



Rehabilitation and
Retraining Trust

Helping to Build New Futures



Rehabilitation and
Retraining Trust

Outplacement Support Full Time Reserve Severance Programme

Sandra Herdman

Head of Employment Transition Solutions

Police Rehabilitation and Retraining Trust

Historical Perspective

- 1994 - internal RUC review of Policing in N.I.
- Research identified four key services as essential in supporting officers overcome barriers to integrating into civilian society following their service
- Funding secured in 1998
- PRRT operational in March 1999 to deliver:
 - Careers Guidance & Personal Development support
 - Training and Education
 - Psychological Therapies
 - Physiotherapy



Our Ethos

- To assist service users to recognise their potential, identify opportunities, set and achieve their objectives, and enjoy the optimum mental and physical well being beyond policing
- Utilise organisational expertise by applying multi-disciplinary solutions to empower clients to address barriers and challenges presented by change
- Client-focused interventions are prioritised to ensure the optimum benefit for the individual, whilst achieving greatest efficiencies

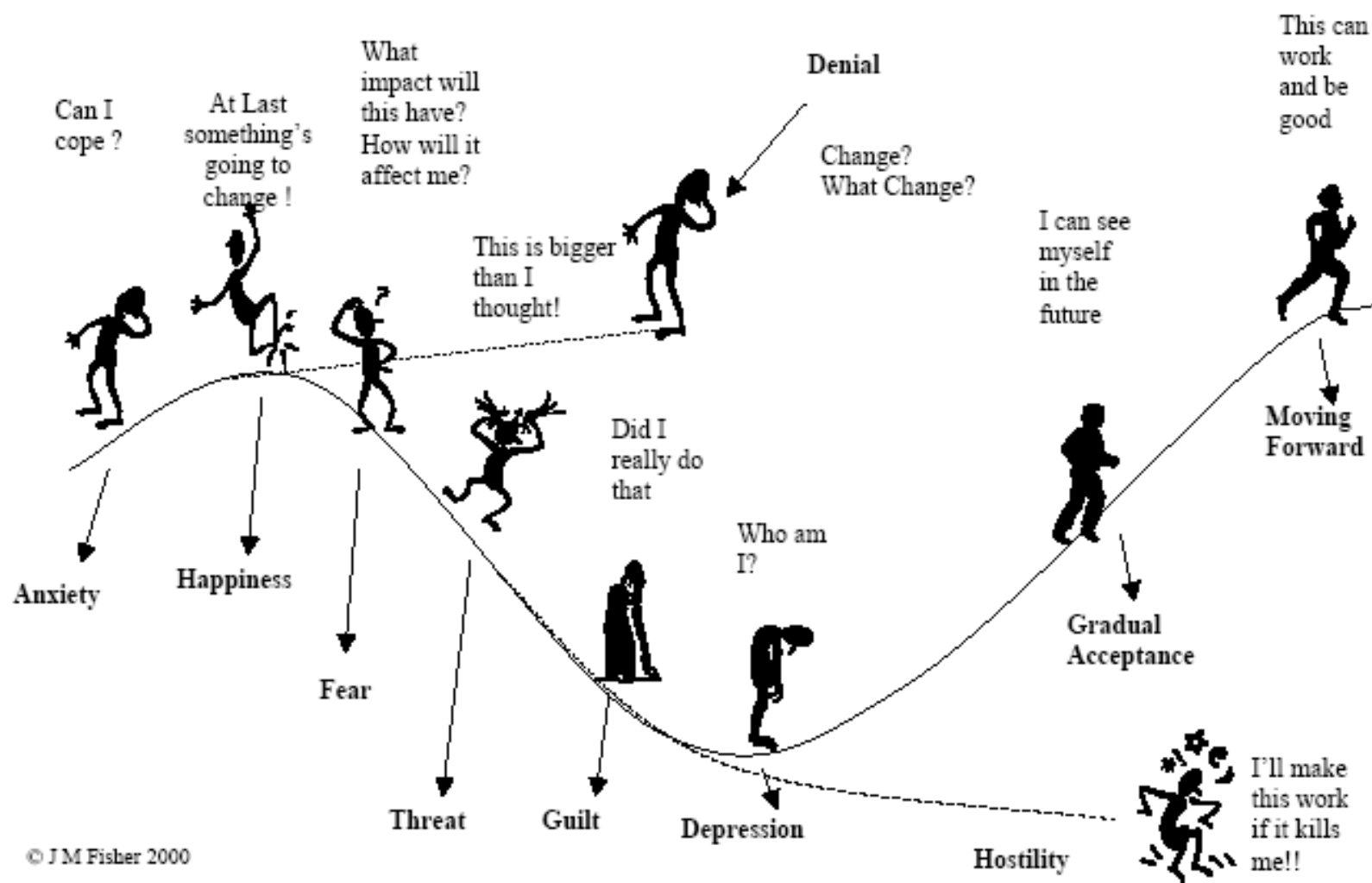


Full Time Reserve Severance Programme

- 491 officers
- Based on assessed needs of clients
- Holistic approach
- Group and one-to-one interventions
- Client centred
- Flexible



The Process of Transition



Employment

The Positive Factors

- Power
- Status
- Money
- Self Fulfilment
- Expression of Identity
- Acceptance
- Security



Retirement and Redundancy

The Negative Factors

- Lack purpose/structure
- Not good enough
- Helplessness/Hopelessness
- A sense of failure
- Limited resources



Retirement and Redundancy

The Personal Experience

- Loss of independence
- Guilt
- Shame
- Fear of change
- Anger
- Ailments and illnesses
- Self pity



Retirement and Redundancy

Experience of Loss

- Self esteem
- Personal fulfilment
- Dignity
- Status/Position
- Lifestyle
- Security



Retirement and Redundancy Influencing Factors

- Lack of support
- Change
- Anxiety about making decisions
- Inability to share feelings
- General health and wellbeing
- Life crises



Full Time Reserve Severance Development Programme

- 15 week course
 - Induction Session
 - 6 Core Training Modules
 - 4 Career/Retirement Planning Interviews
 - 1 Session with a Financial Adviser



FTR Severance Programme Induction Course

- Circle of Influence and the Cycle of Change
- Phases of Transition
- Stress Management
- Dealing with Anxiety
- Coping Strategies
- Problem Solving
- Managing Change



Core Modules

- Skills Assessment
- CV Development
- Job Search Skills
- Introduction to Computers
- Microsoft Windows
- Internet and E-mail



Rehabilitation and Training Support

- Psychological Therapies
- Physiotherapy
- Employment/Retirement Planning
- Training and Education



Outcomes: Phase I Clients

- 70% secured their employment goal
- 11.5% actively retired
- 11% self employed
- 3% in full time education and working towards goal
- 3.5% full time carers / emigrated
- 1% seeking employment



Outcomes: Phase I Programme Evaluation

PSNI commissioned a study to determine how successful the Programme had been in meeting client needs:

- 90% of respondents believed the Programme had fully met or exceeded their expectations
- 92% of respondents would be confident in recommending the Programme to colleagues



Services now available to the Public and Private Sectors through Futures (NI)

- Employment Transitions Solutions
- Targeted Training
- Specialist Physiotherapy and Psychological Therapies interventions for employees on referral from Occupational Health function

