

Older Workforce – the issues facing an older workforce



**Dee Collins, Temporary Chief Constable
West Yorkshire**

Temporary Chief Constable Dee Collins has been a police officer for 28 years, the majority of which has been in uniformed operational roles.

She joined West Yorkshire Police as Deputy Chief Constable in January 2014 from Derbyshire Constabulary with responsibility for Corporate Services, Professional Standards and Force Performance. She is also a member of the National Workforce Development working group as the ACPO chief moderator for police promotion examination processes.

Her policing career started in 1987 with Cleveland Police, where she quickly specialised in roads policing and became their first female armed response officer. Working her way up through the ranks to Superintendent, Dee worked as an operational Sergeant, Inspector and Operations Manager and also gained experience in training, as a Chief Constable's staff officer and in Professional Standards.

In August 2005, Dee joined Cumbria Constabulary as Commander of their South Basic Command Unit, leading on policing in Barrow and Kendal, as well as the Lake District National Park areas of Windermere, Ambleside and Coniston. She was also the Force's gender champion, led on internal staff support matters and was the Branch Secretary of Cumbria Superintendents' Association.

Dee joined Derbyshire Police in April 2007 as Assistant Chief Constable Support and held the portfolio for human resources, confidence and equality, and contact management.



**Jonathan Keighley, In-House Solicitor
PFEW**

After several years working for social services in HIV and terminal care, Jonathan retrained as a solicitor, completing his training in a large high street firm and specialising in employment law

On qualification in 2007, he joined a small commercial practice providing advice to individuals and small/medium sized companies before then moving to a niche employment firm.

Jonathan joined the In-House Legal department at PFEW in 2012 advising on applications from members on matters such as discrimination, whistleblowing and regulatory claims as well as contributing to the equality training course for Reps. More recently, the In-House team has expanded its practice and now also advises on data protection and defamation claims.



**Laura-Jayne Fowler, In-House Solicitor
PFEW**

After university and initial solicitor training at Law College Laura-Jane worked for a medium sized national firm as a Paralegal PA to one of the Partners. Laura-Jane was trained to run her own caseload of road traffic injury claims before starting her training contract in 2007 and spending a year in road traffic injury, 6 months doing court advocacy and 6 months in employment law.

The Employment law team asked her to stay after she qualified as a solicitor in 2009 and then spent a further 3 years in that team before being made redundant in December 2013. Laura-Jane has worked at PFEW HQ as an in-house solicitor since January 2014 dealing with equality training, discrimination, Regulation queries and a whole host of other random legal questions.