Research Department

PFEW Pay and Morale Survey 2015 - Headline Statistics

INTRODUCTION

The PFEW Pay and Morale Survey opened on 14th April, and closed on 5th June 2015. During that time, we had responses from 35,046 officers, this was reduced to 32,598 after data cleansing.[1] This represents a 28% response rate of all federated rank officers.

The sample size makes this one of the largest employee surveys in the UK: only employers such as the NHS are larger. By comparison, the Armed Forces Continuous Attitude surveys, which are considered reliable enough to be key inputs used to determine policies, pay and allowances in the Armed Forces, are based on a sample of just under 12,000 in total across all three Services, in 2015. (The Armed Forces comprise just over 143,000 personnel, so not dissimilar in size to the Police, albeit somewhat larger).

The following are some key headline findings. Data are still being analysed for the Police Remuneration Review Body (PRRB). More detailed analysis will be provided with the full report to the PRRB, and will include comparisons of groups such by rank and role; as well as more complex analysis to determine the factors that best predict officers' morale and intention to stay in or leave the police service.

Comparison of the survey respondents against the police service as a whole in terms of characteristics such as rank, role and gender (using Home Office and HMIC data) indicated that the survey sample was broadly representative of federated ranks in England and Wales. As a consequence data were not weighted before analysis.

FINDINGS SUMMARY

Demographics

The data were tested to ascertain whether they are representative of the officer workforce profile. The data are representative by rank, role, gender, and force.

23.6% were female, 76.4% male. 88.4% had served up to 25 years. Only 28.7% had served under 10 years. (This may indicate an experience gap in a few years, as experienced officers retire).

[1] Data were removed where the respondent gave implausible answers: e.g. said they had been at the top of their pay scale since 1980; said they were on the top of the pay scale but had only been in service 1-2 years, and so on.

The data include reliable sample sizes from all categories of officers who are typically hard to reach: for example, part-time officers; carers for elderly relatives; black, Asian, Chinese, and other minority ethnic groups; and lesbian or gay, and bisexual officers.

A substantial number of officers gave us contact details that will enable us to track the impact of changes that the Home Office have introduced. For example, we have concerns about the government's introduction of Limited Duties (a way of managing disabled officers and those unable for health reasons to do a "full range" of duties). We are further concerned that the Home Office does not routinely collect data on the effectiveness, efficiency, and any discriminatory impact of such changes: our database will allow us to do this.

Many officers are comparatively highly qualified: 26.2% have degree level qualifications; 17.2% have higher education but below degree; 9.2% have professional qualifications in eg teaching, nursing, and so on.

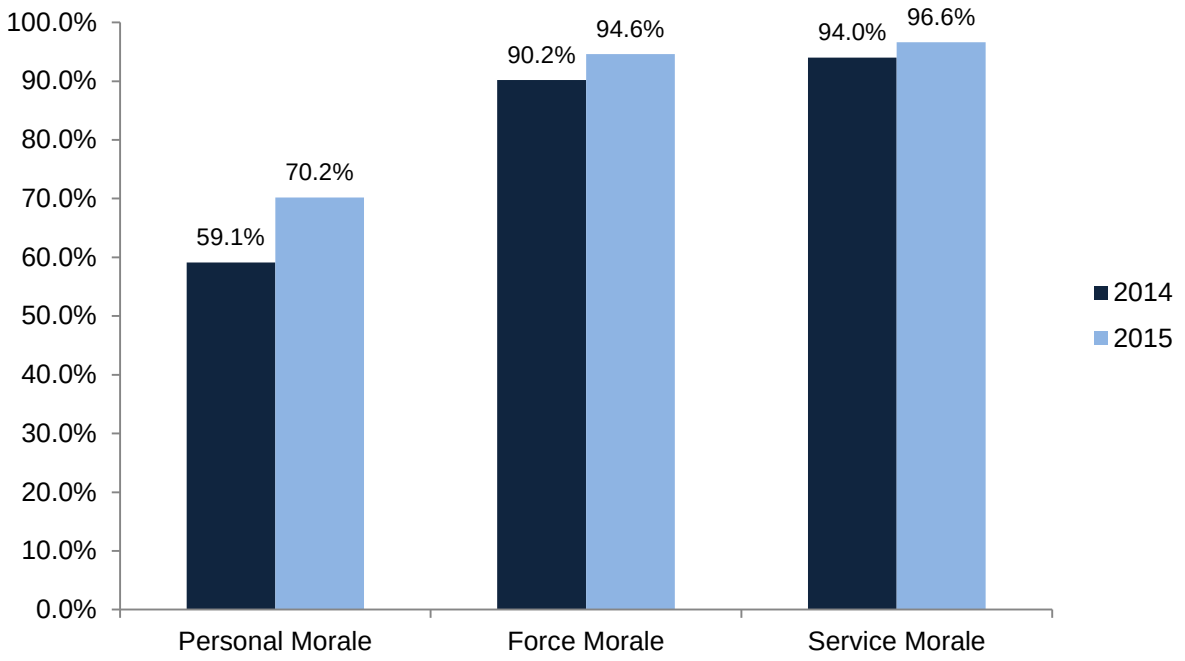
Morale

The proportion of respondents reporting low morale in this year's survey was larger than the proportion of respondents who reported low morale in 2014. Although less marked, a larger proportion of respondents also reported low force morale and low service morale in 2015 compared to 2014.

Please be aware that any differences between 2014 and 2015 cannot be taken as indication of a directional trend and are provided for comparison purposes only.

	Low Morale in 2015 (%)	Low Morale in 2014 (%)
Own morale	70.2	59.1
Force morale	94.6	90.2
Police Service	96.6	94.0

Chart One: Proportion of survey respondents reporting low morale in 2014 and 2015

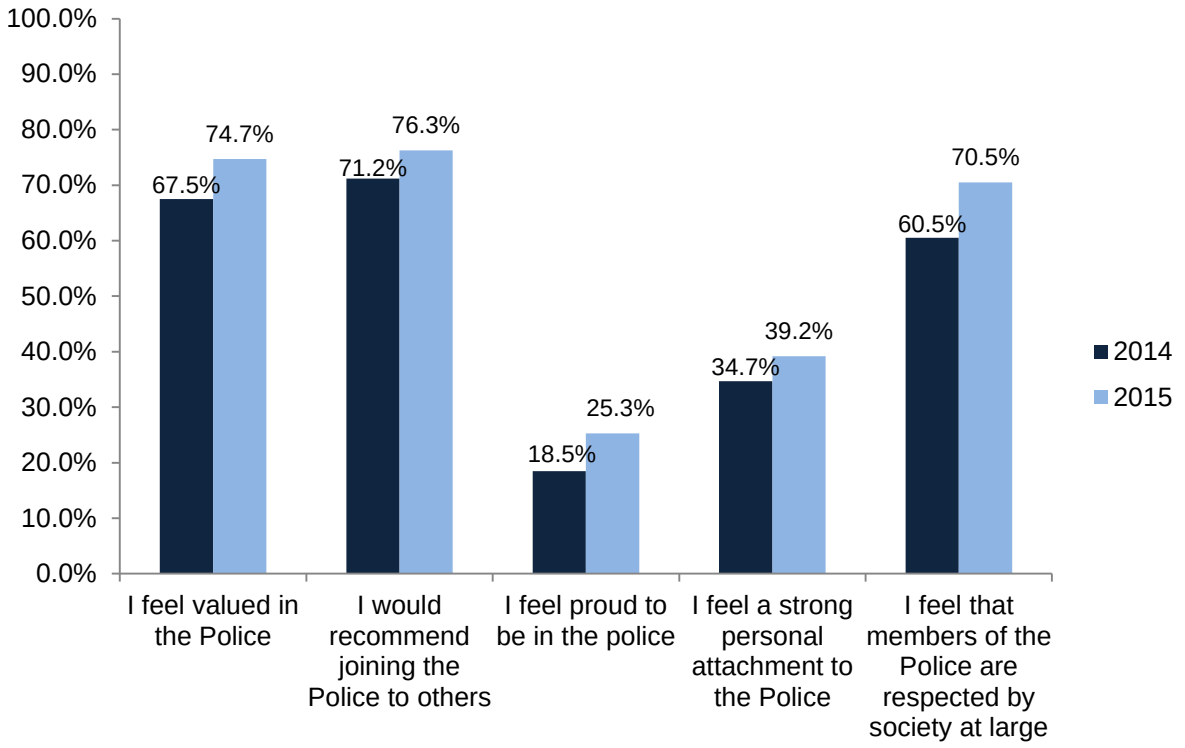


Attitudes towards the Police

The majority of respondents in this year's survey told us that they feel proud to be in the police. However a very large proportion of respondents did not believe that they were valued in the police or that the police are respected by society at large. As can be seen in the chart below, a larger proportion of respondents disagreed with both of these statements in 2015 compared to last year's survey.

Factor	Disagree (%)	Agree (%)
I feel valued in the Police	74.7	9.3
I would recommend joining the Police to others	76.3	10.2
I feel proud to be in the Police	25.3	57.8
I feel a strong personal attachment to the Police	39.2	40.5
I feel that members of the Police are respected by society at large	70.5	15.8

Chart Two: Proportion of survey respondents disagreeing with attitudinal statements in 2014 and 2015



Fairness

This year's survey asked a series of additional questions that related to respondents' perceptions of how fairly they were treated within the police. A very large proportion of respondents did not feel that the police service was concerned with their welfare, or that their needs or interests were important to the police service. In addition, more than eight out of ten respondents disagreed that they were fairly paid for the hazards, stresses and strains in their job.

There was less agreement amongst respondents about how fairly they and the people they worked with were treated. This variability is to be expected given that we asked about respondents' judgements about fair treatment in general. This could be influenced by their colleagues, their line manager and the senior management within their forces, in addition to the service as a whole. In contrast, the other questions more specifically referred to the treatment and decisions made by the Police Service as a whole.

Factor	Disagree (%)	Agree (%)
I am fairly treated	29.3	39.1
Overall, the people I work with are treated fairly	37.9	32.4

I am fairly paid considering the hazards I face within my job	83.5	7.2
I am fairly paid considering the stresses and strains of my job	87.4	5.6
I would recommend joining the police to others	76.3	10.2

Experience of work in the Police Service

Factor	Disagree (%)	Agree (%)
I am encouraged to use my talents to the full	56.8	14.4
My work gives me the opportunity to achieve my full potential	57.8	13.5
I get a feeling of accomplishment from my work	36.9	39.5
I am willing to go the extra mile for the Police	25.4	53.1
I can count on my colleagues for friendship and support when I need it	8.3	78.2
The Police Service meets its obligations in terms of long term job security	38.6	39.6
The Police Service meets its obligations in terms of the necessary training to do my job well	44.9	24.3
The Police Service meets its obligations in terms of up to date training and	50.2	20.5

development		
The Police Service meets its obligations in terms of opportunities for promotion	56.7	9.2

Intention to Stay in the Police

This year 15.6% of respondents said they intended to leave the police service either soon or within the next two years. This is a very slightly larger proportion than the 14.6% of respondents in 2014 who expressed the same intention.

Intention	2015 (%)	2014 (%)
I intend to stay until pension age	49.5	51.1
I will stay for at least the next two years	13.0	11.8
I am planning to leave within the next two years	7.0	6.4
I am seeking alternative employment at the minute	8.6	8.2
I don't know	21.9	22.5

Reasons for Leaving

This year we also asked respondents who intended to leave the police within two years, and those already seeking new employment, to indicate the factors that had affected this intention. There were just over 4,600 officers who said they were looking for alternative work, or were planning to leave within two years. (15.6% of respondents).

Respondents could choose as many factors as they wished. The three factors most commonly cited as having a major effect on intention to leave were morale, how the police as a whole are treated and the impact of the job on health and wellbeing. Percentages in the table below are of the 4,600 officers.

Factor	No effect on intention to leave (%)	Some effect on intention to leave (%)	Major effect on intention to leave (%)
Your morale	2.7	14.4	82.9
The impact of the job on your health and wellbeing	7.9	22.3	69.8
The impact of your job on your family/personal life	10.3	29.3	60.4
How the police a whole are treated	4.4	15.9	79.8
Your relationship with your colleagues	70.2	20.2	9.7
Your treatment by your managers	30.2	31.7	38.1
Your opportunities for development and promotion	25.8	28.2	46.0
Your pay and benefits	11.5	29.9	58.6
Better job opportunities	20.6	28.2	51.2

outside the Police			
Dissatisfaction with your day-to-day job role	24.2	34.3	41.5
Your workload and responsibilities	27.0	32.6	40.4