



RETIRE AND REJOIN POLICY

1. Executive Summary

At West Midlands Police (WMP), we must strive within both internal and National markets, to attract, recruit and retain the highest calibre candidates, with diverse skills and experiences, who will enrich our Force, enhance our approach to community policing and support the delivery of our strategic objectives.

One method of supporting the achievement of this aim is via a rejoiner scheme, that provides the skills and experience the force needs to deliver a service that works for our communities whilst supporting and developing the next generation of substantive officers.

The scheme will be used to fill roles that are proving difficult to resource and/or need experience within the organisation as determined by the Chief Constable or as delegated to the Force Executive Team (FET).

The scheme will have the added benefit of supplementing the young in-service workforce with experienced officers whilst new student officers gain knowledge and expertise.

Additionally, it can assist in providing consistency and stability by retaining specialist skills and bolstering the volume of experienced officers particularly when considering hard to fill posts.

2. Authorised Professional Practice (APP)

This policy has been checked against APP and there is none in relation to the subject matter.

3. Scope

The introduction of this policy follows the issue of the NPCC National Reward Team Guidance Note 8 (Retirement and Rejoiner Guidance) which was released to support forces with formulating local policies following a number of developments including:

- The need to retain experienced officers in a wide range of roles to support Programme Uplift, to provide resilience, mentoring and coaching at a time when there are high numbers of officers with limited operational policing experience.
- The changes to the Compulsory Retirement Age (CRA) for police officers from 1st April 2022 and supporting the government's objectives of achieving longer working lives, whilst removing the financial disincentive that may encourage officers who would ordinarily wish to continue working in the police to leave service for reasons associated with pension benefit changes.
- The issue raised by staff associations around the interaction of legacy (1987 and 2006) Scheme benefits and access to reformed 2015 Scheme benefits where legacy benefits are accessed before age 55.

The policy applies to retired ex-officers, both from WMP and to ex-officers from other forces who match the criteria detailed below.

Former members of the 1987 scheme

- Who have attained 30 years' pensionable service, across all police officer pension schemes.
- Who have attained at least 25 years' pensionable service, across all police officer pension schemes and are aged at least 50.



Former members of the 2006 scheme

- Who retired from active service having attained age 55.

In general terms, within WMP, the scheme is open for these officers looking to return at the ranks of Constable to Inspector. However, ranks above Inspector will be considered by exception, where there is a business case/evidence to support this.

This policy does not apply to:

- Police Officers with insufficient service to draw their pension
- Police Officers who have retired on the grounds of ill health
- Police Officers or ex-officers who have a live disciplinary sanction at the time of applying to rejoin
- Police officers or ex-officers who are subject to UPP/UAP at the time of applying to rejoin
- Police Staff
- Special Constables
- Volunteers
- Contractors or agency staff

4. Objectives

We have set out this policy to:

- Detail the procedure to be followed in relation to rejoining the force following retirement
- Ensure we follow fair and consistent practices regarding police officer rejoiners following retirement to maximise consistency of outcome
- Reinforce our commitment to treat everyone fairly, consistently and equitably
- Provide advice, support, information and guidance regarding all aspects of the process

5. Definitions/Acronyms

CC	Chief Constable
FET	Force Executive Team
HR	Human Resources
PSD	Professional Standards Department
TOIL	Time off In Lieu
RDIL	Rest Day in Lieu
UAP	Unsatisfactory Attendance Procedure
UPP	Unsatisfactory Performance Procedure
WMP	West Midlands Police

6. Policy Information

Eligibility

- All applicants must have had a minimum of one month's break of service before rejoining a force. This is to ensure there are no additional tax liabilities for the applicant.
- If an officer/ex-officer is currently under investigation, then this investigation needs to conclude with a no sanction outcome, before the officer/ex-officer can apply.

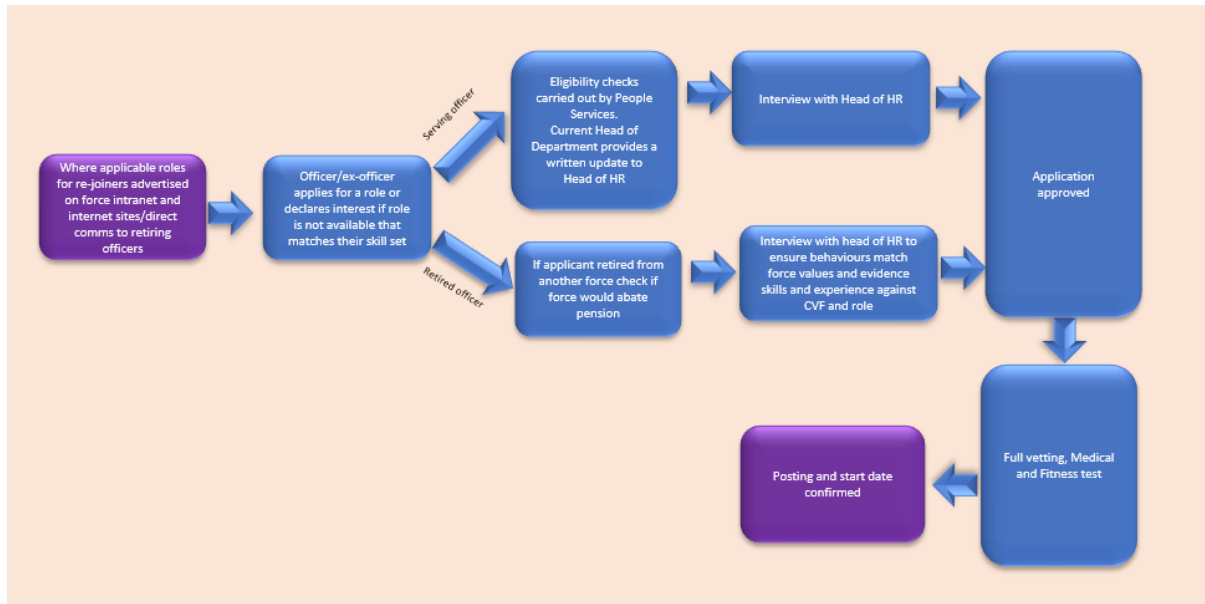


- Upon application, applicants will be screened by the People Services Standards Manager with the Professional Standards Department (PSD) for any live PSD cases.
- Applicants will also have their previous 12 months' attendance reviewed by the Head of HR to check for any formal stages of UAP or any restrictions which may affect your suitability for operational deployment.
- The force's requirement for specific roles and skills will be kept under regular review. Officers and former officers are encouraged to declare an interest in rejoining, and where applicable the latest requirements will be advertised on the intranet/internet and also shared with serving and former officers.

Selection

- Officers will need to take their annual leave, outstanding TOIL/RDILs and Always There Days prior to retiring. Annual leave, TOIL/RDILs and Always There Days will not be carried over to the new service period.
- Officers can return at the same rank or a lower rank. The Chief Constable is not currently considering any returners at a higher rank.
- Officers can ask to return on the same hours, reduced hours or increased hours (up to a maximum of 40 hours per week).
- Officers will not automatically return to any previously agreed working pattern. Any specific working pattern requests will be considered in relation to the applicant's circumstances and operational need.
- It is the responsibility of the applicant to seek financial advice ahead of applying through the scheme.
- All applications will be assessed based on eligibility, skills and operational need as determined by the Chief Constable (CC) or as delegated to the head of HR/People Services.
- For those in the service of WMP, a career discussion with their Departmental Head (C/Supt or equivalent) may be held to help to inform the final decision and a written update will be provided to the Head of HR.
- All applicants will be interviewed by the Head of HR to determine posting priorities.
- Applicants must be operationally deployable and will be required to have a medical and complete a job-related fitness test, where applicable.
- Applicants will be re-vetted at the appropriate level for the role.
- Continuity of service is broken upon retirement. Rent and housing allowance will not be reinstated on reappointment if previously received.
- It is expected that once an officer rejoins in a role that they remain in this post for a minimum of 12 months before applying for a lateral move.
- There is no minimum or maximum time that the officer must serve following recommencing after retirement.

Selection Process



Force Policies and Procedures

- A returning officer will be subject to all existing force policies, procedures and codes.
- Officers may re-enter at the pay point commensurate to the length of service previously completed in that rank as per governing regulations for police pay. Annual leave entitlement will reflect previous length of service.

Probation

Rejoiners will be subject to a probationary period as follows:

- An officer with a gap of less than 12 months from retiring to rejoining will serve a 6-month probationary period.
- An officer with a gap of 12 months or more from retiring to rejoining will serve a 12-month probationary period.
- An officer who rejoins at a different rank to that at which they previously served will serve a 12-month probationary period.

During probation rejoiners will be expected to successfully complete all mandatory training required for the role. Where a rejoiner returns at a higher rank this will include the required exams and work-based assessment.



Pension

- All applications will be assessed on a case by case basis. Pension will only remain unabated in exceptional circumstances.
- If the pension is abated then 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.
- There will be no part abatement of pension if an officer returns on part time hours.
- A returning officer will be automatically enrolled into the 2015 pension scheme but can elect to opt out of this scheme.
- An officer's eligibility for an injury award (and other injury benefits) is retained.
- Ill health retirement and death in service benefits are available for rejoiners who are members of the 2015 Scheme, but access to ill health benefits will be based on the 2015 Scheme service only, and after completion of 2 years' service. Unless you are permanently medically unfit as a result of an injury received without your own default, in the execution of duty, (and you are eligible for ill-health benefits), in which case there is no service requirement for entitlement.
- It is the responsibility of the applicant to seek financial advice ahead of applying through the scheme. This is strongly advised so that individuals can understand how the scheme impacts on them personally.

Appeals

- The decision of the Chief Constable is final.

7. Relevant Legislation / Policies / Guidance

This Policy is in accordance with:

- [College of Policing: Rejoining the Service](#)
- [The Police Regulations 2003](#)
- [The Police \(Amendment\) Regulations 2018](#)
- [NPCC Police Pensions – Retire and Return Paper for Workforce Committee](#)
- [College of Policing Guidance: Police Rejoiners: Guidance on Changes to Police Regulations \(2023\)](#)

8. Equality Impact Assessment

WMP places trust in their employees to comply with force policies and to work in accordance with and in support of:

- [WMP Vision and Values](#)
- [Code of Ethics | College of Policing](#)
- [Voice of the Child](#)



	What impact has this policy had on the nine protected characteristics in relation to the three general duties? (If applicable)	How will this updated policy positively impact each of the nine protected characteristics in relation to the three general duties? If not, explain why it will not.
Age	No impact – new policy	This policy will have a positive impact both on those officers wishing to remain in service beyond 30 years and on those officers, who have retired but still wish to serve. On the whole due to the service requirements these are older officers. Although it could be perceived that this might have a negative effect on younger in-service officers as it could limit their opportunity to progress, it should be noted that anticipated take up based on previous datasets (10 to date) is low and will only be facilitated where operational need dictates.
Disability	No impact – new policy	Officers with long term health conditions or who have been ill-health retired are not eligible for the scheme and so cannot benefit from continuing to serve which may impact a greater number of disabled officers and ex-officers. There is also a requirement for rejoiners to be operationally deployable which may again impact on adjusted officers who wish to continue their service.
Gender Reassignment	No impact – new policy	No impact is anticipated on this protected characteristic.
Pregnancy & Maternity	No impact – new policy	No impact is anticipated on this protected characteristic.
Marriage & Civil Partnership	No impact – new policy	No impact is anticipated on this protected characteristic.
Race	No impact – new policy	It is recognised that those officers approaching 30 years' service are less racially diverse than more recent intakes and so this scheme could perpetuate lower diversity. This will be monitored to ensure that there is no negative impact on diversity.
Religion or Belief	No impact – new policy	No impact is anticipated on this protected characteristic.
Sex	No impact – new policy	It is acknowledged that our longer serving officers have a greater proportion of males



		to females than more recent cohorts. Again, this position will be monitored to ensure that the scheme is not disproportionately impacting female officers.
Sexual Orientation	No impact – new policy	No impact is anticipated on this protected characteristic.

9. Publication Instructions

Suitable for publication to public.

10. Document Control

Strategic Lead:	██████████ - Employee Relations Strategic Lead
Policy Author(s):	██████████ – Employee Relations Strategic Lead ██████████ – Employee Relations Manager
Effective Date:	22/04/2025
Approver Signature:	Mr Gillet – Director of Commercial and People Services
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Any enquiries in relation to this policy should be made directly with the Strategic Lead.

All policies are subject to a formal consultation process which encompasses Legal, Professional Standards, Faith Groups, Trade Unions, Independent Advisory Groups and wider force groups and any other relevant parties. A record of consultation can be found on the Policy Portal.

It is responsibility of the Strategic Lead to ensure that all links within the policy are correct and accessible.

Amendment History:

Version Number:	Effective Date:	Summary of Amendments:	Author: