

RETIREMENT FROM POLICING IN A POST PANDEMIC WORLD

Retirement from a busy policing career often raises the question: what do I do now? Attention in the first few months or years of retirement is often given to practical life tasks, friends and family, some travel. The pandemic however gave us extra time and new reasons to look at our skills and retirement plans. At the beginning of 2022 so many people did exactly this and changed their jobs that this period of economic change is being called "the Great Resignation". The workplace and our relationship with it has changed.

How we work has changed

Part-time work has often been a preferred option for retired police officers. New remote working and flexible work are now common. New opportunities for flexible working (including working from home) as employers move to "cloud based" business practices are now common. Advertising of Job Roles with "fixed tasks" is moving towards recruitment of people with variable skill sets through networks and recruitment agencies.

What new types of work have emerged post-pandemic?

Northern Ireland Statistics and Research Agency (NISRA) Key Statistics 2022 reports that over the period 2019 – 2022 the N. Ireland economic output has grown more strongly (4.8%) than that of the UK as a whole (1.3%)¹. In this time of change retirees and career changers need to be both pragmatic and adventurous in the work they consider, taking on roles in the short-term to gauge the skills and experience sought by employers.

There is increased demand in:

- All aspects of customer service from assembling orders to managing accounts for global companies including old favourites security guarding and commercial driving
- Jobs in all parts of the health and care services
- Communications and marketing
- Cyber security
- Selling and marketing online and for specialist products
- Administration and insurance and finance, especially forensic accounting
- Customs and Immigration: enforcement, security, imports

Employers and voluntary organisations are keen to obtain those with experience in problem solving, collaboration and the ability to cope with people and adapt to circumstances on job applications and CVs.

How can I unlock opportunity in this new flexible post retirement world?

When we have a deep connection to a way of working that directly relates to how we identify ourselves – how do you let it go? It can often feel like we are being asked to move on and forget about the past or that none of our skills can be used for other purposes. In contrast many police officers approaching retirement from policing may harbour a desire to live a very different life.

Development Coaches at PRRT can work with you on a one-to-one basis to help you to develop a plan for the future, here is a simple way to start:

Step 1 – Let go of attachment thinking: "how things should be".

This takes a lot of work and is not forgetting about the past but focusing on what may be available in the future. Obtain information and resources to help you reflect and open yourself to new ideas. This could be speaking with ex-colleagues who are working, relevant professional groups online, companies for whom you would like to work and weighing up the health and lifestyle benefits of pursuing unpaid interests.

This is a good time to have a conversation with a PRRT Development Coach about your employment goals and retirement work-life balance.

Step 2 – Set Purpose and Goals, both immediate and long-term, to bring order to your thinking.

PRRT Development Coaches will help you clarify goals in one to one conversations and through courses delivered on-site at PRRT². If you are struggling to set meaningful goals check out details of PRRT's new course ReFocus (details coming soon on the PRRT website and social media) and our Transferrable Skills and CV Writing course which is tailored specifically to the requirements of ex police officers.

Step 3 – Decide on the first small step to take towards an immediate goal.

Take action, keep going and believe in yourself. If there are persistent problems or failures (sometimes known as habits!) speak with our Coaches to identify alternative approaches. Assistance is available with finding information about providers of training and education courses, sources of employer vacancies, volunteering opportunities and ways to remain active in retirement at any stage after leaving policing. Financial assistance is available to help eligible clients meet part of the cost of courses undertaken in support of a new employment or active retirement³.

PRRT are here to help build your strategy for retirement, in order to live, work and thrive in this post pandemic retirement world.

¹ Northern Ireland Statistics and Research Agency Labour Market.

² Covid Regulations permitting.

³ Applications for financial assistance must be completed and approved before the training begins.



PRRT is based at Maryfield, Holywood and provides psychological therapies, physiotherapy, coaching and personal development to the retired police population. PSNI employees can access our healthcare services via referrals from PSNI occupational health. Serving officers can access Coaching and Personal Development directly.

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