people from around the UK and across Europe joined the course, with some coming from as far as France, Spain and Italy. Men and women come to the Academy from all walks of life, some with academic and professional backgrounds and others just starting out on a career. On the present course, we have amongst others those who have been a teacher, a landscape gardener, company directors, a bicycle courier and in government service.

Enrolling on the course is often the first step in fulfilling a lifelong dream to build boats, for others it's the perfect chance to make the leap from hobbyist to trained boat builder. The course can often act as a sabbatical from a demanding job or for those wishing to escape a life behind a computer screen.

The course has no strict skill requirements, in fact all that is asked from potential students is enthusiasm, a willing attitude and a commitment to hard work. As each class is made of people of all ages and backgrounds, everyone is taught at the same level.

Seven boats have been built by the class, ranging from a Royal Yachting Association Albacore dinghy (built exactly to the class specifications), a canoe, a traditional clinker sailing boat, a carvel sailing boat, a

fishing boat, a glued clinker sailing boat and a rowing boat.

Director of the Boat Building Academy, Commander Tim Gedge, says of the launch: 'It is a great joy to me to see what people with such diverse backgrounds can achieve when all working together with a common aim'.

All are welcome to join the students in celebrating their achievements with the launching of the boats.

You can learn more about the boats being launched, as well as profiles of the students and case studies of graduates on the Academy's website here www.boatbuildingacademy.com



For further information and how to apply, go to www.boatbuildingacademy.com. Alternatively, you can speak to Janine or George in the office on 01297 445545 or email office@boatbuildingacademy.com





WHAT IS FRANCHISING?

Business format franchising is the granting of a license by one person (the franchisor) to another (the franchisee), which entitles the franchisee to trade under the trade mark/trade name of the franchisor. This agreement also allows franchisees to make use of a comprehensive training package, consisting of all of the necessary information to enable a previously untrained person to establish a business using the brands format with continued support from the franchisor.

The British Franchise Association

You may be considering joining a franchise as your next career move, which is great. The British Franchise Association are on hand to help you prepare to ask the right questions and make the right choice for you.

WHO ARE THE BRITISH FRANCHISE ASSOCIATION?

The British Franchise Association (bfa) was established in 1977 and is the only voluntary self-accrediting body for the UK franchise sector. Its aim is to promote ethical franchising practice in the UK and help the industry develop credibility, influence and favourable circumstance for growth. It does this with a self-regulatory, standards based approach to membership of the association. In addition the bfa works to increase the awareness of ethical franchising by communicating with government, academia, the media and the UK public on what constitutes franchising best practice.

WHAT CONSTITUTES A 'GOOD' FRANCHISE?

Simply put, a 'good' franchise will protect the interests of their franchisees whilst supplying the agreed training and ongoing support for any franchisee trading under their proven business model. As franchising in the UK is unregulated, there are franchises around that fall short of any or all of these characteristics and this is why it is important for you to do your research before handing over any money or signing a legally binding contract.

All members of the bfa have undergone and passed the bfa's

rigorous accreditation process. These brands then agree to abide by the bfa's rules of membership and periodic reaccreditation of their brand as standard. To complete this accreditation process, the bfa's accreditation team review the brands promotional materials, check they can evidence their financial projections, survey the franchisee network and check the franchise agreement with a bfa accredited legal advisor. This detailed process is designed to filter out the brands who do not meet the bfa's standards. As a result, brands do not always pass their accreditation the first time. The bfa then provide feedback on what changes or improvements need to be made to meet these standards, thus enabling franchisors to improve their franchise offering for the benefit of their whole network.

Not being a member of the bfa does not mean that a franchise brand is not 'good'. bfa membership is voluntary and there can be a number of reasons that brands choose not to join membership. However, it is incredibly important when considering joining a franchise to complete your due diligence to ensure the brand is right for you before you commit – especially if the brand has not undergone bfa accreditation.

WHAT CHECKS SHOULD I MAKE BEFORE I JOIN A FRANCHISE?

What checks shouldn't you make should be the question! As mentioned before, prospective franchisees invest time and money into building a business under an already established brand; therefore it is important that they are comfortable that the brand is worthy of that commitment.

Check them out online: The World Wide Web is incredibly powerful tool to utilise when finding out more about a brand's reputation. With social media and customer reviews so easily accessible you are able to not only see whether a brand has developed a negative reputation for their franchise operation, but also whether their network of franchisees are helping to build a positive brand image through their customer service – after all who wants to join an operation with a network of franchisees that are damaging the brands reputation?

That being said, do bear in mind that there are always two sides to the story. Do bring any concerns raised during online research to the franchisors attention. They may have a good explanation for what you found or alternatively, they could convince you that their brand is not where you want to place your trust and funds.

You can view a full list of bfa members on the bfa website here: www.thebfa.org/members

WHAT ARE THE BENEFITS OF JOINING A FRANCHISE?

There is no guarantee of success no matter what type of business you are starting. However, business churn rates in franchising are low at just 4.6%1, 1.6% of which accounts for retirement. Franchising has proven itself to be a fantastic route to self-employment and business ownership, with 44,2001 businesses in the UK owned by franchisees. More than half of these franchisees are reporting that their businesses are achieving an annual turnover of over £250,0001. Besides the financial rewards, franchised businesses are also creating jobs for their local communities, with 621,0001 people employed in franchising.

A great feature of franchising is that franchisees often do not need previous experience in the sector they are joining, this is because the franchisor will provide comprehensive training and ongoing support to help the franchisee build and grow their business. The flexibility of franchising is allowing a variety of motivated individuals the opportunity to own their own business, including mothers who

Ask them detailed questions:

To name a few: how long did the business operate before they franchised? How long have they been franchising? How many franchisees are currently operating? Have many franchises failed whilst trading under the brand? These can feel like tough questions to ask, however, it is incredibly important that you ask them. Firstly, you can find out a lot about a franchisor from how transparent and forthcoming they are when answering these questions. Secondly, a 'good' franchisor will be selective about who they introduce into their network, being prepared with sensible and detailed questions proves commitment to the franchisor.

For more questions to ask a franchisor during your initial meetings, visit the bfa website and read 50 questions to ask a franchisor: www.thebfa.org/join-a-franchise

Speak to existing franchisees:

This is a crucial step to check what training and ongoing support is received once the franchise agreement has been signed. Don't be fooled into only speaking to the franchisors favourites, they should be willing to allow you to choose from a list of their franchisees which you would like to speak to. You may wish to ask to choose

from lists of their top performers, average performers and under performers to determine how they support received is adapted to the requirements of their franchisee.

Request evidence of financial projections: It is inevitable that a brand will indicate to you how much money you can expect to make whilst trading under their model and brand. Before you trust these projections, request to see evidence that these have previously been met.

At this stage it is fairly common for a franchisor to ask for a refundable deposit before they reveal their financials to a prospect. This must be refundable and is usually refundable less any reasonable expenses. Reasonable expenses are genuine costs such as, paying a surveyor to scope out locations in your local territory, not administration charges for answering your questions. This refundable deposit will be returned to you if you decide the proposition is not for you. If you decide to proceed to invest in the franchise, this will usually be deducted from the franchise fee you pay at the start.

Get the franchise agreement checked: The bfa can't stress enough how important it is not to skip this step. This legally binding document will form the basis of your business relationship for

the duration of the contract. A single document that details both the franchisor and franchisee responsibilities, as well as what protections are in place to prevent you from being terminated from the network without cause.

For a full list of bfa accredited solicitors who specialise in franchising, visit the bfa website: www.thebfa.org/members



designed to help franchisees prepare to make this big choice. The bfa have developed a free online course in association with Lloyd's Bank to help prospective franchisees build a strong foundation of knowledge. The Prospect Franchisee Certificate is easily accessible, modular and can be completed at your own pace. At the end of the course, you will be able to print a certificate to show that you have taken the time to learn about franchising and what it could mean for you.

ARE THERE ANY DISADVANTAGES TO JOINING A FRANCHISE?

Joining a franchise brand does not grant you a license to print

money. Starting a new business requires an investment of time and money that should be expected. However, some prospective franchisees fall into the trap of joining a brand without doing much research and begin their journey with unrealistic expectations. This is why bfa member brands are looked upon favourably by prospective franchisees, not only have they undergone a voluntary accreditation process, they have also committed to running an ethical operation and encourage franchisees to ask questions that will be answered with transparency before the agreement is final.



To find out more about joining a franchise, visit the bfa website: www.thebfa.org

Flying solo but loving every minute!

By Ann Brebner - TFY Northampton

My journey with Time For You started over 14 years ago and I can safely say it was the best decision I've ever made!

Never in my wildest dreams would I have ever have dreamt of achieving what I have to date.

I vividly remember going to see our first ever client. Claire and I sat on the client's sofa shaking with excitement and nerves! What a feeling walking out of there with a two hour clean!

Another time we unwittingly signed up a client who wanted 10 hours a week. I remember Claire coming back to the office and describing the house having baby

oil and tissues next to each bed! I'd raided plenty of brothels as a Detective Constable and thought I'd seen the back of them, oh how we laughed!

The ultimate highlight of my business to date was when I went to quote for The Saints rugby team and I found myself sat on a large sofa surrounded by seven half naked rugby players. I literally thought I died and gone to heaven and I came away with a 6 hour clean, happy days!

So what have I discovered about myself so far? I love being a businesswoman and the daily challenges I have to face. I am so grateful that I found Time For You all those years ago. The personal development I have undergone over the years has been quite incredible. I've even surprised myself! I continue to work on my personal development and mind set on a daily basis, it's so important to keep it fresh!



WHAT'S THE SECRET TO SUCCESS?

Hard work and determination all the way! I still have bad days where I think is it all worth it? Of course it's worth it, we all have a fantastic business at our fingertips. What I've also found is that the skills and business knowledge I've developed along the way are transferrable to other businesses I have.

So what does the future hold? I recently bought Claire's part of the business so I'm now flying solo with the help of my admin team and hubby! I'm the leader of a local networking group in Northampton where I normally have 40 plus attendees every month. I have a rapidly growing Forever Living business where I mentor and coach my team using the skills I've acquired running Time For You. However, I still manage to do all these other activities as well run Time For You. It truly is an amazing business that fits around life! ●

YOUR Local Franchise Opportunity!

"Today we cleaned 17 homes YET never left our house!"

Imagine owning your own domestic cleaning franchise, earning around **£65,000 per year profit** and never doing any cleaning yourself!

And you can work from home at times that suit your children, lifestyle or other commitments.

AT LAST, a real business that works and you can be really proud to own!

Our domestic cleaning franchise system is the longest established in the UK, and is easily the most successful with over 200 franchisees across the UK and Ireland.

Here are **seven crucial reasons** why you should consider investing in a Time For You domestic cleaning franchise.

1. Work from home.
2. No staff worries.
3. No invoicing.
4. No stock required.
5. **The only franchise with a 100% Money Back Guarantee!**
6. No cleaning done by you
7. **Clients pay in advance!**



Ann Brebner
Time For You (Northampton)

Police To Successful Business Owner!

Leaving the Police was the best move I've ever made but, I didn't know it at the time! Don't get me wrong, I loved my job as a Detective Constable in the met. However, after falling pregnant with twins something had to change. I researched many business opportunities but they all seemed difficult to integrate with family life.

I needed a guaranteed, proven, easy to run home based business that fitted in with me and my family.

Having had a cleaner from Time For You I had an idea of how the business worked from a client's point of view. It seemed the perfect business model so, I booked an appointment with the Franchisor and was really impressed with the whole set up. Support, training and a easy to run home based business that works!

Safe to say within a week I'd bought the franchise! From that point onwards I have never looked back with any regret, only thankfulness that I was blessed to come across Time For You and the wonderful things it has allowed my family to experience. I now have an amazing work life balance and TIME FOR ME!

Find out more **NOW** by visiting:

www.time4youfranchise.com



TIME FOR YOU™
DOMESTIC CLEANING



With Hire A Hubby you can turn your DIY skills into a profitable business

Founded in Australia over 20 years ago, Hire A Hubby provides general property maintenance and DIY services to residential and commercial customers.

Homeowners in the UK might love doing a bit of DIY but time pressures and lack of skills mean that there is a ready demand for the services offered by Hire A Hubby. We are looking to attract individuals with strong DIY and property maintenance skills and who have a desire to own and run their own business,

so if you enjoy DIY and have great practical skills and would like to run your own business a Hire A Hubby franchise could be just what you're looking for.

HOW IT WORKS

Each Hire A Hubby franchisee runs their own business but they are backed by the security and support of a long established handyman franchise operation. Your franchise comes with an exclusive territory, a two week training package that includes both practical know how and business administration training, a company laptop and mobile phone, Police /DBS checks and insurance. There are only two things that new Hubbies have to provide, their tools; which most

DIY enthusiasts already have, and a white van; which will be sign-written during their training. Our franchisees come from all walks of life and include former trades people as well as people with a professional, management, IT, banking or engineering background. We also have many existing franchisees from the forces, both military and police.

INCOME GUARANTEE

We are so confident in the Hire A Hubby business proposition that we offer a first year's income guarantee of up to £50,000. The guarantee is dependent upon the initial investment and enables an individual to take the step into business ownership safe in the knowledge that they are able to call upon us for financial support should it be required. We believe that this makes us unique within the franchise world. The income guarantee that is on offer represents the minimum turnover Hire A Hubby would expect a new

franchisee to be able to achieve during their first year. Given the demand from home owners for the sorts of services that the Hubbies provide, many franchisees easily exceed this. Resulting in many franchisees scaling their business to the point where they need to take on one or two members of staff by the end of their first year.

SYSTEMS AND SUPPORT

Each franchisee has access to Hire A Hubby's very own computer system (hub e-connect) which allows quoting, scheduling, and administration to be simplified. However, more importantly it also allows a franchisee to monitor their operation, particularly from an efficiency and profitability perspective. This ensures performance is always at its best and can then enable the franchisee to understand their business performance, and decide whether to grow to a multiple vehicle operation. Something that can only be achieved if they know their KPIs (key performance indicators) are where they need to be.

WORKING LOCALLY

Ideally franchisees like to have the territory of where they are living and most franchisees would be within a 30 minute drive of their home location. It is important for a franchisee, not to have to travel too far, as time is money. All Hire A Hubby franchisees are DBS / Police checked enabling them to offer their services to schools, care

homes, children's day nurseries and other businesses, where they might come into contact with the vulnerable. After you've completed your training at head office, you'll be supported in the field by one of the team. During your territory launch week you'll be introduced to your key customer groups including property managers and other regular, repeat business customers.

SKILLS ASSESSMENT

Prospective Hire A Hubby franchisees are required to take a self-assessment, both of their interpersonal and DIY skills. Part of your training package includes a hands on week at a building training centre, this enables our franchisees to brush up on their DIY skills and learn a few tricks of the trade to add to their skill set. The success of the Hire A Hubby brand has been built on individual franchisees working in their local area, providing high quality services, which require excellent DIY skills.

GROWING OPPORTUNITY

As demand for your services increase, there is opportunity to grow your business to a multiple vehicle operation. Choosing to operate multiple vehicles, allows you to become more of a project manager and to take on more

work, thereby increasing the profitability of your business. Many franchisees have followed this model enabling them to achieve increased turnover levels and in Australia, where the system was first developed over 20 years ago, there are now multiple franchisees who have achieved over \$1 million Australian Dollars in a single financial year. Indeed in the 2017-2018 financial year one franchisee achieved \$1.4Million, this level of turnover can only be achieved by having a multiple vehicle operation. However there is no obligation for a franchisee to have multiple vehicles and any franchisee will only grow their business if and when they wish to do so.

FLAT FRANCHISE FEE

Hire A Hubby take a flat franchise fee so regardless of what a franchisee's turnover is, or how many vehicles they run, they will never have to pay any more. Whether a franchisee wishes to grow their business to a multi vehicle operation or not, they all benefit from strategic business support from the head office team. This includes regular business reviews to check a franchisee's performance against their business plan, and setting goals and business objectives, all things that as a sole trader they wouldn't have access to.

INVESTMENT REQUIRED

Investment levels range from between £15,000 to £25,000 depending on the territory chosen and this can be part or wholly financed if needed. Hire A Hubby have a range of finance packages available from the likes of StartUp Finance or Natwest, who have accredited the Hire A Hubby franchise system and who also offer 75% unsecured funding finance package. From a business perspective there are tax advantages to financing your business and it is something that most franchisees tend to do.

JOIN THE TEAM

In addition to having good practical DIY skills, it is likely that, with your police background, you'll also be a team player, who enjoys working to a plan and you might also have good time management skills. If that is the case then you are just the sort of person we are looking for. We have franchise areas and territories that have now been mapped and available across the UK, so it doesn't matter where you're based we can help you on your journey to becoming your own boss. ●



RUN YOUR OWN PROPERTY MAINTENANCE BUSINESS



Ask about our £50,000 Income Guarantee

If you have great DIY skills and the desire to run your own business we have the perfect career path for you.

Hire A Hubby is a specialist handyman service providing property maintenance and project management services to customers in the domestic, property management and commercial markets.

Franchisees are our backbone. Practical people with a passion for DIY, they run their own business with the security and support of a long established and successful handyman franchise operation.

Your business success over the short, medium and long term is our ultimate goal. Even though individual Hubbies are running their own business, they enjoy full operational support from head office and the Hire A Hubby network.

On top of loving DIY, we're after team players with customer service skills, good time management skills, a strong customer service ethic, be a team player and be able to work to a plan.

Franchises from just £15,000. Call today for more information.



HIRE A HUBBY
PROPERTY MAINTENANCE

0800 111 4664 www.hireahubby.com

Cheshire Constabulary

Cheshire Constabulary was founded in 1857 and is now responsible for policing nearly a million people.

There are approximately 2,081 regular Police Officers, 220 Police Community Support Officers and 1,464 civilian Police Staff.

Someone who serves in Cheshire Constabulary joins an organisation with a proud and formidable history and would be expected to maintain the high esteem in which the public holds the Force. To work at Cheshire Constabulary, you will also have to uphold The Police Service Statement of Common Values.

Cheshire Constabulary is an innovative, ambitious and progressive force where energy, enthusiasm and a commitment to openness and willingness to drive change is essential.



POLICE OFFICERS - POLICE CONSTABLE AND DETECTIVE CONSTABLE TRANSFEREES - CHESHIRE Closing Date 3 Feb 2019

Cheshire are seeking experienced high calibre Police Constable and Detective Constables to join our force. This is an opportunity for you to join a progressive force, with a continual programme of officer development to support talent through the organisation either laterally or through our future Sergeant Promotion process.

Cheshire Constabulary was founded in 1857 and serves a population of over one million people spread across a geographical area measuring 919 square miles and is leading the way to be the best in the country, making Cheshire the safest county to live in.

If you are an accredited Detective Constable, we would particularly love to hear from you. The eligibility criteria for any Constable wishing to apply are as follows;

- Be a serving police officer with a Home Office force and not subject to a probationary period
- Have a full driving license
- Have completed and passed the Initial Crime Investigators Development Programme (ICIDP) (DC only)
- Be an accredited Investigator at PIP level 2 (DC only)
- Have no outstanding discipline or integrity issues
- Meet the force attendance criteria and be committed to achieving high levels of attendance

This advert is open until the end of February 2019

If you require any support or further information please email Corporate.HR.Advisory.Team@cheshire.pnn.police.uk at the earliest opportunity. ●



Can you see yourself working for us?

In an ever changing world, where each day brings fresh challenges and complexity, the need for policing has never been greater.

As an experienced officer, why should you consider progressing your career with West Mercia Police? You'll quickly find that no two days are the same. We have a strong family ethos, where our friendly teams work closely together to get the job done and where you will be treated as a valued member of the team from day one.

West Mercia is the fourth largest police area in England and Wales. The force area is divided into five local policing areas covering Herefordshire, North and South Worcestershire, Shropshire and Telford & Wrekin. The close proximity to the West Midlands metropolitan area and the large geographic area served brings unique challenges.

The West Mercia area is also a great place to live. There is a wide variety of towns and villages surrounded by beautiful rural landscapes. With excellent transport links and easy access to Birmingham and London,

there is no shortage of leisure amenities and attractions. From historic market towns such as Shrewsbury, Bridgnorth, Ludlow, Hereford, Leominster, Evesham and Worcester, to the magnificent Shropshire, Clee and Malvern Hills, to modern shopping in Telford, there is something for everyone. Property prices can be very competitive, too!

Whatever your reason for transferring, West Mercia Police can offer you a unique, challenging and rewarding career opportunity where you really can make a difference. Offering great staff benefits and career prospects, we have opportunities available for officers currently serving in Home Office forces. We are looking for officers in the following roles:

- **CONSTABLE - AUTHORISED FIREARMS OFFICER** (relocation expenses are payable subject to eligibility)
- **CONSTATLES - LOCAL POLICING RESPONSE OFFICERS**

We are seeking experienced Police Constables for Response roles in our Local Policing Patrol bases in Telford, Herefordshire, North and South Worcestershire.

• ACCREDITED DETECTIVE CONSTABLES

For more information and an informal chat or to arrange a visit, please contact Herefordshire – DCI Neil Austin neil.austin@westmercia.pnn.police.uk Worcestershire – DCI Andrew Bailey andrew.bailey@westmercia.pnn.police.uk Shropshire and Telford & Wrekin - william.scott@westmercia.pnn.police.uk

• TRANSFEREE SERGEANT - PATROL/RESPONSE

We are seeking experienced Sergeants for Response roles in our Local Policing Patrols based in West Mercia policing areas.

If you currently serve in a Home Office force, and are looking to transfer to West Mercia Police we would like to hear from you.

If you would like to take the challenge and have what it takes to make a difference to peoples lives, we want to hear from you. www.westmercia.police.uk/transferees

Recruitment for these roles is ongoing - we will review your applications on a regular basis. ●





NARPO

For almost 100 years, NARPO has provided an important voice to retired police officers, growing to over 89,000 members and with 109 Branches across England and Wales.

As the voice of retired Police Officers, NARPO's aim is to safeguard the rights of Members and to promote measures for their welfare, with particular regard to pensions.

Its approach is threefold, in providing advice and support in Life, Work and Leisure after the Police.

LIFE AFTER THE POLICE

Whether you're a former officer or you're related to one, life after the Police can throw up many new challenges, from looking after your finances to looking after yourself. NARPO is here to help members and their dependants with useful advice on life and wellbeing.

With just one phone call, members can have access to up to date advice and support in relation to police pensions and

injury award reviews. There's also a wealth of guides available about, and regulatory advice on, pensions and the state benefits that you could be entitled to.

As an additional benefit to members, NARPO has negotiated a range of Member services, including health, travel and car insurance, as well as free advice services. Many of the insurance products or services have been specifically designed or tailored to meet the needs of NARPO members, and offer highly competitive rates.

WORK AFTER THE POLICE

Just because you've stopped working for the Police, it doesn't mean you have to stop working. Not only is working later in life great for your health, but it can also be great for your social life and your finances too! So if you do decide to look for a

new job, NARPO is a great place to start your thinking.

There are a wide range of full-time and part-time positions that are perfectly suited to ex-officers — with everything from contracts that rely on your specialist skills to voluntary positions. These positions are available on the NARPO website.

LEISURE AFTER THE POLICE

You've worked hard for years as a Police officer. Now's the time to take it easy. NARPO can help you and your family enjoy your new-found freedom with a great range of member-exclusives — from holiday discounts to networking opportunities. New special offers are regularly added to the NARPO website.

NARPO members are even offered free access to properties on Lake Lugano, Italy and in Vienna, Austria.

A CAMPAIGNING ASSOCIATION

As part of the campaigning group Later Life Ambitions, NARPO works in partnership with the National Federation of Occupational Pensioners and the Civil Service Pensioners' Alliance to encourage the Government to adopt policies that support older people to lead active and independent lives. Through this partnership we have a strong voice, with Later Life Ambitions bringing together over a quarter of a million pensioners.

Our work with Later Life Ambitions includes campaigning for fair pensions, safe and sustainable care services, accessible housing and regular bus services to promote independence.

NARPO is also an active member of the Public Service Pensioners Council and AGE, a European Platform for Older people.

WIDOWS PENSIONS FOR LIFE

NARPO is also campaigning to end the glaring inequality in the treatment of Police Widows throughout the United Kingdom.

In Northern Ireland - all survivors continue to receive their widows or widowers pension regardless of their current relationship status and regardless of how and when their spouse died.

In England/Wales, survivors whose spouses died on duty - or as a result of an injury on duty - continue to receive their pension should they remarry/cohabit but only if they remarried/cohabited on or after 1 April 2015. If they remarried or cohabited before 1 April 2015, they are not

eligible for the pension to be reinstated, even if their former spouse died on or as a result of injuries sustained on duty.

Anyone whose spouse didn't die on duty or as a result of an injury on duty and subsequently remarries or cohabits does not continue to receive their pension.

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 because of the date of their remarriage.

In Scotland, survivors whose spouse died on duty - or as a result of injury on duty continue to receive their pension even if they are remarried or cohabiting, from 1 October 2015, regardless of the date of their remarriage or cohabitation.

Anyone whose spouse didn't die on duty or as a result of an injury on duty and subsequently remarries or cohabits does not continue to receive their pension.

In NARPO's view, there is a ridiculous and untenable situation within the United Kingdom whereby police widows and widowers are treated differently just because of where their deceased spouse served as a police officer; the nature of the death of their spouse; the date of their remarriage or cohabitation.

All police widows have the right to be treated the same no matter where their spouse served, the nature of their death or the date of their remarriage or cohabitation.

Some police widows in England currently have to make the demeaning and daunting choice of either living alone

or forfeiting their pension to enjoy companionship and happiness in later life.

NARPO's campaign calls on the Government to right this unfair and immoral wrong and give police widows and widowers dignity in their later years. You can support this campaign by writing to your local MP.

CELEBRATING 100 YEARS

The organisation has come a long way since it was formed in 1919 by 500 police pensioners, representing all ranks. There are now 109 across England and Wales and a NARPO headquarters, based in Wakefield.

In July 2019 NARPO will mark its Centenary. This is a significant milestone, which will be celebrated with a number of events, both nationally and locally throughout the year.

In addition, NARPO is honoured that HRH The Princess Royal has agreed to be the Association's Patron throughout our Centenary year.



If you would like more information about NARPO, please visit www.narpo.org or on Facebook at NARPO UK or Twitter @narpohq

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 important, our members 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

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"



Free Advice

- Police Pensions
- State Benefits
- Computing • Taxation

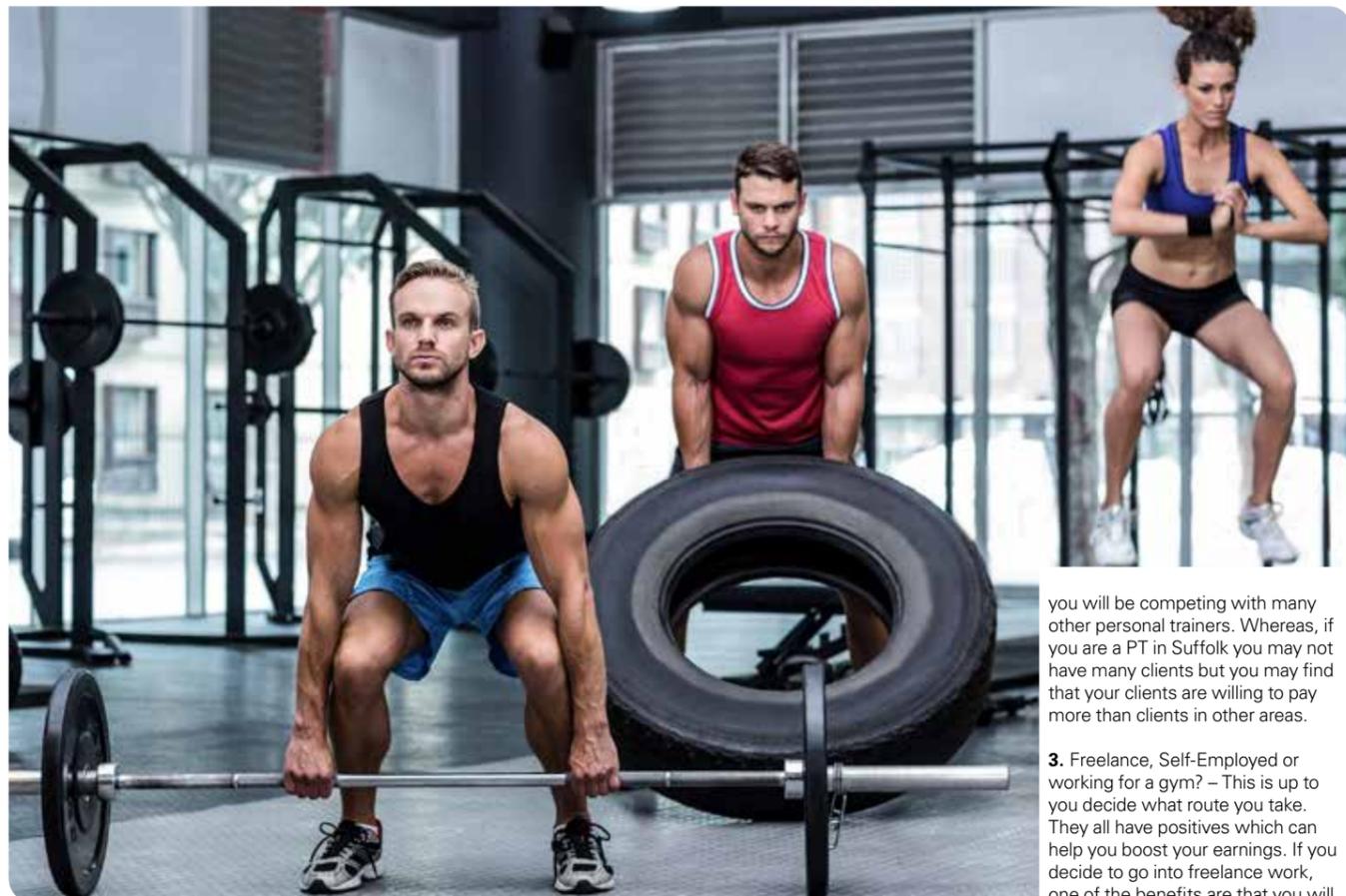
Excellent Member Services:

- Travel Insurance
- Discounted Holidays
- Home, Car and Health Insurance
- Trusted Legal Advisors
- Quarterly Magazine



NARPO | National Association of Retired Police Officers

Subscription less than £2 per month so why not join online now? For more information about NARPO visit our website at www.narpo.org



you will be competing with many other personal trainers. Whereas, if you are a PT in Suffolk you may not have many clients but you may find that your clients are willing to pay more than clients in other areas.

3. Freelance, Self-Employed or working for a gym? – This is up to you decide what route you take. They all have positives which can help you boost your earnings. If you decide to go into freelance work, one of the benefits is that you will receive as a freelancer is that you will be guaranteed work for a company and you keep all your earnings. As a Self-Employed Personal Trainer you are able to feel free with nobody to tell you what to do, this allows you to be your own boss and be very flexible. When

working in Gym you have much more support as there are other personal trainers which you are able to talk to in the gym to help you out.

4. Marketing yourself! If you want to get exposure then it's very important that you marketing yourself not just online but offline too. If you have different social media accounts this will allow prospective people clients to get in contact with you. Also tell your existing clients to spread the word about your services which could cause a lot of people to be interested into becoming a client of yours

If you are interested in becoming a Personal Trainer and you want to know more information about the PT. Feel free to contact our friendly course advisors on **0208 543 1017** or email **sales@discovery.uk.com**. If you want to browse over the variety of courses we provide have a look at our website **www.discovery.uk.com**.

© Bojan Milinkov / shutterstock

6 TIPS ON STAGING YOUR OWN BOOTCAMP
Fitness bootcamps have become popular, both as a fun holiday for people pursuing a fitness goal, and as a lucrative income stream for personal trainers and fitness coaches. See our tips below on how to organise your own fitness bootcamp.

1) Angle
If you want to run a fitness bootcamp and make money from it, give it a niche marketing angle that will appeal to people with specific fitness goals. Ideally, you'd like people to see your bootcamp advertised and say to themselves: "this is just what I need".

For example, you could design a bootcamp for overweight people who want to reduce their body size, in which case you would market it as being for weight loss purposes and emphasize how it can help people lose weight.

Or you might want to run a strength and conditioning bootcamp for people who are already in good shape but what to get stronger, in which case you should emphasize the strength building effects in your marketing campaign.

2) Size
Something important to decide early on is the maximum number of people you're willing to accommodate on your training

session. This is very important because you need to know how many associate or partner trainers/coaches you'll need to get to help you run the bootcamp.

3) Duration and location
Decide how long you want the bootcamp to last. Will it be a weeklong programme, designed to have members attend classes every morning? Will you be renting out a studio or gym? Is it a month long outdoor activity during spring time? Will it be an overseas retreat?

4) Insurance
This one is very important. You need to arrange limited liability insurance for your bootcamp business venture, in case any of the participants or staff sustains a serious injury that damages their quality of life or interferes with their ability to earn

a living. If this happens, they will be legally entitled to compensation and without insurance cover, you as the owner of the bootcamp would be personally liable.

5) Activities
Probably the most enjoyable part of staging a fitness bootcamp is planning the actual training activities that the participants will do to help them with their fitness goals. This is where your knowledge and experience of fitness will really come into play. You have to devise a training regime that will be fun and enjoyable and which will also make a difference to the fitness and physicality of the participants which they themselves need to be able to perceive, so they'll feel that they've gotten something for their money besides just a fun time.



6) Marketing
Fitness establishments like gyms, leisure centres and health clubs are excellent places to promote fitness bootcamps. Talk to some of these establishments and find out if there's any way you can work together or any way they can help you launch your bootcamp venture.

You also need to make sure you have a website and social media pages about your bootcamp. This should contain all the information about your bootcamp such as the location, activities, pricing, everything. You can also ask friends to share the information and if you already have an e-mail database, make sure you put the information in a newsletter!

To find out more about the courses that Discovery Learning offer, visit **www.discovery.uk.com** or call **0208 543 1017**.



How to boost your earnings as a personal trainer?

When deciding to become a Personal Trainer most people are intrigued about the amount of money you can make by helping someone achieve their fitness goals. However there are certain factors which can influence your earnings as a PT, such as the location you are based and how many clients you have to train during the week. Personal training is quite a rewarding career, both personally and financially, but only if you are dedicated and prepared to work hard enough in order to achieve the initial goals that you have set.

LISTED BELOW ARE THE 4 OF THE MANY REASONS WHICH CAN CAUSE YOU TO EARN MORE MONEY AS A PERSONAL TRAINER

1. The type of qualifications you have – in the UK, in order for you to be a personal trainer, the industry recommends you to get qualified and certified which is recognised in the country which you train clients in. If you hold a personal trainer qualification, your chances of getting more clients will improve as you will be able to show your prospective clients that you are a qualified personal trainer and your certificate is recognised in the UK.

2. One of the most important factors is the location which you will be is very important as it also determines how much clients you could possibly be getting. If you are a Personal Trainer in London you have the potential to earn a lot because the population is high. However,



PERSONAL TRAINING QUALIFICATIONS & FITNESS COURSES

www.discovery.uk.com
0208 543 1017



Life as a Bailiff

Have you considered using your transferable skills as a Court Bailiff, or Enforcement Agent (EA)?

Currently the subject of a popular fly-on-the-wall television series, enforcement officers need to demonstrate a mixture of resolve and tenacity and understanding and compassion.

The bailiff industry is seeing a huge rise in the number of new recruits coming from The Forces. It appears that the bailiff industry is providing job opportunities for ex-police personnel as well.

One industry leader suggested that the apparent match in skill sets required to succeed in both professions makes the transition from jobs in the army, police force or even prison service relatively seamless.

She claims: "Bailiffs need good communicative skills and need to be able to remain calm in situations of great stress, I imagine these skills are fundamental to serving on the front line whether it be in the Army, Royal Navy or even police force."

She goes on to suggest that people leaving their respective industries still desire a job that remains exciting and throws up challenges on a daily basis. The fact that bailiffs can benefit from substantial financial rewards whilst experiencing these challenges makes the industry very appealing.

"We have a large number of ex-forces and police officers on our books and have been successful in placing a large proportion of these. We have had some very positive feedback regarding these candidates and are always looking to recruit from these professions. I would encourage anyone from these professions who is looking to embark on a new challenge to leave their details with us and take the first steps towards a very lucrative career change."

ENDEAVOUR UK

Training organisation Endeavour UK offers a range of courses for people wishing to enter the profession, starting with the Level

3 Certificate for Enforcement Agents (Bailiffs) Taking Control of Goods. It is part of the company's security training portfolio.

This course has been made for anyone that would like a career as an Enforcement Agent. This course covers all aspects relating to the roles and responsibilities of an Enforcement Agent. It includes Taking Control of Goods, EA Conduct, understanding the process of a number of different debt types, identifying and dealing with vulnerable people, understanding how to be an effective EA and also being able to effectively manage conflict. This course will give the candidate the information they need to apply to the county court for their enforcement agent court certification. Candidates must apply to the courts themselves for the certification. (If you would like us to do the administration to make the certification process as easy and stress-free as possible, we have a package: Level 3 Certificate for Enforcement Agents (Bailiffs) Taking Control of Goods Course (Theory Course - Units 1 to 4) with Court Certification Process)



The course covers the legislations for Enforcement Agents:

- Schedule 12 of Tribunals, Courts and Enforcement Act 2007
- Taking Control of Good Regulations 2013
- Taking Control of Goods (Fees) Regulation 2014
- Data Protection Act 1998

This course also covers the National Standards and much more This course is broken down into units:

Unit 1: Roles and Responsibilities of an Enforcement Agent (Bailiff)

- Understand the roles and responsibilities of different types of Enforcement Agent.
- Understand the type of cases that a Certificated Enforcement Agent can enforce upon.
- Understand Enforcement Agent enforcement procedures when taking control of goods.
- Understand the National Standards and Legislation relevant to Enforcement Agents.
- Understand the fee structure set out in legislation relevant to Enforcement Agents.

Unit 2: Magistrates Debt and Road Traffic Debt

- Understand the process which is followed by Local Authorities when issuing a Penalty Charge Notice (PCN).
- Understand documents which are required to enforce Magistrates Court warrants and Road Traffic fines.
- Understand the legislation relating to enforcement agent activity when enforcing Magistrates Court warrants and Road Traffic fines.
- Understand the Appeals Process.
- Understand the recovery process of a Road Traffic warrant

Unit 3: Council Tax (CT), National Non Domestic Rates (NDR) & Commercial Rent

- Understand the legislation relating to both Council Tax (CT) and National Non Domestic Rates (NDR).
- Understand the debt recovery process for both CT and NDR.
- Understand the enforcement process for Commercial Rent Arrears.

Unit 4: Vulnerable People, Managing Conflict and Effective Enforcement Agent Action

- Understand threats to personal safety of an Enforcement Agent.
- Understand how to manage conflict effectively.
- Understand effective enforcement to achieve a positive outcome.
- Understand how to deal with vulnerable people.

You must successfully complete the assessment for all units and pass a classroom based exam to achieve the qualification. There is also an optional extra.

For the learners who would like the certificate for theory and practical, that confirms you can apply the classroom knowledge to real life. Once Units One to Four are successfully completed you can go onto street on a one to one basis to complete Unit Five which is a field assessment. This is an optional extra which can be booked in at a later date. There is an additional cost for this assessment.

The Company also offers courses for those who need to renew their qualification certificates, identifying and dealing with vulnerable people and process serving.

For more information on Endeavour Training's enforcement courses visit the company's website www.endeavouruk.com. You can also call them on **020 3263** or use the easy-to-use on line enquiry form.



THE BAILIFF SCHOOL

THE BAILIFF SCHOOL

The Bailiff School also offers qualification courses and claims to be the original training provider of its type.

The course in Certified Enforcement has been compiled, designed, prepared and written by a panel of professional Certificated bailiffs all of whom have been practicing for a number of years.

The student will from the very start be working toward a Diploma in Certificated Enforcement (DICE).

The course is written with up to date legislation and is amended periodically in line with changing laws and legislation. The course was also checked by practising Bailiffs, Office managers and directors of Bailiff Companies and all considerations have been taken into account. The school claims this course is the single most up to date and useful tool that can be purchased for a student.

The course is also designed with students in mind:

- Work at a comfortable pace
- Work at home or when travelling
- Have the knowledge that support is available
- Have only personal deadlines to meet
- Feel real progression

As you work through the course you will become more confident and build up a vital knowledge base for your new exciting and rewarding career.

HOW LONG DOES THE COURSE TAKE TO COMPLETE?

The answer is, of course, your decision. Most students take four - six months to progress from receiving the course up until they gain their certificate but with full time study it can be completed in as little as six weeks. There is no time limit on the course so a slow approach is fine.

WHAT WILL I ACHIEVE FROM THE COURSE?

You will gain qualification from The Bailiff School, namely a diploma in Certificated Enforcement enabling you to apply to the court for Certification.

You will need your Diploma and reference to take to the court with you which, upon successful completion of the course, the school will provide.

The school was designed and developed as there was, and still is, a shortage of Certificated Bailiffs in England and Wales.

The established and respected school specialises in Enforcement Training and is dedicating to raising the standards of the industry and currently provides diploma students with a firm grounding in which to take into the workplace via distance learning and seminars.

The course is fully accredited and provides benchmark training for those wishing to pursue a career in the Enforcement or security industry.

The organisation also works closely with several companies such as London Bailiffs Limited to provide work for newly



certificated officers who have participated in the programme and have achieved the diploma. There are many Certificated Enforcement Officers working in the UK who have been the beneficiaries of this training course.

The course was not written by one tutor but is monitored by a team of professionals who came together to address the shortage of qualified Bailiffs whose combined knowledge and experience was no less than 415 years!

The seminars and live courses are run by suitably experienced CEOs who are still actively involved in the day to day running of enforcement agencies.

To find out more visit website www.becomeabailiff.com or telephone **0207 717 5257**. You will find full course details and the syllabus.

The course is priced at £350 and includes full Bailiff Training, Examinations, references and Certificates, sent via a digital download.



BAILIFFJOB.CO.UK

Bailiffjob.co.uk is combining forces with one of the country's leading security industry lecturers, to develop a complete and concise bailiff training course. The aim is to provide a training course specifically designed so that someone taking their first steps in the bailiff industry, can acquire the skills and knowledge that will help them to be both successful as well as profitable.

The company claims that many courses provide a curriculum specifically aimed at gaining a 'Bailiff General Certificate', but are lacking when it comes to developing the soft skills that enable a newly certificated bailiff to become an instant success. Bailiffjob.co.uk aims to provide a one-day training course that not only guides you through the certification process, but will also teach the skills and techniques gained and employed by extremely successful serving bailiffs with many years of experience.

Not only will it facilitate your ability to be successful, but will focus on subjects such as 'risk assessment' and 'cash control', so that you can stay as safe as possible when embarking on your new career. Check out website www.bailiffjob.co.uk for regular updates or email enquiries@bailiffjob.co.uk to book a preliminary place on its courses.



UCP CQB and Special Tactics



Casevac and SERE Training



Best of the best
UCP Domestic VIP Close Protection

“Realistic training makes for the **best operatives**”

UCP Group employs your already gained police skills to make you the best Domestic UK Bodyguard/Close Protection Operator and Overseas Armed Private Security Contractor.

When it comes to Close Protection you need look no further than UCP. UCP UK instruct, train and operate at the highest industry standard. Training with UCP means you will finish the course with the correct qualifications to guide you into work.

- For instance:
- Working as a Close Protection Operative Level 3 HABC leading to the application of the SIA licence.
 - First Responder Emergency Care Level 3 award/FPSOI
 - B6 Armoured Vehicle Award
 - IED Awareness Award – Terrorism Awareness Award
 - PSC (Private Security Contractor) Award

• HEP (Hostile Environment Close Protection) Award

The UCP 21 Day Training Course is ELCAS claimable. Training is delivered in London/Kent area with Accommodation free of charge for Former British Military.

Bolt on the 7 day HABC Level 3 Combined Firearms Training for only £1000 training and join us in Sardinia for some of the very best Firearms Training you will ever receive.

UCP DEVELOP THE BEST TRAINING ENVIRONMENTS FOR THEIR LEARNERS

UCP UK deliver residential courses only and specialise in Close protection, making our instructors

and training conditions the very best in the UK.

UCP Bodyguard Academy has 8 bed accommodation, operational Planning classrooms, CQB Centre, 5 Acre HECPO training area, Gym, Unarmed Combat training room and Vehicle training area.

The 21 day CPO Course is delivered every month of the year with a maximum of 8 students per month on a 1st come 1st serve basis.

OUR GOAL OUR PLAN UCP train no more than 100 former British Soldiers per annum.

There is a fine balance for training providers to run a successful business or operate a cattle market strategy... UCP policy is to train only 100 former

British military Soldiers per year to gain their operating licences and gain employment with the many contracting companies in the UK and overseas.

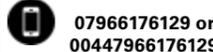
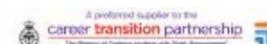
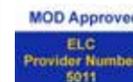
It's all about the training and subsequent employment we know that, and that's why UCP work with Worldwide Security Operatives "Specialist Recruitment company" making sure the 100 British Military Candidates that come through our Academy each year reach their potential employment goals.

All former British Military candidates return to our academy after the 1st year of training to complete their Continuing Professional Development (CPD) another must for any industry employer. ●



UCP Dynamic Shooter

UCP support you all the way from PRE to POST training.



You're never too old

Let me introduce you to a former police colleague, retired Chief Inspector Ross Stewart, who served in the Ministry of Defence Police.



I have known and worked with Ross over the last 30 years and if ever there was someone whom I could point to as a classic example of an individual who was able to identify and use their transferrable skills gained in policing, I would advise that you look no further than Ross.

In policing, his job skills consisted of being a trainer, Project Manager, Information and Communications specialist amongst many other skills and attributes that he attained during his 35 years of service. Ross retired from policing in 2012 following on from a police force Voluntary Early Retirement which he successfully achieved at the age of 55 years.

Ross's decision to leave the Police was influenced by changing pension rules and contributions, government policy and department/budget cuts which reduced the size of the department he was working in to below manageable numbers.

He calculated that the 5 years left to full pension age would see no financial gain to his pension and alongside this calculation, he could also see that staff reductions to the Information and Communications teams he was leading would create more stress for him personally.

Having made the decision to leave the Police, Ross recognised that his next step was to plan for what next. Ross said the following, "I have always planned ahead in 5 Year blocks and constantly reviewed along the way. At 55yrs to 60yrs, make sure that living costs House, utilities and food are covered by the pension income. In the last 3 months before retirement I learned about CV writing and Job Searching. The key point being that one CV is not sufficient and that having several ready for different types of employment and employers and always tweak the one you are going to use to match the job advert, criteria and company. Do this by using appropriate examples of job experience, toning the description up or down, dependent on the level of position you are applying for."

Having done this Ross then had to look at exactly what it was that he wanted to do. He had several skills and certificated qualifications from his policing career, but he wanted to take a break from Project Management and People Management. He then enrolled on to a Barista Course, treated himself to a good and reputable coffee maker and enjoyed the experience but found that a future in Costa Coffee or Starbucks was not for him. He also looked



at the idea of opening his own cafe in competition, but he didn't want the management stress that was evident in the sector. Ross' next indulgence was new golf clubs to spend more time at his hobby which had often been neglected due full-time work.

Ross searched for part time work at nearby Golf Courses and found job advertisements for two Trainee Greenkeepers, a Course Starter and a Marshal. He interviewed for the latter and was successful. He believes his interview success came from that fact that he was able to rely on the skills he'd gained as a Police Officer such as dealing with people, always being polite, being respectful but using firm words as required. This learning had started on his recruits course in 1977. The change in role was exactly what Ross had sought; outdoors, meeting new people, minimum pay but perks such free golf, gym membership and discounts in the hotel golf and spa complex. Following his time as a golf Marshal which lasted for nearly 6 years, Ross said he found working there 'a bit of a career break' and he enjoyed his time there immensely.

Ross recognised that the reality of retirement is that living expenses increase, cars, household white goods and house repairs and rents all go up faster than pensions and minimum wage salaries.

Ross went on to describe his next steps: "So at 61, I revamped my CV put it out into the wide world on CV library and LinkedIn and then searched Indeed and other job websites. At least six

jobs that I applied for never replied. The Post Office Delivery role I'd applied for, I made it to the second online test with a possibility of an interview but received an unsuccessful email with no feedback. The reality of Job hunting is that few will reply acknowledge or respond and even fewer will give any feedback. From my experience in the golf complex for every one hundred applications for an Indeed vacancy, the reviewer will scan the applications, twenty will catch their eye from location to work, previous experience or a few words in a comments box that makes them seem promising, only then will the CV be read and only five of those will be offered an interview. Ninety-five applications from the one hundred will not receive any acknowledgement or feedback. Of course, the more prestigious the role you apply for then more care and acknowledgement of your application can be expected.

LinkedIn matched 9 jobs to my CV, one of those being the vacancy for Chief Constable of the Ministry of Defence Police. I certainly wasn't qualified for that role! Others were similar to my old Police role, Information and Communications jobs in local authorities or other police forces. One was different, and it was for an IT Project Trainer. They responded to my one-click application with an invitation to a video interview. Using Skype, I set up the interview quite easily and the interviewer used 5 pre-recorded questions. The first, what was the last gadget I bought and why did it meet my requirement was a practice question which could be

answered as often as I liked. I could review the video to assess myself. Guidance on how to best set up and perform was given as well. After selecting to move forward the 4 real questions were asked with a 30 second timer to consider your answer and 2 minutes to deliver it. No second chances and no review of your performance. Overall, I enjoyed the experience, and having since been employed by the company, I have discovered several assessors watch the videos always twice only marking after the second viewing and not always together, I believe this gives a good fair assessment."

Around thirty applicants were selected to attend an assessment day. A week prior to this a training session task was emailed to Ross to test his training delivery skills in a 30-minute session with 5 assessors and 4 fellow applicants. The rest of his day was spent learning about the company and role, but the key part was networking and being assessed to see if you could be a team member. Areas such as behaviour and manners towards others played a major part in this. Ross was one of the 10 successful candidates and as he says, at 61, he was able to discount the myth that you can't get a job after 50!

Ross then pointed out that when the job offer in the private world is received, there are new things to learn, where as in the Police your income was pre-determined, here you may be asked what your worth, think about that. If you negotiate too high the job offer could be lost, too low, you undersell yourself and find you're working alongside less skilled people who are being paid more.

Finally, Ross said that you need to think about who you will ask to be your referee's and ask those identified well in advance. Have different referees for various types of jobs. Often you will need at least one and a previous employer, sometimes you will need two. You need to prepare for this and even though you have advance permission, where possible, warn your referee and give them some background on the job you applied for.

Rob Hoblin was my referee for the IT Training job, we had been Police Trainers together as Sergeants and he had been by head of Department in my Information and Communications roles. Having a knowledgeable referee is a big help and this element should not be overlooked.

Ross then describes his position ten months on from the day of his successful interview; "I had only just started 3 months of training, it was difficult and there were times I felt I would never make the grade. Standing up talking in a room was never a problem for me and this came from my experience as a Police Trainer. The difficult parts were learning a new business, the Building Trade and Sales, Purchase and Stock Management, on top of a completely new and complex IT System. I was way behind the youngsters in the room with 10 in each team. I had to catch up with Windows 10 and all the Microsoft Programs needed for business. I was lucky that I have always been a gadget person, so I managed especially with phones, laptops, projectors and IT switches, hubs,

printers and cables all needed to make the job go smoothly. Like an initial Police Recruits Course those 12 weeks were a time of bonding, helping others and I contributed as much in my experience in leadership keeping the team together and getting us all through. I'm proud to say that today, of the 5 teams, we are the only complete team of original 10 starters. There was an exam to deliver a full module from the 8 we would be training to a classroom full of experts who would role play the type of delegates we would experience. The module for the exam was not revealed until an hour before the lesson, ensuring we had practiced all 8 before we went in. I passed as did all the team.

Next was a company car, another new experience for me. Some of the team had moved from IT Projects with most retail, hotel and restaurant companies where they had done similar work so lots of advice was given to me on the complexities of having a company car. An Astra 1.6, I chose an automatic so pay about £100 a month tax for it and a manual would be £80/month. This tax is taken from my Police Pension, but I had to contact HMRC when the company filed the forms because they also took a double whammy from my new job. I had been warned to watch out for that, and every email I receive about a tax change I'm straight online checking my tax code and what they say I'm receiving and what they are taking. If you're not accessing HMRC online I suggest you set it up, as you need to keep on top of HMRC in the private sector.

My first Job was to train and convert 8 London Branches of Priority Interiors, the 10 paired with an experienced systems trainer. Now in the MDP my hotels and travel were all sorted for me, so more learning required at this stage. There is a nightly accommodation and meal allowance, AirBnB proved the best option in London where I managed to get a 3-bedroom house with parking and had a great experience. The project has since traveled from the Midlands, west coast clockwise, to the Shetlands down the east coast and we finished in Essex before Christmas. My next stops are London and the south coast followed by Devon and back up the west coast. I have already been informed that I will be kept on for phase two, the same circuit, different brand 2019/20 and I hope to stay with the project until at least 2021/22.

I enjoy the 2 weeks away, hotels and cottages with some colleagues even renting narrowboats! The Team Manager always says make it an adventure, and this has certainly been the case so far. There is no pressure as it's not a career as the Police Service was. I'm no threat to

someone else climbing the same ladder, we get together for a meal once maybe twice a month as we move around as a team and the next branch is usually only 10 miles in any direction. The job suits me, it's some of what I did as a Project Manager, Trainer, Team Leader in the Ministry of Defence Police. That's what is important to my enjoying and being able to carry on working. Fifty-five years old was too young to retire as indeed is sixty. If I can keep going until I pick up my National pension at 66 I will.

My ambition is still satisfied now though as I chose to mentor a younger colleague who was ready for the next step, and when a Team Leader position arose (I turned down the opportunity to apply, I had no desire to manage people, and there were others that deserved the step up to make a career out of this work) I gained enormous satisfaction mentoring and coaching the successful candidate. Also, mentoring a younger team member who got me through the hard IT training in the beginning, I saw as a trade-off for my coaching him to become a confident trainer, able to stand up and talk to many, as opposed to drying up and being a bag of nerves as he once was. I was proud of him when the Company chose to film his lessons for the National Conference this month.

Finally, yes, the money helps, but equally important is doing something that provides job satisfaction, a social life with new friends, a role that is challenging and maintains self-esteem. While I enjoyed most of the time as a Golf Marshall for 6 years after leaving the MDP, it was never a proper job! And minimum wage is something you do for pocket money. The company Saint-Gobain I work for now are a true diversity employer. I'm not the oldest trainer now as there is a trainer older than 62. In Scotland I trained an Assistant Branch Manager on his 80th birthday. He started in the branch in 1959 and retired at 65 as manager returning a week later as he was bored. In the photo below we have 141 years' experience between us.

I wish all who should read my story, the best of luck, some is needed but if you have the right skills and determination you will find a job, regardless of your age, and not always on the first attempt. Keep trying and don't give up as you get better and better at applying." ●



It's not so much the leaving... but the going away

that affects personal transport needs

Whether you were in 'Traffic', or just 'Pandas', having access to a relatively new vehicle for work purposes was easy to take for granted but, now you are in civvy street, the combination of choice, desire and need, states motoring journalist, **Iain Robertson**, can present all manner of issues...

Serving the needs of the nation is an admirable and deeply-appreciated role. Yet, regardless of local reputation, being an 'Ex' in any service field leaves the individual open to abuse, however subtle, or minor, it may be. It was the key reason behind Steve Thornton, of **Motor Source Group (MSG)**, setting-up in business. As an ex-soldier, demobbed into seeking work, he was subjected to all manner of excuses 'not' to be supported as a civilian, some of which related to his lack of a mortgage, much of which related to a negligible credit history.

Feeling 'ripped off' and paying through the nose for access to finance made him question his decision to leave the services. From the outset, seventeen years ago, he determined that a fairer way ought to be formulated. His original company, **Forces Cars Direct (FCD)**, is now the leading provider of vehicles and support packages to both serving and former services personnel. The business premise is surprisingly simple, although it does take an immense amount of effort to maintain it and to ensure that the best deals are possible: *to establish the best discounts from all carmakers and pass them on to the end-users.*

Around four years ago, having been asked if 'other' public services could benefit from the millions of Pounds' worth of savings FCD had generated, Steve set-up Motor Source Group (MSG). Former Policemen and Policewomen were among the public servants that could

now benefit from the companies' efforts. Put into perspective, savings of an average of £4,700, or as much as 30% off the manufacturer's list price, are a just reward for people whose lives have been dedicated to serving others.

THE IMPORTANCE OF MOBILITY

Despite an air of antipathy towards certain types of transport, the fact remains that personal mobility, whether fuelled by petrol, or diesel, is essential. Not all of us live in the well-supported south-east of England (notably London), where taxis, buses, trains and waterbuses are in abundance and where 'car-share' programmes can proliferate. Even so, with 'Clean Air Zones' and Congestion Charges being prevalent, it is still not a bed of roses and personal transportation remains high on a list of priorities.

We live in a time of great change. Electric Vehicles (EVs) and Plug-in

Hybrid Electric Vehicles (PHEVs) are growing in numbers, mostly arising from taxation issues but also from genuine environmental concerns. Yet, the SUV and Crossover sectors are also vibrantly competitive. To be expected to know about every single vehicle that meets both local and broader demands, also means possessing encyclopaedic knowledge of the motor industry. Even so-called 'expert commentators' can be bamboozled, when presented with the choices available. It is little wonder that fatigue sets in and an 'it'll suffice' attitude prevails for many car buyers.

MSG works closely with its customers to ensure that they obtain precisely the vehicles that they need and hopefully desire most. More importantly, the company has no solitary brand preference, because MSG works closely with ALL carmakers. Therefore, instead of receiving a brand-biased focus, which every single carmaker's dealership will provide understandably, MSG removes it and emphasises more succinctly the qualities and benefits relevant to the individual customer, mainly because the list price is no longer the precursor.

Through being 'brand neutral', personal needs and desires can be managed more judiciously and the inevitable forcefulness and salesmanship that can be applied at dealer level is eradicated, thus making ownership of the final decision that of the customer and not the retailer. Every element of MSG's business remit is geared towards satisfying personal choice of personal transport.

PSYCHOLOGY OF 'SALESMANSHIP'

If MSG is all about serving consumer choice, it is vital to note that it is not about criticising the various dealer networks that exist. Without the support of the dealers, MSG's business would not be as vibrant as it is. After all, you need a place to have your new vehicle serviced. However, with various bonuses, discount programmes, allowances and post-sales support exercises, the emphasis on obtaining the best deal for the dealership is always going to be clear at dealer level. Dealing with MSG removes those complications from the deal.

MSG is an online supplier. The process is intentionally straightforward and occupies THREE EASY STEPS.

Firstly, **browse the MSG website**. You will find a comprehensive range of makes and models, with relevant savings. If you do not locate the car you want, then call us and our team will provide practical help. Secondly, **place your order**. Working with your Sales Advisor, tailor your requirements, including any extra-cost items, paint choices and specific needs for your vehicle of choice. Finally, **receive your car**. We shall notify you of a delivery date and time to suit you, either direct to your door, or at the premises of the local participating dealer.

We know that it is a system that works. **TrustPilot**, the review site, gives us a top FIVE-STAR rating and the amount of repeat business we obtain, three, four or more years down the line, highlights that our customers love dealing with us. It is also worth



noting that we can work with you to obtain not only the best outright purchase price but also whichever lease, rental, or finance arrangement meets both your budgetary and personal needs. **Acquiring personal transport is not about MSG but it is about you.**

ONLINE PREFERENCE

To many car buyers, the manufacturer's dealer showroom can present an immense barrier. Dealing with MSG removes the barrier, yet encourages freedom of choice and ease of communication. MSG employs real people, who understand the demands of consumers from public service bodies... it employs them because of it.

In many ways, MSG is presaging the future shape of the vehicle acquisition scene, a factor that can be noticed by the number of car manufacturers now opening shop fronts in shopping malls. Yet, by representing ALL brands, MSG provides the consumer with the essential aspect of total freedom. Websites are websites... normally. Yet, thanks to an accessible layout, the clicking and locating process is not just fun but is very engaging too. While some vital tabulations are present, the site also provides a magazine-format that is entertainingly readable and most informative. MSG is not afraid of courting opinion, while also encouraging the maximum choice.

MSG works to an Approved Partner status with the Police Federation of England and Wales, Police Superintendents Association, and a number of similar organisations. From Abarth to Volvo, the range of available



makes and models is extensive and may even encourage choice away from the mainstream.

TAKING THE LEASE OPTION

With personal finances being placed under daily strains, spreading the load, by using another body's money, not only makes economic sense but also reduces the risks inherent to conventional vehicle acquisition. As MSG applies its know-how to generate the up-front savings, one of the great killers of buying outright, depreciation, can be removed from the equation, while also enhancing financial flexibility.

However, an added bonus arises in the form of 'Friends and Family' support. The MSG Leasing range of services can be extended to any UK-based motorist, whom is referred to the company by a current, or former, public service employee. The beauty of fixed payments is that it allows even greater financial freedom to the individual, allowing them to budget more readily, full in the knowledge of their monthly outgoings.

MSG even offers a 'Drive Now, Pay Later' programme in partnership with Hitachi Finance on a HP agreement, which means that customers can acquire a new car today but defer the first monthly payment for up to six months after collection. Hire Purchase (HP), Personal Contract Purchase (PCP) and Personal Contract Hire (PCH) and Leasing are all available choices that your Sales Advisor at MSG will be happy to discuss with you, when you make direct contact. Helping you to take the maximum advantage from your motor vehicle is intrinsic to the MSG remit. ●

Acquiring your next vehicle from MSG removes:

- Risk
- Depreciation worries
- Sales pressure
- Timing issues
- Delivery problems
- Finance concerns
- Product non-availability
- Narrow viewpoint

WHAT YOU DO GET...

Acquiring your next vehicle from MSG provides:

- Widest personal choice
- Cost-effectiveness
- Service with a smile
- Total manufacturer support
- Total support from MSG
- Finance options that meet personal needs
- Zero pressure
- Total satisfaction

Only one question remains: How can MSG be of service to you?



Fast track to a career in business management



Considering a future in business?

If you're planning to leave the Police Service in 2018 and thinking about a future in business, one of the key decisions you'll need to make in preparing for resettlement will be your choice of professional training. For a smooth transition to your new career, the right training is crucial. Ultimately, it's about how you can enhance your CV, as well as your own knowledge, by adding useful qualifications.

Ask yourself how you can set yourself apart from others and better direct your career path. For a career in business or management, it's likely that many of your existing skills from the Police Force are transferable. Soft skills, such as leadership, teamwork, reliability and time management are all highly valued by employers and you can enhance your offering by teaming such skills with vocational training to prove that you also have practical or commercial knowledge. In some cases, it can simply be a matter of filling in the gaps in your knowledge which will ease your transition to a corporate environment.

How do I decide what training to undertake?

If you are considering a specific area of business, such as project management, think about which training course will give you both the additional skills and knowledge you will need, as well as a recognised professional qualification. Project Managers generally command salaries in the region of £45-50,000 (average UK salary) so it's worth considering a vocational accreditation which will not only prove your existing knowledge and skills, but also give you the terminology, processes and techniques to apply them in a commercial environment. A widely recognised qualification, such as AgilePM®, PRINCE2® (newly updated), the APM's Project Management Qualification or APMG International's latest certification, Praxis Framework, which covers project, programme and portfolio management (great value 3-in-1), are all excellent choices.

If your future business or management career path is

more general or you are looking to set up your own business, it may be preferable to opt for an all-round training course which will give you the business skills you need in key areas such as business strategy, operations, finance and marketing. Look for one which can lead to a formal qualification, like BMC's Executive Management Programme, through which you can obtain a Chartered Management Institute Level 7 Award in Strategic Leadership and Management.

Whilst there are many training organisations in the UK, offering a wide range of courses, not all are accredited, meaning the quality of their provision is not assured. Remember that if a course is accredited, it will be recognised by government and industry - important if you are hoping to gain employment in a particular industry. So, before you enrol on a course, check out the training organisation's credentials and find out which

professional organisations they are accredited by. Ensuring a good return on your investment is vital, so check out their pass rates and delegates feedback - you want to have the best chance of achieving your qualification, as well as enjoy your course!

Case Studies

Dickie Davies OBE, Deputy Director of Manufacturing, for the Welsh Government joined BMC's Executive Management Programme (BEMP) in 2012. He went on to successfully deliver a project to attract and relocate Aston Martin production to Wales. His work as a consultant in attracting further global manufacturing led to his current position.

He says "I have fond memories of my time at BMC and the training has been instrumental to my

success. The BEMP is a top-notch course which has enabled me to deliver in the corporate world. In particular, learning to interpret company accounts and balance sheets has been utterly invaluable."

Tony Borgnis, Director of Shared Services (Group Operations) for Equiniti chose the BEMP whilst resettling from the Army.

He comments "With a budget of £52 million, I use the financial knowledge learnt on the BEMP on a daily basis. The course enabled me to articulate my service knowledge in a corporate world."

BMC

BMC has over 40 years' experience in providing high quality management training, including resettlement training. We are a Chartered Management Institute (CMI) Approved Centre and a quality assured provider, accredited by organisations including APMG International, GCHQ, and the Association for Project Management. We have trained over 13,500 service personnel across a full range of courses leading to recognised management qualifications. Our trainers are all practitioners in the

fields in which they teach, which gives them a unique ability and passion to bring our courses to life.

At BMC, we can advise you as to the best training for your chosen career path as we have many years' experience of working with service delegates. We can assist you in putting together a tailored learning and development package, helping you successfully transition to a new career. ●



Bristol Executive Management Programme



A 3 week course (accredited by the Chartered Management Institute at Level 7) which covers all aspects of executive management and is specially designed to give you the business skills necessary to prepare for your future career.

This course covers all the essentials including:

- **Success in Financial Management** - includes Financial and Management Accounting for non-Accountants
- **Success in Business Operations** - includes Employment Law, Management Thinking, Skills and Techniques
- **Success in Business Strategy & Marketing** - includes Marketing Strategy, PR, Sales & Marketing relationship

Obtain in-depth knowledge of the framework, methodology, language and ethos of business and learn how to map your skills and translate your Service experience for corporate roles. The course also provides the guided learning hours required to obtain a CMI Level 7 Award in Strategic Leadership and Management.

Previous delegates say:

"BEMP gave me a clear understanding of the key areas so necessary to meet with and develop the professional relationships with industry that are critical to my current role."

"It's a superb course with a very practical method of teaching which is ideal for taking those with service experience into the world of business."

"The instructors were all excellent - operators who can put the learning across are worth their weight in gold as they bring the subject to life - your approach has flair!"

To compliment this course, we also offer free to BEMP delegates:

- Registration for the **CMI Level 7 Award in Strategic Leadership and Management**
- A hot and cold buffet lunch to welcome delegates on the first day of the course
- Inspirational guest speakers
- Career-specific seminars (e.g. "Making the most of a career in Management Consultancy", "Developing your offer and approaching the market")

Other courses at BMC:

- PRINCE2®
- APM PMQ
- AgilePM®
- Project, Planning & Control™
- Praxis Framework™
- Better Business Cases™
- Change Management
- Risk Management

Call us : 0117 949 1500

Email : Enquires@bmc.ac.uk

Visit : www.bmc.ac.uk

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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

www.malpeetk9academy.com

0845 519 2359

info@malpeetk9academy.com

5 Things

Not to Say in a Job Interview

What you don't say in a job interview is just as important as what you do say. Follow these interviewing tips to ensure you stand out for the right reasons.

In a job interview, what you don't say to a potential employer could have as big an impact on your prospects as what you do say. Strengthen your approach by avoiding these common errors in your next job interview.

1. "I'M NOT FAMILIAR WITH YOUR COMPANY, WHAT DO YOU DO?"
Do your homework so you can ask intelligent questions about the job. This shows potential employers that you are prepared and proactive. If you're truly interested in the job, you'll be a much better employee and more likely to get hired. Plus, researching the company before you show up for the interview shows that you have initiative.

2. ANYTHING NEGATIVE ABOUT YOUR LAST BOSS OR JOB.
If you sound overly critical of your previous employer, your interviewer will wonder what you'll have to say about his company when you leave. Even if what you say is true, keep it positive, or at least keep a neutral tone in the interview. Try to find a way to turn negative experiences at previous jobs into a positive for the interview or simply respond that the new position aligns with your career goals and presented an opportunity you couldn't pass up.

3. "IT'S ON MY CV."
If an interviewer asks you about an experience that is on your CV, they want you to elaborate. Instead of saying "it's on the CV", which sounds flippant, go into more detail about

the job they are asking about. Tell the interviewer what you did, how you did it, and the impact you had on the employer you were working for. The more you are able to integrate measurable results and real-world professional examples, the better your chances of landing the position.

4. "MY ONLY PROFESSIONAL WEAKNESS IS I CARE TOO MUCH."
Everyone has weaknesses; potential employers do not expect you to be perfect. This question is intended to uncover your level of self-awareness and your ability to tackle problems. You'll impress your interviewer more if you're honest about what you're working on, and outline the proactive steps you're taking to close the gap. Turn your weaknesses into a positive, but don't gloss over them.

5. "I'M AN OUT-OF-THE-BOX THINKER."
This is a cliché. Even if it's true, it will make you sound boring and uncreative. Your interviewer is looking for what sets you apart from other job candidates. You might as well drop every cliché you're thinking about saying in a job interview. The rule: Don't state it, demonstrate it with real-world examples of your professional achievements.



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Why you should **FOSTER** with Phoenix...

We are a small, friendly, independent fostering agency. Local authorities and Ofsted consider that the outcomes we are achieving with our children and young people are exceptional.

Our carers are an essential and highly valued part of our team. Any of our existing carers will be glad to tell you in confidence what it is really like to work with Phoenix.

Our carers and young people receive a high level of support. In addition to your supervising social worker, we have a family support team, positive behaviour support specialist and therapeutic professionals within the team. You will receive:

- A guaranteed retainer
- The very best training, support and advice available
- 24-hour On Call service
- 14 days paid respite annually
- Frequent opportunities to meet other Phoenix carers
- Activities and events throughout the year
- Competitive fees and allowances

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Could I foster with Phoenix?

People of all ages, backgrounds and circumstances can become successful foster carers. Phoenix is committed to anti-discriminatory values and equal opportunities, and this is well reflected in the diversity of our current team of foster carers.

In order to apply to Phoenix, there are a few requirements you will need to meet:

- You must be over 21
- Have a spare bedroom
- Be a British citizen, or have permanent leave to remain
- Hold or to be working towards a UK driving licence
- Be patient, empathic, resilient and have a good sense of humour
- Be able to commit to the stability and support of a child

You can be single, married or divorced, male or female, have your own children, (young or grown up) or no children, be a single parent, in a same sex relationship, employed, unemployed or retired.

You do not need any previous experience of parenting or working with children and young people, although any experience that you do have will be valuable in terms of your assessment as a foster carer, and the skills you will be able to transfer to the fostering task.

All that we ask is that you bring a genuine enthusiasm for learning about, and working

with, traumatised children, and that you are prepared to commit to continual training and professional development.

A criminal record does not mean that you won't be successful in your application, but we do not accept applicants who have committed offences against children.

A few things to consider:

- You will need to be reasonably fit, healthy and active to foster.
- A good support network is invaluable to foster carers, particularly those who are single.
- Foster carers often need to support children and young people from different cultural backgrounds and ethnicities, different religions, and sexual orientation.
- At least one foster carer in a fostering household is usually

required to foster for Phoenix on a full time basis. We do provide a retainer (terms and conditions apply), and respite carers often continue working.

During their assessment as a foster carer, applicants can decide whether they want to be considered as carers for children with physical disabilities. Most traumatised children exhibit learning difficulties of varying severity.

Call Lisa on **01568 771961** for more information on how to foster with Phoenix, or fill in our online www.phoenixfostering.co.uk/initialenquiry.html. We understand that this is a big decision and we're happy to discuss this with you, without any obligation.

Make a Difference... **FOSTER**



The Police Force helped you be the best you can be, now help one of our young people be the best they can be!

You have a wealth of transferable skills to offer a traumatised young person.

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