

# Case Study

## City of London Police choosing work over retirement

City of London Police are introducing a range of measures to allow valuable staff to stay in the force.

Their staff publication, *The Force*, features articles about age legislation and positive examples of older employees. A poster campaign, used across all sites, carries the theme 'First impressions count.. age shouldn't'. It is supported by a fact sheet for staff about age discrimination and age diversity issues.

Raising awareness amongst staff and running schemes to help and encourage older recruits is also backed by practical steps designed to prevent age-related discrimination. For example, all references to age have been removed from job advertisements, and staff involved in interviewing and selecting use a generic competency framework.

The Force's innovative 'Buddy Contact Scheme' has been a great success too, with a positive effect on staff retention by supporting new joiners, including older recruits.

The City of London force consider the retention of experienced staff to be essential, and a flexible approach means that some staff are taking up the option to continue to work instead of taking retirement, including officers aged 60-plus continuing to work on the front line.

"Our provisions in relation to retirement have enabled staff members to remain a part of the organisation, which helps us to attract and select quality and proven staff members with a wealth of experience and potential," comments Det Inspector Steve Chandler. "This has contributed to our staff having faith in the systems we have in place and improving staff morale."

For example, one of their Police Constables joined at age 48. "I've been in service for 3 years now. It could have seemed daunting at first but the Buddying Scheme really helped me find my feet."

## Flexible retirement

City of London Police consider and grant extensions to retirement ages in order to retain officers.

"The retention of quality staff is essential," says Det Inspector Steve Chandler. "Around 800 police work in this relatively small force, and our flexible approach means that some staff are taking up the option to continue to work instead of taking retirement."

## On the front line at 60-plus

Officers in the 60-plus age bracket now have the choice to continue to work in the front-line work, with the usual annual assessment. Says one such officer, aged 60; "I love being out there with the public. In the City, I'm a face the community knows. At some incidents, people find an older face easier to talk to. My younger colleagues keep me youthful too!