

# The Retired Police Officers' Association - Scotland



## 'Transition and Wellbeing'

### Strategic Plan

2021 – 2024

### *Life after Policing*

*Supporting our veterans (members) and their families*





## Foreword from National President

I am delighted to introduce the inaugural, 3 year 'Transition and Wellbeing Strategic Plan' for the Retired Police Officers' Association Scotland (RPOAS) in association with partners.

As former, serving police officers the move towards life after policing can present a myriad of new and unheralded challenges as many of us do not consider our options in any great detail until we actually 'leave the building' which has been our life for so many years.

As officers contemplate retiring from the service, they require, and must be given, accurate knowledge of what that means for them, their families and their loved ones. The spectre of pensions and critical management of finances looms large and comes sharply into focus as the retirement or colloquially, 'last day to be worked' draws near.

Personal health and wellbeing may be in good order for many as they prepare to leave the service, but for some it may not be quite so positive. Indeed, some may be leaving earlier than they expected on the basis of ill-health and/or an injury on duty. The pride of simply being a police officer seems to dispossess some of the confidence to admit they may be carrying challenges both in their physical and mental wellbeing as the last day looms, and what happens when it does on transitioning into retirement. And, to whom do they go now for employment if they feel able to work?

This RPOAS strategy, supported by many partners, is designed to reach out and welcome new members on these journeys and to support existing members consider the challenges that may have presented themselves in-service and are carried in the many years to follow.

There is an incumbency on the Police Service of Scotland, with available support from RPOAS, to help and support those veterans moving towards retirement and perhaps carrying the challenge of mental and physical health issues into retirement. RPOAS seeks to have extant serving and veteran officers cared for in a relevant and appropriate way through a trained and coordinated network of 'Signposters' who will ensure those entering into, and those already in our Association are supported appropriately and can benefit from a care and support mechanism long term.

As President, it is my intention to lead the RPOAS in delivering this Strategic Plan to our members and future members with the support of Police Scotland and other key partners.



Jim McBrierty  
National President  
RPOAS [www.rpoas.org.uk](http://www.rpoas.org.uk)

## Foreword from Chief Constable, Iain Livingstone QPM

Policing is a challenging and rewarding vocation which unites us through a shared sense of public service.

Every day, across Scotland, I see and hear about the work of brave, professional and compassionate people, dedicated to improving the lives of their fellow citizens.

There is nothing more important to me than the people who make up policing in Scotland and the public service they provide for their fellow citizens day in, day out.

As Chief Constable, I have an ethical, moral and legal duty to ensure the health, safety and welfare of my fellow constables.

It is crucial the policing family shows the same care, compassion and commitment to each other, that we would for a member of the public, including giving the best after care to our people.

Of course, wellbeing goes beyond considerations of immediate safety and the risks officers face every day.

Police Scotland has a wide range of support mechanisms in place to help our people maintain their psychological and physical health, as well as accessing support with financial and social matters.

It is also vital that the service does all it can to assist officers in the transition to retirement.

In November 2019, I held the first Recognition of Service Ceremony to thank those with 25 years of service or more as they end their careers. It is an important opportunity for me to personally mark and thank our officers and staff for their service.

I thank the Retired Police Officers' Association Scotland for their vital work in continuing to support colleagues as their policing career ends, but who will always remain part of the policing family.



Iain Livingstone QPM  
Chief Constable  
Police Scotland



## Purpose, Vision and Values

### *Purpose*

In support of our key constitutional aims, to promote our members' general welfare and enhancement of life and, in addition, extend this support to partners and immediate dependents.

### *Vision*

- Promote a seamless transition from the rigours, challenges and rewards of being a police officer into membership of RPOAS and with it continued membership of *'the police family.'*
- Where officers have been or are receiving support for a health-related condition, to provide an identifiable contact through the Police Care UK Ambassador network to ensure the officer does not feel isolated.
- Introduce a network of Volunteers and Signposters who can provide an appropriate gateway to members where they can access help and support in relation to their wellbeing.
- Where officers wish to seek opportunities to develop other skills, access further education or consider voluntary work, we will ensure our network of contacts are available on our website i.e. University of 3<sup>rd</sup> Age, Job Opportunities, Holidays, Fitness via SPRA.

## ***Values***

***OUR VALUES ARE – FRIENDSHIP, RESPECT and INCLUSION WHICH ARE ENSHRINED IN OUR CONSTITUTION***

## ***Strategic Vision***

To lend support and assistance to our members in safeguarding their general rights as retired police officers and citizens of the United Kingdom, and in promoting measures for their general welfare and enhancement of life; and on a member's demise to extend this support and assistance to his/her surviving spouse, domestic partner and immediate dependants.

This can only be achieved by ensuring the wellbeing of our members is embedded in everything that we do. Our members 'are' the Association. The five principles that follow will ensure that taking care of our members will remain our true focus.

- Safeguard the rights of members
- Listen to their opinions
- Promote diversity and equality
- Provide efficiencies and be effective
- Enable sustainability and resilience

This strategic plan sets out the areas of work RPOAS will focus on to deliver a structured system of '*Transition and Wellbeing*' for all its members.

Our Constitution enshrines all of the above five principles and can be viewed in more detail at [www.rpoas.org.uk](http://www.rpoas.org.uk)

These areas of work will demonstrate how we as an Association will provide a pathway leading to the enhanced '*Transition and Wellbeing*' of our members.

## **OBJECTIVE 2021 – 2024**

### ***OBJECTIVE: Safeguard the rights of our members through Transition and Wellbeing***

The primary objective of RPOAS is to protect, promote and represent the interests of the Association's members and provide a channel through which members can express their opinions in keeping with the objects of the Association.

The Association considers 'Transition and Wellbeing' as the key to not only growing the organisation but ensuring that support is provided to enhance the health and quality of life of our members, their partners and their immediate dependents. We are currently delivering a major project developing 'Transition and Wellbeing' with our partners, including primarily Police Care UK and Police Scotland, but also including other partners to put the building blocks in place to benefit the welfare of our members.

Accordingly, RPOAS will do the following:

- Introduce a specific 'Transition and Wellbeing' Administration and Support Capability.
- Identify, Recruit and Train at least one 'wellbeing' volunteer in each of our 12 branches to maintain an "on-the-ground," local contact and touch point for Branch members, and be in a position to 'signpost' any member in need of direction or support to appropriate services.
- Introduce a communication and publication strategy to ensure all officers retiring from Police Scotland, including those retiring on the grounds of ill-health, will be aware of the wide-ranging benefits of becoming a member of the Association, specifically in terms of their future wellbeing.
- Introduce a similar communication strategy via the RPOAS website for existing members.
- In conjunction with our partners Police Care UK, Age Scotland, Scottish Police Benevolent Fund, Lifelines Scotland and others, RPOAS will create a database/checklist of appropriate resources and organisations for the Wellbeing Volunteers to 'signpost' our members towards should they be in need of particular assistance in relation to their wellbeing. This network of Signposters will be national.

In addition to the above, RPOAS will focus on the following:

### ***Listen to their Opinions***

RPOAS will, through the Association Executive Committee (AEC) or at the Annual General Meeting, protect, promote and represent the interests of the Association's members and provide a channel through which members can express their opinions in keeping with the objects of the Association.

### ***Diversity and Equality***

RPOAS will oppose any discrimination based on rank, race, creed, religion, age, political affiliation, disability, marital status, sex and sexual orientation within the Association.

### ***Efficiency and Effectiveness***

RPOAS will provide the efficiency and status of the Association to operate professionally and encourage contact and communication between the AEC and its Branches and also between Branches.

It will also contact and liaise with, and be represented on, such other bodies as deemed appropriate on matters of common interest, and to join or affiliate with other constituted bodies or organisations, as detailed in the Constitution.

### ***Sustainability and Resilience***

RPOAS will encourage all members through its web site and publications to consider and be aware of the many opportunities available to enhance personal and family wellbeing and create a productive and resilient association as part of the police family.

***“The role of RPOAS Executive Committee is to listen to its branches and the members within the branches in line with our constitution.”***

## **PARTNERS**

Retired Police Officers' Association Scotland	<a href="http://www.rpoas.org.uk">www.rpoas.org.uk</a>
RPOAS Contact Details	webadmin@rpoas.org.uk
Police Service of Scotland	<a href="http://www.scotland.police.uk">www.scotland.police.uk</a>
Police Care UK	<a href="http://www.policecare.org.uk">www.policecare.org.uk</a>
Age Scotland	<a href="http://www.agescotland.org.uk">www.agescotland.org.uk</a>
Lifelines	<a href="http://www.lifelines.scot">www.lifelines.scot</a>
Scottish Police Benevolent Fund	<a href="http://www.spbf.org.uk">www.spbf.org.uk</a>
Association of Scottish Police Superintendents	<a href="http://www.scottishpolicesupers.org">www.scottishpolicesupers.org</a>
Scottish Police Federation	<a href="http://www.spf.org.uk">www.spf.org.uk</a>