



STAFFORDSHIRE
POLICE

Police Officer Rejoiners

A People and Organisational Development Policy

January 2024

P&OD | HR - essentials

Police Officer Rejoiners policy

1. Introduction

- 1.1 At Staffordshire Police, we encourage former and retired police officers to consider rejoining the service. This policy covers the detail of how this works, including for both former Staffordshire Police officers, and those who have previously served in another home force within the United Kingdom.
- 1.2 This policy complies with guidance on rejoiners issued by the College of Policing and by the National Police Chiefs Council, and will be reviewed periodically to adjust to any amendments to guidance issued by those bodies.
- 1.3 Our approach to rejoiners is a supportive one which seeks to balance the resourcing needs of the Force with the willingness of former and retired officers to resume their service, to the benefit of the communities of Staffordshire.

2. Purpose

- 2.1 This policy aims to enable former and retired police officers to rejoin the service with Staffordshire Police.
- 2.2 This policy explains our approach to officer recruitment from candidates who have previously served as police officers. It explains the options that we offer and the agreed process for former colleagues who are looking to rejoin us.
- 2.3 This policy is not contractual and we may update it at any time.

3. Eligibility

- 3.1 Any former police officer can apply to rejoin Staffordshire Police subject to meeting the criteria specified below, whenever the Force runs a recruitment intake.
- 3.2 This policy and accompanying guidance applies to everyone regardless of their age, sex, sexual orientation, race, or religion or belief, or whether they have a disability, their level of rank or seniority, or whether they have previously

served with Staffordshire Police or with another home force within the United Kingdom.

- 3.3 This policy does not apply to those who are currently serving as officers in another force who wish to transfer to Staffordshire Police without break in continuity of service. This policy does not apply to retiring/former officers applying to join Staffordshire Police as members of the Special Constabulary or as members of staff.
- 3.4 This policy does not apply to those who have previously served as officers and have been ill-health retired or have been required to resign or have been dismissed or who are currently under disciplinary/criminal investigation by this or any other force.
- 3.5 All candidates will be required to undergo biometric vetting and the job-related fitness test. However, former officers will not be required to undergo medical assessment for eligibility to join the Police Pension Scheme.
- 3.6 All candidates will be required to pass the relevant level of security screening/vetting appropriate to the rank/role for which they are applying.
- 3.7 All candidates retiring from this or any other force must have a minimum of a clear month's break from their previous service and their commencement of service as a rejoiner. This is so as to protect them from additional tax liabilities on their pension benefits.

4. Recruitment, Development and Probation

- 4.1 The recruitment, selection and appointment of rejoiners will adhere to the College of Policing's Code of Ethics. Rejoiners' suitability must be evidenced against the Competency and Values Framework. All applicants will be subject to rigorous interviews, and the comprehensive evaluation of the professional development needs of the role profile of the vacancy for which they are applying.
- 4.2 Rejoiners will only pass their probation upon their successful completion of all identified training and assessment components within the probationary period (in accordance with Police Regulation 10b, Annex C).

- 4.3 Rejoiners at any rank, including at a higher or lower rank than that at which they previously served, will hold that rank from point of re-entry. Rejoiners are not required to attain the Policing Education Qualifications Framework (PEQF) at any rank.
- 4.4 Rejoiners returning at any rank requiring the National Police Promotion Framework (NPPF) legislative exam (sergeants and inspectors) must sit the relevant exam at the earliest opportunity if they have not already passed it at the required level, or if the currency of that pass has since lapsed. Similarly, rejoiners returning to a rank requiring the National Investigators Exam (NIE) (for any detective role) must sit the exam at the earliest opportunity if not already passed.
- 4.5 Rejoiners must complete Work Based Assessment appropriate to the rank and role to which they are appointed. Rejoiners in a detective role must complete any Work Based Assessment for that role unless already completed and still current.

5. Applying to Rejoin

- 5.1 Vacancies in the Force's Rejoiner Scheme will be openly advertised on our external website. Rejoiner candidates will be expected to apply through the Force's on-line registration.

6. Pensions and Abatement

- 6.1 All retired/retiring candidates will be required to have a minimum break of one month between their former service and rejoining (see 3.7 above). Continuity of service is broken upon rejoining. For all service-related entitlements (such as annual leave), previous service is not counted.
- 6.2 Upon appointment, rejoiners will be auto-enrolled into membership into the Police Pensions Scheme 2015. Pension benefits accrued in that scheme become payable upon retirement with minimum pension age at 55 and normal pension age at 60.
- 6.3 Police pension payable to rejoiners will be subject to abatement (suspension) upon appointment. This applies whether the rejoiner previously served with Staffordshire or another home force. The abatement will cease and the

previous pension will be restored upon the rejoiner leaving or retiring from the Force. Rejoiners will not lose any pension commutation/lump sum already paid to them.

7. Equality impact

- 7.1 This policy has been assessed for equality impact. This policy is applicable to every colleague of Staffordshire Police.
- 7.2 In applying this policy, we will have due regard for the need to eliminate unlawful discrimination, promote equality of opportunity, and provide for good relations between people of diverse groups, in particular on the grounds of the following characteristics protected by the Equality Act (2010); age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, and sexual orientation, in addition to background, trade union membership, or any other personal characteristic.

8. Retention, Review and Disposal

- 8.1 The Head of People and OD maintains ownership of this policy and all associated documents. This policy is a 'living document' subject to regular review, reflecting best practice and legislative changes, locally and nationally.
- 8.2 The organisation processes the personal data collected where applications for flexible working are made, in accordance with its GDPR policy. In particular, data collected as part of this policy is held securely, accessed by, and disclosed to, individuals only for the purpose of responding to and recording applications for flexible working. Inappropriate access or disclosure of people's data constitutes a data breach and should be reported to an appropriate manager. It may also constitute a disciplinary offence which will be dealt with under the Misconduct Policy.

9. Legislative Compliance

- 9.1 This policy complies with the requirements of the following employment legislation:
 - The Police Regulations
 - The Police Pensions Regulations 2015 and related legislation

- The Equality Act (2010)

10. Consultation

- 10.1 Recognised Staff Associations will be involved in any changes to this policy in line with Force consultation and negotiation arrangements.
- 10.2 Any amendments will be set out within the version control section of the document.

Summary of Changes

Version	Date	Author	Description of change
1.0	18.07.2022	AWC	Initial drafting
2.0	Jan 24	People & OD	Review and force crest change

Approvals, review and distribution

Name	Department	Role	Date

Associated documents

Document Name	Document Reference