

Pay and Morale Survey 2022 - Headline Report December 2022

Author:

Police Federation of England and Wales

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EXECUTIVE SUMMARY

RESPONDENTS AND RESPONSE RATE

- 36,669 responses were received, representing a response rate of around 26% (based on March 2022 Home Office figures of officer headcount)¹.

PAY AND REMUNERATION

- 83% of respondents said that they are 'dissatisfied' or 'very dissatisfied' with their overall remuneration (including basic pay and allowances).
- 98% of respondents reported that their cost of living had increased in the last month, with 'the price of my food shop has increased' being the most cited reason (98%).
- 87% of respondents felt that they were 'worse off' financially than they were five years ago.
- 19% of respondents reported 'never' or 'almost never' having enough money to cover all their essentials.
- 6% said they have opted out of their pension scheme, with 'the contributions I have to pay are too high and/or unaffordable' and 'a change in personal circumstances' cited as the most common reasons for doing so.

MORALE

- 56% of respondents told us that their morale is currently 'low' or 'very low'.
- 87% of respondents feel that morale within the force is currently 'low' or 'very low'.
- 95% said that how the Police are treated by the government had a negative impact on their morale 87% said the same for pay.

ENGAGEMENT

- 94% of respondents said that they do not feel respected by the government.
- 70% of respondents said that they would not recommend joining the police to others.
- 67% of respondents said that they did not feel valued within the Police.
- 23% said they do not feel proud to be in the Police.

¹ Home Office. (2022). *Police Workforce, England and Wales, 31 March 2022: data tables* [Dataset]. <https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2022>

TRAINING AND DEVELOPMENT

- 71% of respondents have had a Professional Development Review (PDR) in the past 12 months.
- 40% of respondents reported being 'dissatisfied' or 'very dissatisfied' with opportunities for training and 48% reported being 'dissatisfied' or 'very dissatisfied' with the PDR process.
- 28% of respondents said they line manage other officers, and of these, 68% were able to complete PDRs for all their direct reports.
- 13% of respondents said that they have applied for promotion to the next rank up from the one they are currently in the last year.

INTENTION TO LEAVE

- 18% of respondents told us that they had an intention to resign from the Police service either 'within the next two years' or 'as soon as [they] can'.
- The most frequently cited reasons respondents gave for intending to 'resign within the next two years' or intending to resign 'as soon as [they] can' were their morale, how the Police are treated by the government and their pay (with 98%, 96% and 95% respectively).

WORKLOAD AND WORKING TIME

- 66% of respondents said that over the last 12 months, their workload has been 'too high' or 'much too high'.
- 88% said that they do not feel that there are enough officers to meet the demands of their team or unit.
- 6% of respondents said that they have 'never' or 'rarely' been able to take an 11-hour break between shifts in the last 12 months.
- 33% of respondents 'always' or 'often' felt pressured into working long hours over the last 12 months.
- 38% of respondents said they were unable to take all the annual leave they were entitled to, and 70% have had at least one request for annual leave refused in the past 12 months.

SAFETY, VIOLENCE AND PHYSICAL INJURIES

- 37% of respondents have experienced verbal insults (e.g., swearing, shouting, abuse) at least once per week in the past 12 months.
- 11% of respondents have experienced unarmed physical attacks (e.g., struggling to get free, wrestling, hitting, kicking) at least once per week in the past 12 months.

- Only 25% of respondents reported having access to double crewing 'at all times' whilst on duty.
- 13% of respondents reported that they had suffered one or more injuries that required medical attention as a result of work-related accidents in the last year.
- 18% of respondents reported that they had suffered one or more injuries that required medical attention as a result of work-related violence in the last year.

HEALTH AND WELLBEING

- 73% of respondents indicated that their overall physical health is 'good' or 'very good'.
- 42% of respondents said that they find their job 'very' or 'extremely' stressful.
- 82% of respondents indicated that they had experienced feelings of stress, low mood, anxiety or other difficulties with their health and wellbeing over the last 12 months.
- 92% said that these feelings of stress, low mood, anxiety or other difficulties had been caused, or made worse, by work.

INTRODUCTION

The PFEW Pay and Morale Survey obtains members' views on their pay and conditions, as well as their attitudes to their work and the Police service in general. The Pay and Morale survey is an annual survey, which has been conducted each year since 2014. To the best of our knowledge, it is the largest annual survey of Police officers in the UK.

This year, unlike previous years, the Pay and Morale survey has been combined with the Demand, Capacity, and Welfare survey. The PFEW Demand, Capacity and Welfare Survey is a biennial survey that was launched in 2016 in response to unprecedented budgetary cuts and a 14% fall in officer numbers over the previous seven years². Combining these two surveys into one allows members' views to be collected and presented in a more streamlined manner.

This report provides a summary of key findings on respondents' morale, cost of living and attitudes towards pay and remuneration. Findings also cover respondents' intention to stay in the Police service, and indicators of engagement with the service – for example, whether respondents feel proud to be in the Police, and whether respondents would recommend the Police service to others. The report also provides details on how respondents view their working arrangements, workloads, and working hours, as well as their physical and mental health and wellbeing.

RESPONDENTS AND RESPONSE RATE

The PFEW Pay and Morale Survey 2022 opened on 5th September 2022 and closed on 17th October 2022. During that time, we had responses from 36,685 officers, which was reduced to 36,669 after data cleansing. The response rate for the Pay and Morale Survey 2022 was therefore approximately 26% of all federated rank officers in England and Wales and in line with previous years.

REPRESENTATIVENESS

To calculate whether the sample size is representative, it is necessary to take the population size into account, along with the margin of error and the confidence level. In essence, the margin of error measures the maximum amount by which the results from the sample are expected to differ from those of the actual population and is calculated using the sample size (the number of responses from federated rank officers in England and Wales), the population

² Home Office. (2022). *Police Workforce, England and Wales, 31 March 2022: data tables* [Dataset]. <https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2022>

size (the total number of federated rank officers in England and Wales) and the confidence level.

The smaller the margin of error, the more confident we can be that the results are representative of the overall sample. For example: If 60% of respondents answered 'Yes' to one of the survey questions and the margin of error is 5%, we can estimate that 55% - 65% of the whole population would answer the same if asked.

If the margin of error is less than 5%, it can be considered to be within the normal bounds of academic rigour. The margin of error for this report has been calculated, and at a 95% confidence level, this report has a margin of error of <1%.

To ensure that each force is proportionally represented within the national sample, data were weighted on the basis of respondents' force³. This is standard practice in survey reporting, and is used by industry leaders, and in government survey reporting such as the Armed Forces Continuous Attitude Survey (run by the Ministry of Defence). More information on weighting and representativeness can be found within the Technical Annex.

This year, 30% of respondents to the survey were female, 70% were male, and the average (mean) age of respondents was 40 years. The majority of respondents were Constables (75%) with 17% of respondents at the rank of Sergeant, 6% at the rank of Inspector and 1% at the rank of Chief Inspector. This is broadly representative of the federated rank population as a whole. Again, further details on demographics can be found within the 2022 Pay and Morale Technical Annex.

³ The weighting for each force was calculated by dividing the number of federated rank officers in the force relative to the federated rank population in England and Wales as a whole by the number of responses received from officers within the force relative to the sample as a whole.

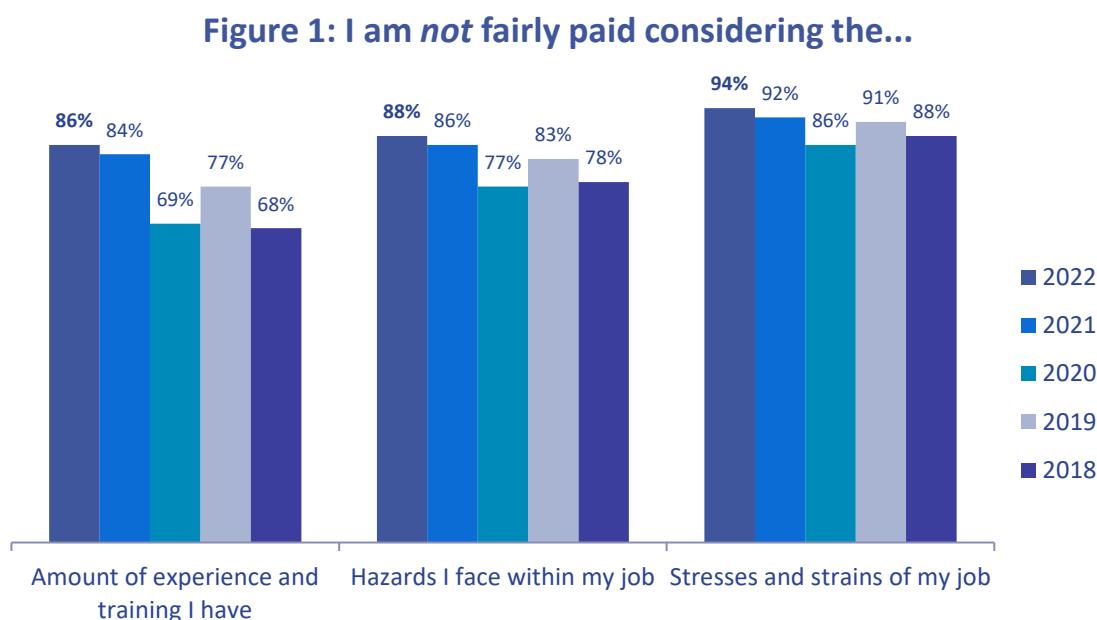
PAY AND REMUNERATION

This section reports key findings on seven topic areas. The first relates to perceptions around officers being paid fairly and pay satisfaction given the demands and responsibilities of their job. The second section centres around officers' experiences with the rising cost of living – followed by a focus on the reason behind the reported rise in the cost of living. The fourth focuses on opting out of the pension scheme and the fifth, sixth and seventh sections cover questions around regional allowances, dog handlers' allowance and critical skills payments, respectively.

PERCEPTIONS OF FAIR PAY AND SATISFACTION

Compared to 2020, 2021 saw an increase in those who said they do not feel they are paid fairly given the stresses and strains, and the hazards of their job. **This increase has been sustained in 2022 with 94% saying that they are not paid fairly for the stresses and strains of their job, while 88% said they are not paid fairly considering the hazards faced within their job.** This represents an increase of two percentage points in both the proportion of respondents who do not feel fairly paid for the hazards of their job (88%; compared to 86% in 2021) and for the stresses and strains of their job (94%; compared to 92% in 2021).

Comparisons of attitudes towards pay from 2019 to 2022 are provided in the chart below.



This year saw a slight increase from 2021 in the proportion of respondents who said that they are ‘dissatisfied’ or ‘very dissatisfied’ with their basic pay; 86% of respondents said that they are ‘dissatisfied’ or ‘very dissatisfied’ with their basic pay compared to 82% in 2021. 83% of respondents said that they are ‘dissatisfied’ or ‘very dissatisfied’ with their overall remuneration (including basic pay and allowances), compared to 79% in 2021 and 68% said that they are ‘dissatisfied’ or ‘very dissatisfied’ with their pension, compared to 71% in 2021. A comparison of data from 2022, 2021, 2020 and 2019 on respondents’ dissatisfaction with pay and remuneration is provided in Figure Two below.

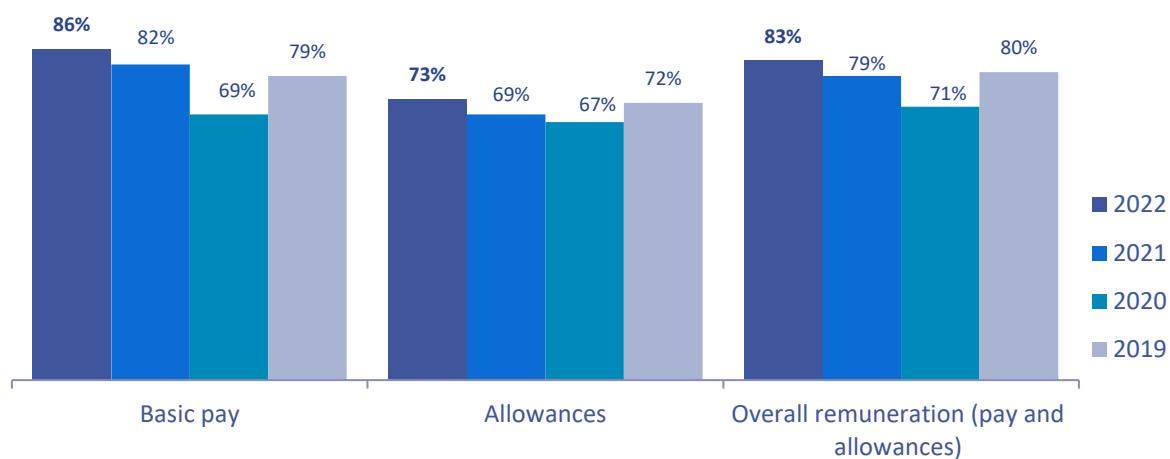
When compared to non-officers in the armed forces⁴ respondents to the 2022 Pay and Morale survey are 27 percentage points more likely to be overall dissatisfied with their basic pay. The 2021 National NHS Staff Survey⁵ also asked respondents how satisfied they were with their level of pay and 43% of respondents answered that they were dissatisfied with their level of pay, compared to 86% of respondents in the 2022 Pay and Morale survey who said they were ‘dissatisfied’ or ‘very dissatisfied’ with their basic pay, highlighting the high levels of dissatisfaction among police officers. In addition, according to the Civil Service People Survey 2021⁶, 45% of respondents were overall **satisfied** with their total benefits package in 2021. This represents higher levels of satisfaction than in the Police, where just 5% reported being ‘satisfied’ or ‘very satisfied’ with their overall remuneration.

⁴ Armed Forces Continuous Attitudinal Survey (2022). [Data set – non officers] Available at: <https://www.gov.uk/government/statistics/armed-forces-continuous-attitude-survey-2022>

⁵ NHS Staff Survey (2021) [Data set – National Results] Available at: <https://www.nhsstaffsurveys.com/results/>

⁶ Civil Service People Survey (2021). Available at: <https://www.gov.uk/government/statistics/announcements/civil-service-statistics-2021>

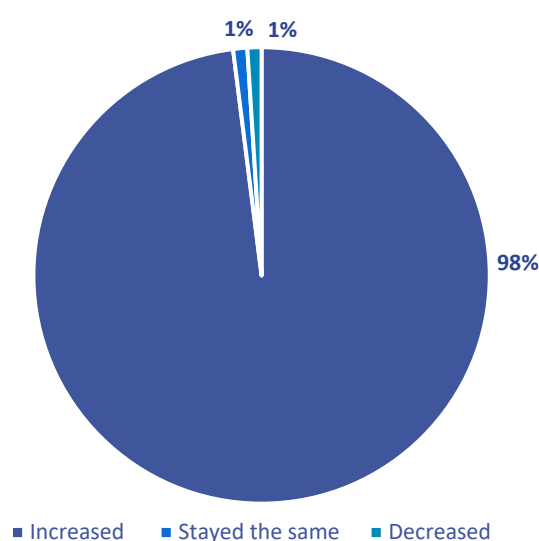
Figure 2: I am 'dissatisfied' or 'very dissatisfied' with my...



COST OF LIVING

The United Kingdom is currently experiencing a cost of living crisis, whereby the price of many essential goods is increasing faster than household incomes, resulting in a fall in real-terms pay. In the survey, officers were asked whether their cost of living had changed over the past month. As many as 98% said their cost of living had increased over the past month. In comparison, 1% said their cost of living had stayed the same over the past month, and just 1% said it had decreased. This compares to ONS data collected between June and September 2022, where 89% of respondents indicated that their cost of living had increased over the past month, nine percentage points lower than the results from this year's Pay and Morale survey.⁷

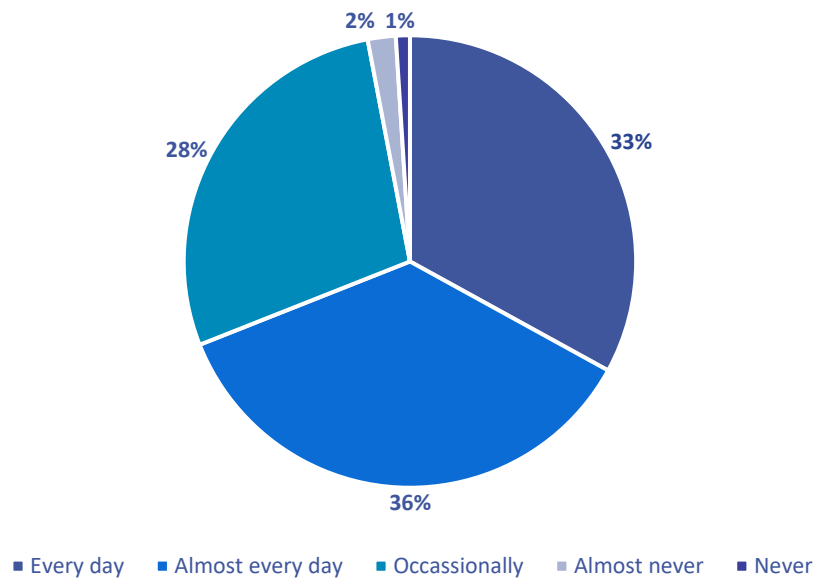
Figure 3: Over the last month, has your cost of living...



69% of respondents reported worrying about the state of their finances 'every day' or 'almost every day'. In comparison, 28% said they worried about their finances 'occasionally', the proportion of those who said they worry 'almost never' or 'never' was only 2% and 1% respectively.

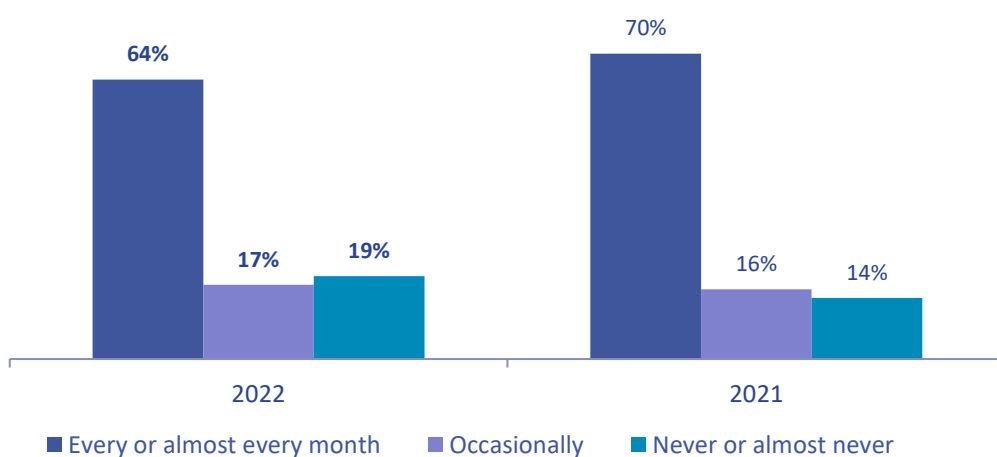
⁷ ONS (2022) *Impact of increased cost of living on adults across Great Britain* [data set] Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/personalandhouseholdfinances/expenditure/datasets/impactofincreasedcostoflivingonadultsacrossgreatbritain>

Figure 4: How often do you find yourself worrying about money?



64% of respondents surveyed said that they had enough money to cover all of their essentials either ‘every month’ or ‘almost every month’. By contrast, **19% reported ‘never’ or ‘almost never’ having enough money to cover their monthly essentials**. This is higher than the proportion of respondents who said they were ‘never’ or ‘almost never’ able to cover their monthly essentials in 2021, which was 14%.

Figure 5: I am able to cover my monthly essentials...



Almost 9 in 10 respondents (87%) felt that they were ‘worse off’ financially than they were five years ago. This proportion is notably higher than the proportion in 2021, when 74% of respondents said that they were ‘worse off’ financially than five years prior.

| Table 1: Cost of Living | 2022 | 2021 |
|---|------|------|
| Proportion of respondents who feel financially ‘worse off’ compared to five years ago | 87% | 74% |

REASONS FOR COST OF LIVING INCREASE AND ACTIONS TAKEN

Respondents indicating that their cost of living had increased over the previous month were asked why this was the case. These data were then compared against the general population using data collected by the Office for National Statistics (ONS). However, please note that the ONS data was not collected during the same time period as the PFEW data. Respondents were presented with a predesigned list of six potential reasons (please see the table below) and asked to tick all that applied. The most common reasons respondents said that their cost of living had increased related to the cost of their household bills and mortgage, as well as the cost of their food shop.

| Table 2: Reasons for increased cost of living ⁸ | <i>Over the last month, for what reasons has your cost of living increased? Please tick all that apply</i> | |
|--|--|-----------------------------|
| | Pay and Morale 2022 Respondents | General Public ⁹ |
| My gas or electricity bills have increased | 95% | 81% |
| My rent or mortgage costs have increased | 39% | 16% |
| The price of my food shop has increased | 98% | 95% |
| The price of my fuel has increased | 95% | 75% |
| The price of my public transport has increased | 15% | 13% |
| Other | 11% | 6% |

⁸ Please note – respondents were able to select more than one option to this question and so proportions will not total 100%

⁹ Office for National Statistics. (2022). Dataset: Opinions and Lifestyle survey [June-September dataset]. Retrieved from: <https://www.ons.gov.uk/peoplepopulationandcommunity/personalandhouseholdfinances/expenditure/datasets/impactofincreasedcostoflivingonadultsacrossgreatbritain>

Other factors which respondents highlighted as contributing to a cost-of-living increase include increases in childcare costs, and child maintenance, increases in the cost of insurance and an increase in all bills overall.

“Everything is more expensive as a result of the rise in inflation and the lack of a pay rise.”

Operational Support Constable, 22 years’ service, South East

“Absolutely everything seems to have gone up. Childcare is a big issue for us, car tax, car repairs, maintenance and as a family we cannot afford holidays or even nights out.”

Neighbourhood Policing Constable, 8 years’ service, West Midlands

“Everything has surged up in price whereas our wages appear to be cut year on year in relation to inflation.”

Custody Sergeant, 15 years’ service, West Midlands

“Every utility has increased and the very low pay rise we were awarded means I am still £200 worse off monthly.”

Intelligence Constable, 19 years’ service, London

Respondents were also asked what action they had taken because their cost of living had increased. To combat the rising cost of living, respondents primarily reported ‘spending less on non-essentials’ (87%) and ‘using less fuel such as gas or electricity in [their] home’ (82%). The full list of responses is outlined in the table on the following page along with ONS data comparing recent responses to the same question from the general public; again please note that data collected by the ONS and PFEW was done so during different time periods.

| Table 3: Actions resulting from increased cost of living ¹⁰ | Which of the following are you doing because your cost of living has increased? Please tick all that apply | |
|--|---|------------------------------|
| | Pay and Morale 2022 Respondents | General Public ¹¹ |
| Spending less on non-essentials | 87% | 62% |
| Using less fuel such as gas or electricity in my home | 82% | 52% |
| Shopping around more | 67% | 39% |
| Cutting back on non-essential journeys in my vehicle | 76% | 44% |
| Spending less on food shopping and essentials | 75% | 44% |
| Using my savings | 63% | 26% |
| Using credit more than usual, for example, credit cards, loans or overdrafts | 50% | 14% |
| Other | 4% | 2% |
| None of the above | 1% | 8% |

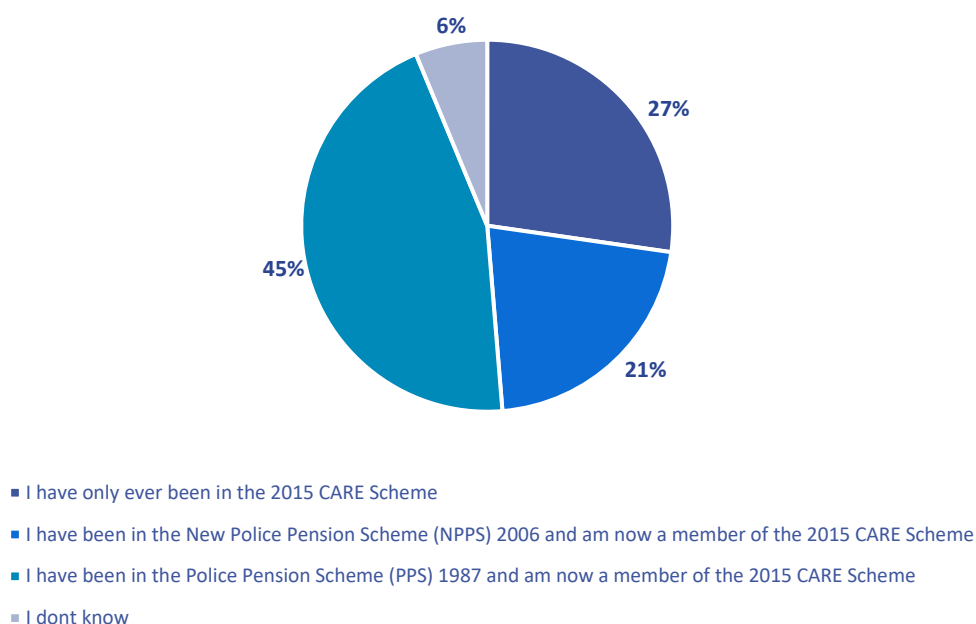
¹⁰ Please note – respondents were able to select more than one option to this question and so proportions will not total 100%

¹¹ Office for National Statistics. (2022). Dataset: Opinions and Lifestyle survey [June-September dataset]. Retrieved from: <https://www.ons.gov.uk/peoplepopulationandcommunity/personalandhouseholdfinances/expenditure/datasets/impactofincreasedcostoflivingonadultsacrossgreatbritain>

PENSION SCHEME OPT OUT

Firstly, respondents were asked which of the following best describes their pension membership. Respondents were most likely to say that they have been in the Police Pension Scheme (PPS) 1987 and are now a member of the 2015 CARE Scheme (45%) with 6% of respondents unsure which pension scheme they are currently a member of.

Figure 6: Which of the following best describes your pension membership?



Respondents were then asked if they had opted out of their pension scheme or if they were considering doing so. 6% of respondents said they had already opted out of their pension scheme, compared to 19% who were considering opting out and 74% who intended to remain a member of their pension scheme.

Respondents who have only ever been a member of the 2015 CARE pension scheme were most likely to report they were considering opting out of their pension scheme (31%); 69% of respondents in this scheme intend to remain a member. In comparison, 12% of respondents who were previously members of the Police Pension Scheme (PPS) 1987 – and who are now members of 2015 CARE – said that they were considering opting out and 88% intend to remain. 24% of respondents who said they were members of the New Police Pension Scheme (NPPS) 2006 and are now a member of the 2015 CARE Scheme reported that they are considering opting out of the pension scheme and 76% intend to remain a member.

The below table indicates opt out status by pension scheme.

| Table 4: Opting out of pension scheme | <i>Which of the following best describes your pension membership?</i> | | |
|---|---|--|--|
| | Always been in 2015 CARE Scheme | Previously New Police Pension Scheme (PPS) 2006 now 2015 CARE Scheme | Previously Police Pension Scheme (PPS) 1987 now 2015 CARE Scheme |
| I am considering opting out of the pension scheme | 31% | 24% | 12% |
| I intend to remain a member of the pension scheme | 69% | 76% | 88% |

When those who had already opted out of the pension scheme were asked about the reasons for doing so, 'the contributions [they] have to pay are too high and/or unaffordable' was the most commonly selected reason behind their choice; this proportion has increased by 11 percentage points since 2021 from 66% to 77% this year. Other frequently selected reasons were 'a change in personal circumstances' (24%) and 'the changes to Police pensions in April 2015 and/or April 2022' (21%).

| Table 5: Main reasons for opting out of the pension scheme ¹² | 2022 | 2021 |
|--|------|------|
| The contributions I have to pay are too high and/or unaffordable | 77% | 66% |
| The changes to Police pensions in April 2015 and/or April 2022 | 21% | 21% |
| A change in personal circumstances | 24% | 20% |
| I prefer to save for retirement through a product that offers more flexibility | 5% | 10% |
| I am retiring | 1% | 2% |
| I do not believe the pension offers good value for money | 13% | 14% |

Further reasons mentioned for opting out of the pension scheme include financial struggles such as the rise in cost of living, the rising cost of childcare and having to pay off debt or saving for milestone moments like having a child or buying a house. However, a number of respondents did discuss a desire to re-enter the scheme either at a later date, or if their finances allowed.

"I cannot afford it whilst trying to pay off debt and making myself financially stable. Once my debt has been paid off I intend to opt back into the scheme."
Neighbourhood Policing Constable, 4 years' service, South East

"I couldn't afford to meet payments – I want to get back in but can't afford it."
Neighbourhood Policing Constable, 5 years' service, North East

"To save for buying a house."
Response Constable, 3 years' service, South East

¹² Please note – respondents were able to select more than one option to this question and so proportions will not total 100%

“Cannot afford to lose so much – no negotiation to decrease payments.”

Response Sergeant, 6 years’ service, West Midlands

“Simply cannot afford it. The amount I take home barely covers basic living costs. If I paid into a pension I'd be spending more than I earn.”

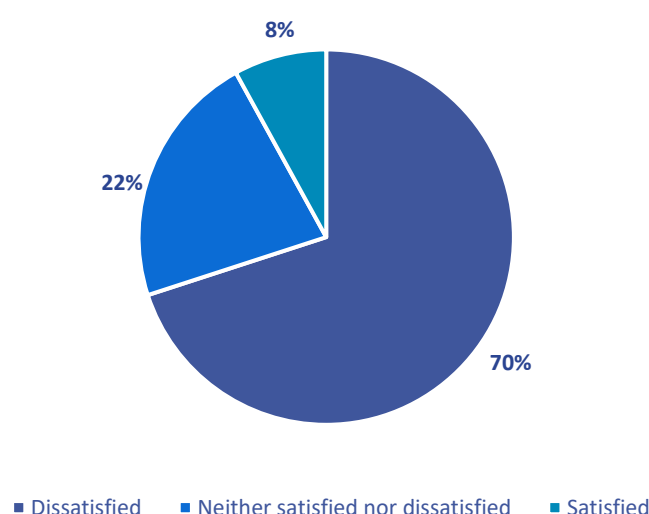
Constable, 4 years’ service, North East

REGIONAL ALLOWANCES

Police officers who work in London and the South East are entitled to a regional allowance in recognition of the additional cost of living in the South East of England.

Respondents in receipt of the London or South East allowance were then asked whether they are satisfied with the amount of their London or South East allowance; 70% said they are 'dissatisfied' or 'very dissatisfied' with their allowance, compared to just 8% who said they are 'satisfied' or 'very satisfied'. This compares to 74% who were 'dissatisfied' or 'very dissatisfied' with their allowance in 2021 and 6% who were 'satisfied' or 'very satisfied'.

Figure 7: How satisfied are you with the amount of your London or South East Allowance?



Those working within London or the South East were also then asked whether they live within their force area; 54% said that they do not currently live within their force area, the same proportion as in 2021. Of those who do not currently live in their force area, the vast majority (79%) said that this was because they cannot afford to live there; this proportion is unchanged from 2021.

| Table 6: Reason for living outside force area ¹³ | 2022 | 2021 |
|---|------|------|
| I cannot afford to live in my force area | 79% | 79% |

¹³ Please note: This question was only asked to those who answered that they work within London or the South East.

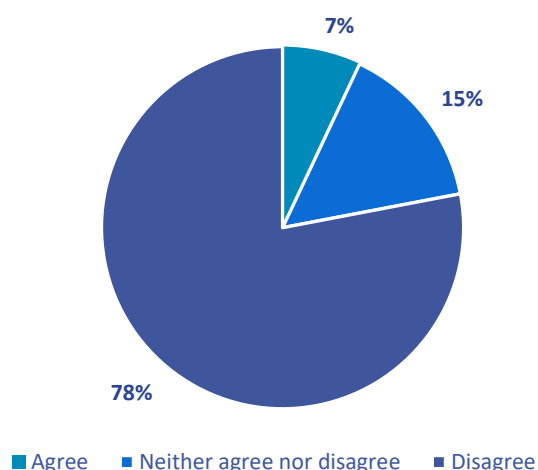
DOG HANDLER'S ALLOWANCE

The survey also asked respondents whether they were currently a dog handler. 1%, or 231 respondents, said they are currently a dog handler, with respondents most likely to say they take care of two Police dogs.

The majority (96%) of dog handlers reported being in receipt of the dog handler's allowance with just 4% saying they are not in receipt.

However, when asked whether they think the dog handler's allowance they receive is sufficient to cover the expenses associated with caring for the dog on rest days and public holidays¹⁴, most 'disagree' or 'strongly disagree' at 78%, with 44% of these respondents strongly disagreeing; only 7% of respondents 'agree' or 'strongly agree' that their dog handler's allowance covers the expenses associated with care for the dog on rest days and public holidays.

Figure 8: How far do you agree that the Dog Handler's Allowance is sufficient to cover care of your police dog(s) on public holidays or rest days?



Respondents were also asked if they receive a 'kennel hour' for their role¹⁵; 74% of respondents said that they receive a 'kennel hour' for every shift and 16% said they receive a 'kennel hour' for some, but not all shifts. Just 9% say they do not receive a 'kennel hour' ever; 1% don't know if they do or do not.

¹⁴ Please note: This question was only asked to those who answered that they are currently dog handlers.

¹⁵ Ibid

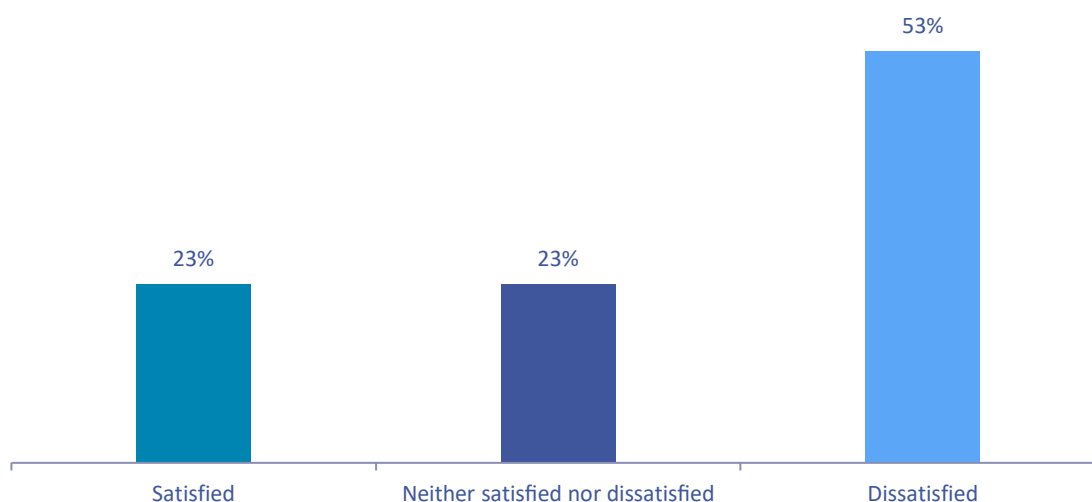
CRITICAL SKILLS PAYMENT

The NPCC recently introduced Service Critical Skills Payments (also known as Targeted Variable Payments; TVPs). These are discretionary payments made by the force to support recruitment or retention into specific (hard-to-fill) roles or against particular skills.

Overall, 4% of respondents said they currently receive a Service Critical Skills Payment (or have received a one-off payment). Respondents from Investigations (9%) and Public Protection (9%) were most likely to say they receive a Service Critical Skills Payment.

Respondents saying that they receive a Service Critical Skills Payment were then asked whether they are satisfied with the value of the payment(s) they receive; 53% said they were 'dissatisfied' or 'very dissatisfied'; of this 53%, 23% of respondents were 'very dissatisfied'.

Figure 9: Respondents' satisfaction with the amount of their Service Critical Skills Payment



When asked what explanation their force gave for awarding them with a Service Critical Skills Payment, the most common responses were 'to retain officers already in the role' (71%), 'to recruit officers into the role' (55%) and 'because of the qualifications or skills required' (28%).

MORALE

This section outlines key findings in relation to officer morale and the reasons behind low morale, as well as drawing key comparisons with morale in previous years.

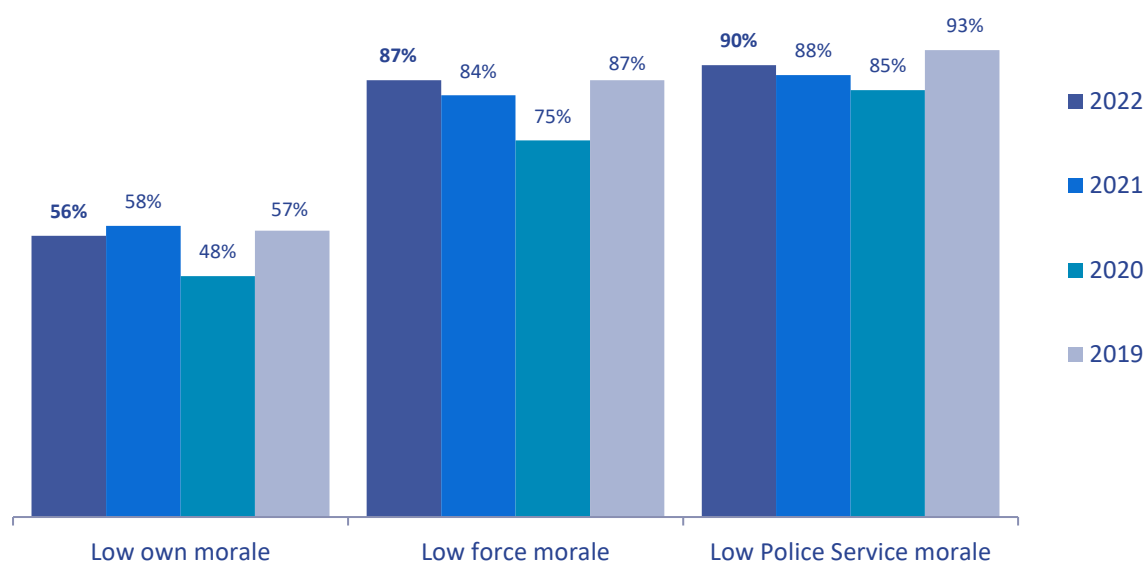
OVERALL MORALE

Overall, only 16% of respondents reported 'high' or 'very high' personal morale this year, compared to the majority who said their morale is 'low' or 'very low' (56%); this proportion has remained consistent with 2021 where 58% of respondents said that their morale was 'low' or 'very low'.

The proportion of respondents reporting low morale (including 'low' and 'very low' morale) this year (56%) is 27 percentage points higher than those who reported low personal morale in the AFCAS Survey in 2022, where 29% of respondents reported low self-morale, and 40% reported that their own morale was high.¹⁶

Compared to 2021, there has been a slight increase in the proportion of respondents saying that morale in their force is 'low' or 'very low'; 87% compared to 84% in 2021. Additionally, 90% of respondents said that within the Police service as a whole, morale is 'low' or 'very

Figure 10: Respondents' morale Since 2019



¹⁶ Armed Forces Continuous Attitudinal Survey (2022). [Data set – non officers] Available at: <https://www.gov.uk/government/statistics/armed-forces-continuous-attitude-survey-2022>

low'. In comparison, just 46% of respondents in the 2022 AFCAS Survey said that the morale in their service is low¹⁷.

Figure 10 above indicates the proportion of those who said their morale was low (comprising respondents saying that their morale is 'low' and 'very low'), from 2019 to 2022. The proportion of respondents who say their personal morale, morale in their force, and morale in the Police service as a whole, is 'low' or 'very low' has remained consistent since 2018.

REASONS FOR LOW MORALE

Survey respondents were also asked about the factors which were negatively impacting their morale. From all the options within the survey, 'how the Police are treated by the government' was highlighted as the factor most likely to negatively impact respondents' morale. **Almost all respondents (95%) said that how the Police are treated by the government had a 'negative effect' or 'very negative effect' on their morale, and almost 9 in 10 respondents (87%) said the same for pay.** A large majority of respondents also said that how the Police are treated by the public (81%) had a 'negative effect' or 'very negative effect' on their morale.

| Table 7: Factors negatively impacting morale | 2022 | 2021 |
|--|------|------|
| How the Police are treated by the government | 95% | 95% |
| Pay | 87% | 84% |
| How the Police are treated by the public | 81% | 84% |
| Your pension | 68% | 73% |
| Workload and responsibilities | 64% | 64% |
| Opportunities for development and promotion | 39% | 38% |

¹⁷ Ibid

The comments below are further reasons identified by respondents for their low morale.

“Constant blame from the government.”

Investigations Constable, 20 years’ service, South East

“Negativity in the job in general.”

Intelligence Constable, 15 years’ service, North East

“The job is ruining my life outside of work due to the shift pattern and ridiculous amount of weekend work...”

Neighbourhood Policing Constable, 3 years’ service, London

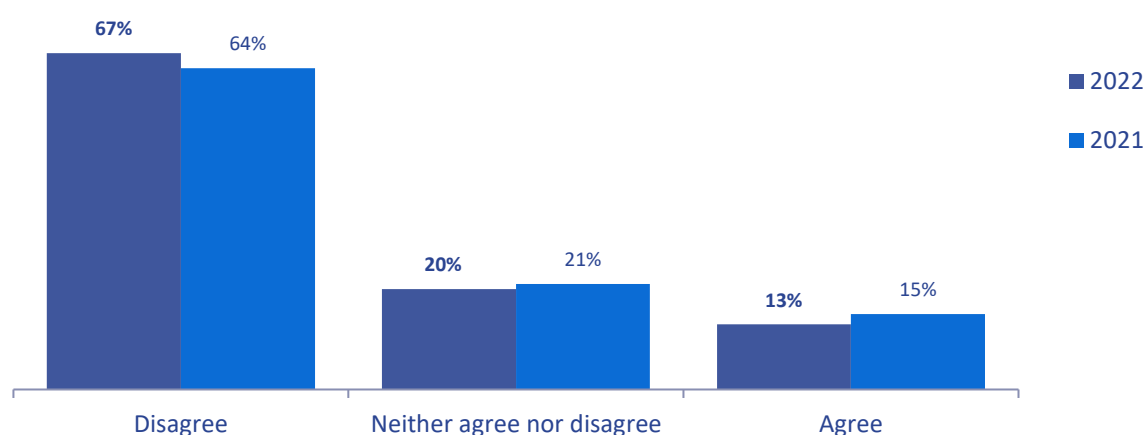
ENGAGEMENT

This section of the report examines respondents' attitudes towards the Police service, as well as how officers feel they are treated by the government and the public.

ATTITUDES TOWARDS THE POLICE SERVICE

Around two thirds (67%) of respondents said that they did not feel valued within the Police compared to 64% in 2021. This compares to just 34% of respondents in the 2022 AFCAS Survey who said that they do not feel valued within their service¹⁸.

Figure 11: I feel valued in the police service



Just under a quarter (23%) of respondents said they do not feel proud to be in the Police, in line with 2021, when 24% said they do not feel proud to be in the Police. This compares to 58% who said they do feel proud to be in the Police. Within the AFCAS Survey, just 12% of respondents said they do not feel proud to be in the service, and 70% said they did feel proud to be in the service¹⁹. The 2021 Civil Service People Survey also returned similar findings with

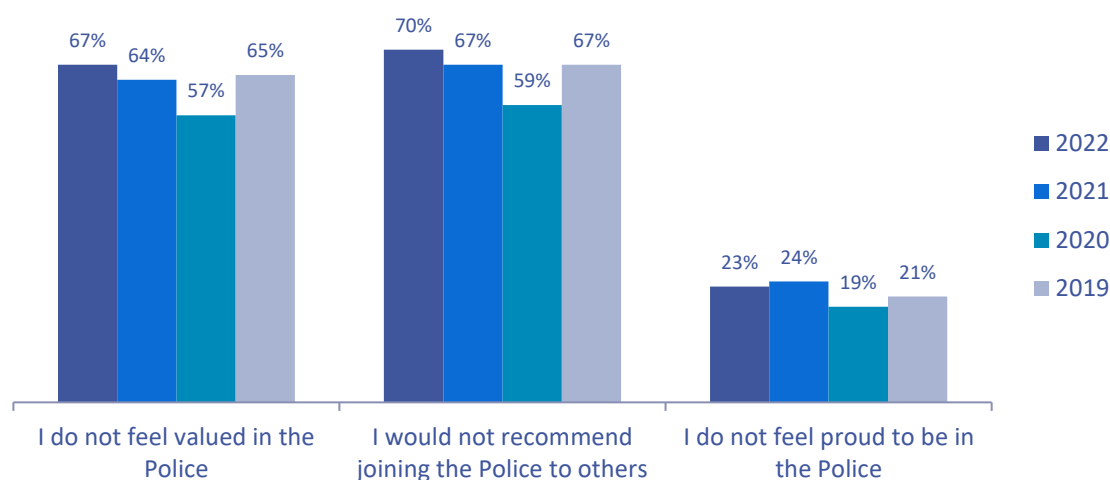
¹⁸ Armed Forces Continuous Attitudinal Survey (2022) [Data set – non officers] Available at: <https://www.gov.uk/government/statistics/armed-forces-continuous-attitude-survey-2022>

¹⁹ As above

70% of respondents reporting they were proud to tell others that they are part of the organisation they work for.²⁰

Similarly, the proportion of Pay and Morale respondents who said they are not treated fairly in on par with last year's results, with 43% saying they are not treated fairly, the same as in 2021. **In addition, 70% of respondents said that they would not recommend joining the Police to others, rising slightly from 67% in 2021; the proportion of respondents saying that they would not recommend joining the Police to others is the highest it has been since 2017.**

Figure 12: Respondents' engagement since 2019



This represents lower levels of willingness to recommend their workplaces when compared with findings from the 2021 Civil Service People Survey²¹, where 64% of respondents said they **would recommend** their organisation as a great place to work and the 2021 NHS Staff Survey²², where 59% of respondents said they **would recommend** their organisation as a place to work.

Further comments related to engagement from officers can be found on the following page.

²⁰ Civil Service People Survey (2021). Available at: <https://www.gov.uk/government/statistics/announcements/civil-service-statistics-2021>

²¹ Ibid

²² NHS Staff Survey (2021) [Data set – National Results] Available at: <https://www.nhsstaffsurveys.com/results/>

"I believe that Officers are underpaid and undervalued. Now, more than ever, Officers are given un-achievable workloads that mean officers [are] now sat in the office more than out on the streets. Frontline Officers receive record high numbers of assaults and verbal abuse from the public whilst on patrol and the lack of respect from the public, mean this will keep on increasing. The Police do not have the backing from the government and so not only do the Public not see us as a legitimate force, but the government have also turned their back on us making us feel isolated and vulnerable."

Neighbourhood Policing Constable, 2 years' service, South East

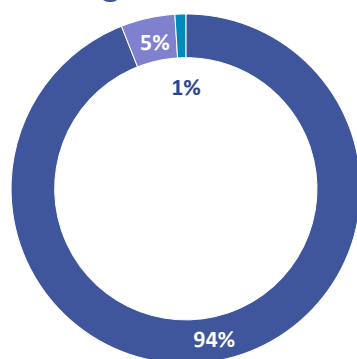
"Feel very undervalued. Work very hard. The job asks a lot from its employees and also a lot from their families. The overtime and changes in duties has a negative effect on my personal life and the tiredness from these changes also has a negative effect on my relationships."

Investigations Constable, 3 years' service, West Midlands

OFFICERS' TREATMENT IN THE POLICE

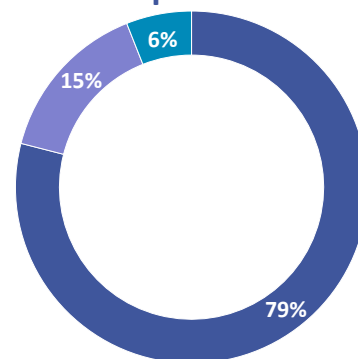
Respondents were asked whether they feel respected by the government and by the public. **More than 9 in 10 respondents (94%) said that they do not feel that members of the Police are respected by the government. This is on par with figures from 2021, when 93% said they do not think the Police are respected by the government.** Additionally, around 4 in 5 respondents (79%) also said that they do not feel members of the Police are respected by the public, compared to 78% in 2021.

Figure 13: I feel that members of the police are respected by the government



■ Disagree ■ Neither Agree nor Disagree ■ Agree

Figure 14: I feel that members of the police are respected by the public



■ Disagree ■ Neither Agree nor Disagree ■ Agree

TRAINING AND DEVELOPMENT

This section reports on key sentiments surrounding officers training and development, looking into satisfaction with promotion opportunities, and professional development. Additional to this are findings related to Professional Development Reviews and applications for promotions.

SATISFACTION WITH TRAINING AND DEVELOPMENT

Officers were asked about their satisfaction with training and development opportunities, and their promotion prospects. Overall, 31% of respondents said that they were 'dissatisfied' or 'very dissatisfied' with their promotion prospects and 37% said they were 'dissatisfied' or 'very dissatisfied' with their opportunities for continuous professional development. 48% were 'dissatisfied' or 'very dissatisfied' with the Professional Development Review process.

Regarding training, 30% of respondents were 'satisfied' or 'very satisfied' with their training opportunities and 29% with the training they are given. Respondents within the 2022 AFCAS Survey²³ were asked how satisfied they are with the training they have received to carry out their current job roles, with more than half (54%) saying that they are satisfied, 13 percentage points higher than the response in this year's Pay and Morale survey.

While not directly comparable to the Pay and Morale survey, 54% of respondents from the 2021 Civil Service People Survey²⁴ agreed that there are opportunities to develop their careers in their organisations and 53% of respondents from the 2021 NHS Staff Survey²⁵ say the same.

This year's and last year's dissatisfaction levels with training and development are outlined in the table below.

| Table 8: Training and development | Proportion of respondents who are 'dissatisfied' or 'very dissatisfied' with... | |
|---|---|------|
| | 2022 | 2021 |
| Professional Development Review (PDR) process | 48% | 49% |
| The training they are given | 41% | 42% |

²³ Armed Forces Continuous Attitudinal Survey (2022). [Data set – non officers] Available at: <https://www.gov.uk/government/statistics/armed-forces-continuous-attitude-survey-2022>

²⁴ Civil Service People Survey (2021). Available at: <https://www.gov.uk/government/statistics/announcements/civil-service-statistics-2021>

²⁵ NHS Staff Survey (2021) [Data set – National Results] Available at: <https://www.nhsstaffsurveys.com/results/>

| | | |
|---|-----|-----|
| Their opportunities for training | 40% | 42% |
| Their opportunities for continuous professional development | 37% | 38% |
| Their promotion prospects | 31% | 34% |

PROFESSIONAL DEVELOPMENT REVIEWS

Overall, 3% of all respondents did not believe that their force had a PDR process, on par with those in 2021 who believed that their force did not have a PDR process (3%).

In addition to this, **71% of respondents said that they have had a PDR this year and 68% of line managers have completed PDRs for all their direct reports.**

Overall, 15% of respondents said that their line manager has made them aware of the Pay Progression Standard (PPS) process and what will be expected of them within this process.

Figure 15: Have you had a PDR in the last 12 months?

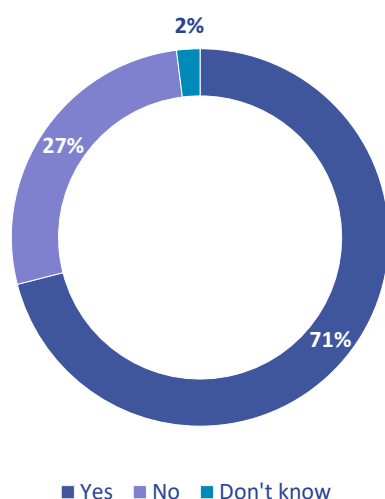
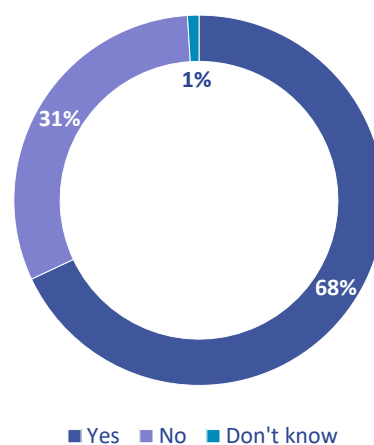


Figure 16: Have you been able to complete a PDR for every officer you line manage in the last 12 months?

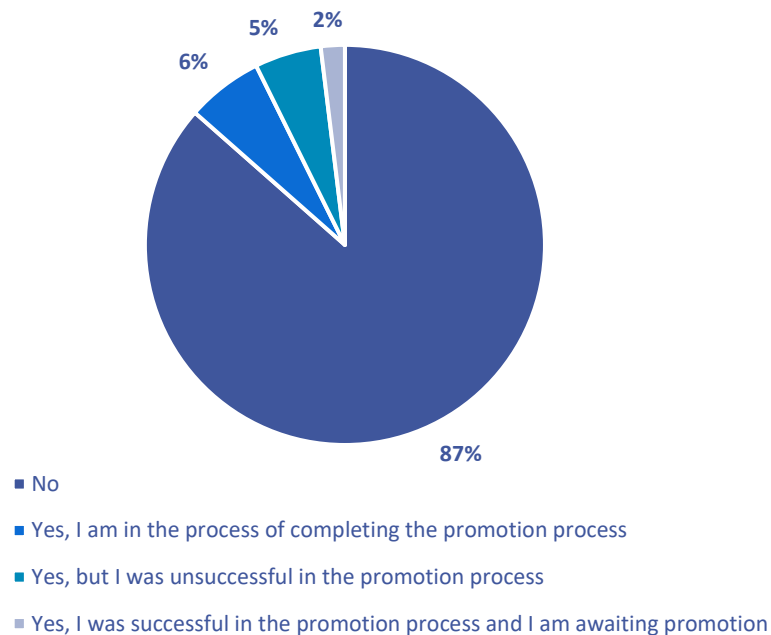
**Only for respondents who are line managers*



13% of respondents said that they have applied for a promotion to the next rank up from the one they are currently in, in the last year. This is four percentage points lower than the

proportion of respondents in 2021 who said that they applied for a promotion in the preceding year (17%). The 13% of respondents who said that they have applied for promotion is comprised of; 2% of respondents who were successful in the promotion process, 5% who were not, and a further 6% of respondents who are in the process of completing the promotion process.

Figure 17: I have applied for a promotion to the next rank up in the last year



INTENTION TO LEAVE

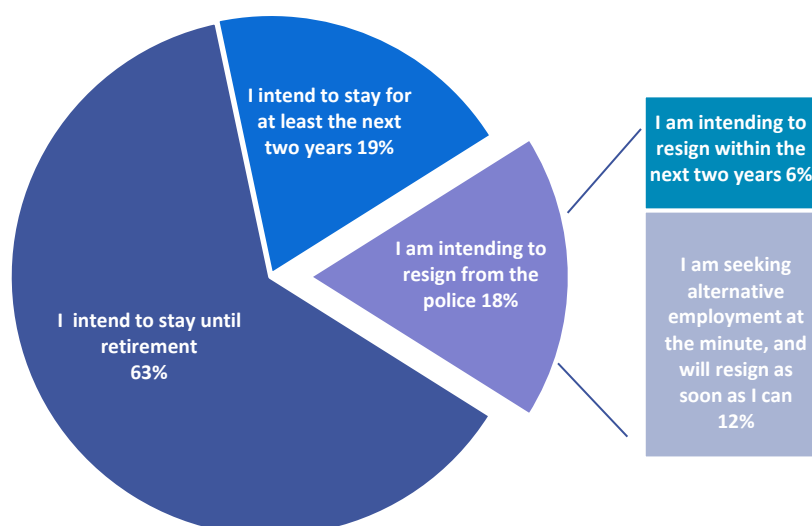
This section covers Police officers' intention to leave the Police service and the reasons behind their intention to leave their job.

OVERALL INTENTION TO LEAVE

This year saw an increase compared to 2021 (12%) in the proportion of respondents who said they are planning to resign from the Police service 'within the next two years' or 'as soon as [they] can' (18%). This is comprised of 12% saying they are 'seeking alternative employment and will resign as soon as [they] can', compared to 8% who selected this response in 2021. Another 6% said that they are planning to 'resign within the next two years', which has not changed from 2021 (5%).

Comparison of 2022 and 2021 figures for reasons given for intending to leave 'within the next two years', or 'as soon as [they] can', are provided in the table below.

Figure 18: Respondents' intentions with regard to staying in or leaving the police service



As a result of the increasing proportion of respondents intending to leave the police, there has been a decrease in the number of respondents who said they 'intend to stay until retirement' (63%). Older respondents aged 41 and over were most likely to say they 'intend to stay until retirement' (68%) compared to those in the 25 and younger age bracket (64%) and those in the 26-40 age bracket (55%).

REASONS FOR INTENDING TO LEAVE THE POLICE SERVICE

Respondents who said that they intend to 'resign within the next two years' or 'as soon as [they] can' were asked what had influenced this. **Personal morale and the way the Police are treated by the government are the reasons respondents were most likely to say had contributed to their intention to leave the Police service.**

84% of respondents who intend to leave the Police said that their morale had a 'major effect' on their intention to leave and 78% said that the treatment of the Police by the government had a 'major effect' on their intention to leave. 77% of respondents said that their pay had a 'major effect' on their intention to leave the Police, and 72% said that the impact of the job on their mental health and wellbeing had a 'major effect' on their intention to leave.

| Table 9: Reasons for intending to leave the Police service ²⁶ | | |
|--|--|------|
| | <i>Has a major effect on my intention to leave</i> | |
| | 2022 | 2021 |
| My morale | 84% | 82% |
| How the Police are treated by the government | 78% | 77% |
| My pay | 77% | 69% |
| The impact of the job on my mental health and wellbeing | 72% | 73% |
| Better job opportunities outside of the Police | 65% | 59% |
| The impact of the job on my physical health and wellbeing | 61% | 64% |
| The impact of the job on my family/personal life | 56% | 56% |

²⁶ Please note – respondents were able to select more than one option to this question and so proportions will not total 100%

Table 9: Reasons for intending to leave the Police service²⁶

| | <i>Has a major effect on my intention to leave</i> | |
|---|--|-------------|
| | 2022 | 2021 |
| How the Police are treated by the public | 52% | 55% |
| My workload and responsibilities | 51% | 48% |
| My pension | 45% | 51% |
| Personal reasons | 9% | 10% |
| I will have reached retirement | 8% | 17% |

Further reasons given for respondents' intention to leave the Police force are included below.

"Complete lack of organisational support - despite them knowing the factors that affect working conditions."

Response Constable, 9 years' service, London

"Cancelled rest days."

Neighbourhood Policing Constable, 6 years' service, Yorkshire and the Humber

"Consistent real term pay cuts."

Operational Support Constable, 15 years' service, London

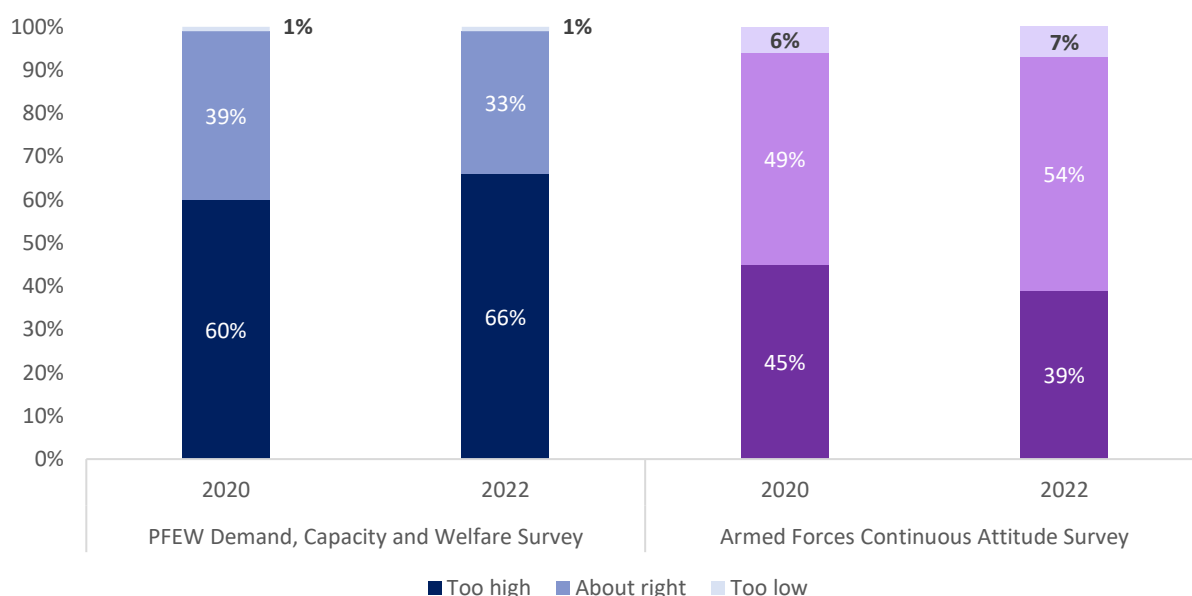
WORKLOAD AND WORKING TIME

This section begins with an overview of perceptions around workload, staffing levels and single-crewing. It then looks further into respondents' break entitlements, paid and unpaid overtime, and the reasons behind the need to work extra hours.

WORKLOAD

When asked about their workload, 66% of respondents said that, over the last 12 months, their workload has been 'too high' or 'much too high'. This represents an increase from 2020, when 60% of respondents said their workload was 'too high' or 'much too high'. The table below shows the proportion of officers who said their workload was 'too low', 'too high' and 'about right', compared to 2020, and the AFCAS Survey in 2020 and 2022²⁷.

Figure 19: How would you rate your workload over the last 12 months?



STAFFING LEVELS

Related to workload, there was also widespread agreement amongst officers that staffing levels are too low to meet the demands on their team or unit. The vast majority of respondents (88%) did not feel that generally they 'have enough officers to manage the

²⁷ Armed Forces Continuous Attitudinal Survey (2022). [Data set – non officers] Available at: <https://www.gov.uk/government/statistics/armed-forces-continuous-attitude-survey-2022>

demands being made on us as a team/unit,' with just 6% in agreement. Further, 86% of respondents also 'disagree' or 'strongly disagree' that the way officer staffing levels are determined is effective. Staffing levels were also frequently mentioned as a key reason for stress, low mood, anxiety and other difficulties with mental health being caused by or made worse by work. A sample of open-text responses detailing this impact are outlined below:

"Staff numbers are still very low, despite the pledge of 'many more'. The public have been completely hoodwinked over staff numbers."

Road Policing Constable, 26 years' service, West Midlands

"The Police force in England and Wales is vastly understaffed in all areas with almost no uptake on numbers coming in."

Investigations Constable, 16 years' service, North East

"This is made worse by the low staffing levels that are seen in every department as well as the increased demand that is also being put on every department."

Response Constable, 1 years' service, South West

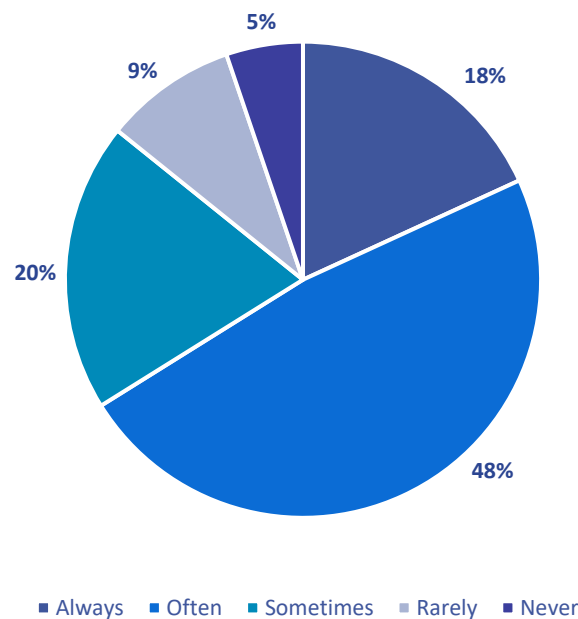
Single-crewing is the deployment of unaccompanied Police officers. Studies have found that, for officers who were 'often' or 'always' single-crewed, the risk of being verbally insulted or threatened is significantly increased.²⁸ Of those surveyed²⁹, 66% said they were 'often' or 'always' single-crewed over the past 12 months. This represents an increase from 2020 where 58% said they were 'always' or 'often' single-crewed. This year 20% said they were 'sometimes' single-crewed, and 14% answered 'rarely' or 'never'.

Please note: When making comparisons with 2020 data, it is important to note the cultural context in which the 2020 data was collected. Due to COVID and the social distancing regulations implemented by the UK government, forces may have changed their normal operational procedures around crewing in order to reduce opportunities for infection between colleagues. It is important to note that these regulations were no longer in place when the data for 2022 was collected.

²⁸ Houdmont.J, Elliott-Davies.M, & Donnelly.J, (2019) Single crewing in English and Welsh policing: frequency and associations with violence towards and injuries in officers, *Policing and Society*, 29:7, 820-833

²⁹ Respondents had the option to indicate that single-crewing was not applicable to them and their role, these responses have been filtered out of the total percentages for this question

Figure 20: Frequency of single-crewing over the past 12 months³⁰



WORKING HOURS

Long working hours and shifts without appropriate breaks have been shown in some cases to lead to increased levels of fatigue, and an increased risk of errors, injuries and accidents.³¹ As such, the HSE recommends that where work is demanding, safety critical, monotonous and/or there is exposure to work-related hazards, then shifts of over eight hours should be avoided.³²

In total, 33% of respondents said that over the last 12 months they have 'often' or 'always' been pressured to work long hours. This proportion is higher than 2020, when 24% of respondents said that they were 'often' or 'always' pressured to work long hours

When asked about their breaks and shift patterns 50% of respondents said they were 'rarely' or 'never' able to take their full rest break entitlement. This compares to 39% of

³⁰ Respondents had the option to indicate that single-crewing was not applicable to them and their role, these responses have been filtered out of the total percentages in the chart above. Note: due to rounding, combining chart figures may result in slightly inaccurate data.

³¹ Health and Safety Executive (2006). *Managing shiftwork* [Report HSG256]. Retrieved 30 November 2020 from <http://www.hse.gov.uk/pUbns/priced/hsg256.pdf>

³² Ibid

respondents in 2020 who said they were 'rarely' or 'never' able to take their full rest break entitlement.

| Table 10: Rest breaks | <i>In the last 12 months, I have...</i> | | | |
|--|---|-----------------------|-----------------------|-----------------------|
| | 2022 | | 2020 ³³ | |
| | % 'often' or 'always' | % 'never' or 'rarely' | % 'often' or 'always' | % 'never' or 'rarely' |
| Been able to take my full rest break entitlement | 28% | 50% | 37% | 39% |

47% of respondents have said they 'always' or 'often' worked more than 48 hours a week over the past 12 months. This is smaller than the proportion of respondents in 2020 who said that over the 12 months preceding the survey, they 'always' or 'often' worked more than 48 hours per week (53%).

In contrast, 6% said they were 'rarely' or 'never' able to take an 11-hour break between shifts. This is on par with last year's results, when 5% of respondents said they were 'rarely' or 'never' able to take an 11-hour break between shifts.

| Table 11: Working hours | 2022 | | 2021 ³⁴ | |
|--|-----------------------|-----------------------|-----------------------|-----------------------|
| | % 'often' or 'always' | % 'never' or 'rarely' | % 'often' or 'always' | % 'never' or 'rarely' |
| Been able to take an 11-hour break in between shifts | 78% | 6% | 81% | 5% |
| Worked more than 48 hours per week | 47% | 22% | 53% | 18% |

³³ Please note: Please note: As previously mentioned, the Demand, Capacity and Welfare survey was combined with the Pay and Morale survey this year. This question was taken from the Demand, Capacity and Welfare survey and so comparisons are made to 2020 when this survey last ran

³⁴ Please note: As previously mentioned, the Demand, Capacity and Welfare survey was combined with the Pay and Morale survey this year. These questions were taken from the Pay and Morale survey and so comparisons are made to 2021 when this survey last ran

92% of respondents said that over the past 12 months they have worked either paid or unpaid overtime. Respondents who said they had worked overtime over the last 12 months were asked for their average overtime hours, during a four-week period they work on average (median)³⁵ 10 hours of paid overtime and five hours of unpaid overtime³⁶.

| Table 12: Paid and unpaid overtime | Average hours spent working overtime (paid and unpaid) |
|--|---|
| Average hours paid overtime (median) | 10 hours |
| Average hours unpaid overtime (median) | 5 hours |

When asked what the most frequent and second most frequent reason for working overtime was, the most common responses were ‘there weren’t enough officers on shift on my team/unit’ (34%) and ‘I wanted to finish my work’ (21%).

The table below shows the percentage of respondents reporting each of these as the main reason for working overtime.

| Table 13: Reasons for working overtime | Proportion of respondents reporting the following as their most frequent reason for working overtime over the past 12 months... |
|--|---|
| There weren't enough officers on shift in my team/unit | 34% |
| There weren't enough officers on shift in another team/unit | 14% |
| There was an emergency situation | 17% |

³⁵ “Average” can refer to one of three statistics: The mean is the numeric average calculated by adding all the data points together and dividing by the number of data point points. Examples a) 10+10+10+10+20+30 / 6 = 15 - the mean is 15. b) 10+20+30=60, then 60 / 4 =15. The mode is whatever data point is most often found within the data set Examples a) 10, 10, 10, 10, 20, 30 - the mode is 10. b) 10, 20, 30 – there is no mode.

The median is calculated by setting out the numbers in ascending order, and finding the number that separates the top half, from the bottom half Examples a) 10, 10, 10, 10, 20, 30, the median is 10. b) 10, 20, 30 the median is 20. The median is a more appropriate measure than the mean when there are extreme outliers. It is often used in salary or pay / conditions analysis for that reason.

³⁶ Please note: these findings relate only to respondents who said that they had worked overtime in the past 12 months.

| Table 13: Reasons for working overtime | <i>Proportion of respondents reporting the following as their most frequent reason for working overtime over the past 12 months...</i> |
|--|--|
| I enjoy my work | 1% |
| I wanted to finish my work | 21% |
| I get rewarded for it (e.g., money, recognition) | 13% |

ANNUAL LEAVE AND REST DAYS

Respondents were asked whether they have been able to take all the annual leave they are entitled to and how many times, in the past 12 months, they had a request for annual leave refused.

Overall, 38% said that they had not been able to take their full annual leave entitlement within the past year and 70% reported having at least one day of annual leave refused in the past 12 months.

Respondents were also asked to indicate how many of their rest days (approximately) had been cancelled over the previous year; with 61% reporting having two or more rest days cancelled in the previous 12 months. This can be compared with the results from the 2020 PFEW Demand, Capacity and Welfare Survey where 54% of respondents indicated having two or more rest days cancelled over the previous year.

SAFETY, VIOLENCE AND PHYSICAL INJURIES

This section outlines key findings in relation to the dangers that officers face in their day-to-day roles and the risks to their safety – including access to protective equipment, and their experience of work-related violence.

VIOLENCE FROM CITIZENS

Verbal and physical violence was assessed by presenting respondents with examples of violence and asking them to indicate the frequency with which they had experienced each in the previous 12 months. This included: verbal insults, verbal threats, spitting assaults, unarmed physical attacks, and attacks with a deadly weapon from members of the public. Findings are presented in the table below, which displays the percentage of those who experience these types of violence once a week or more. The findings are presented beside the figures for 2020 for comparison.

| Table 14: Violence from citizens | <i>Proportion of respondents reporting that they have experienced the following at least once a week over the previous 12 months...</i> | |
|--|---|------|
| | 2022 | 2020 |
| Verbal insults (e.g., swearing, shouting, abuse) | 37% | 29% |
| Verbal threats (e.g. threat of hitting, threat of kicking) | 22% | 17% |
| Spitting assaults (i.e., being deliberately spat upon) | 2% | 2% |
| Unarmed physical attacks (e.g., struggling to get free, wrestling, hitting, kicking) | 11% | 10% |
| Use of a deadly weapon (e.g., stick, bottle, axe, firearm) | 1% | <1% |

ACCESS TO EQUIPMENT (PROTECTION)

Respondents were asked to indicate how regularly they had access to various protective safety measures and equipment. The answer options ranged from 'never' to 'at all times' whilst on duty.

91% of respondents said that they have access to a baton 'at all times' whilst they are on duty. This is compared to 2% of respondents who said they 'never' have access to a baton. Most respondents (90%) said they have access to incapacitant spray 'at all times' whilst they are on duty. This is compared to 3% of respondents who said they 'never' have access to incapacitant spray when they are on duty. Comparisons with access to equipment in 2020 are provided in the table below.

| Table 15: Access to Equipment (Protection) | <i>I have access to the following at all times when on duty...</i> | |
|--|--|------|
| | 2022 | 2020 |
| Double crewing | 25% | 24% |
| Body worn cameras | 81% | 74% |
| Incapacitant spray | 90% | 89% |
| Baton | 91% | 90% |
| Body Armour, including stab vests | 90% | 89% |

Most commonly, 92% and 92% of respondents said that they would like to have access to incapacitant spray and a baton respectively, 'at all times' when on duty.

INJURIES

Overall, 18% of respondents reported that they had suffered one or more injuries that required medical attention as a result of **work-related violence** in the last year. This is on par with the proportion reporting one or more injuries as a result of **work-related violence** in 2020 (16%).

In addition to this, 13% of respondents reported that they had suffered one or more injuries that required medical attention as a result of **work-related accidents** in the last year. Again, this is on par with the proportion reporting 'one or more' injuries as a result of **work-related accidents** in 2020 (11%).

OFFICER SAFETY TRAINING

Respondents were also asked whether their force requires them to undertake Officer Safety Training/Personal Safety Training every year. The vast majority (96%) answered 'yes', with 91% from this group also answering that Officer Safety Training/Personal Safety Training is required as part of their role. The comparison for this year and 2020 is outlined in the table below.

| Table 16: Officer Safety Training | 2022 | 2021 |
|---|------|------|
| Proportion of respondents reporting that their force requires them to undertake Officer Safety Training/Personal Safety Training every year | 91% | 95% |

HEALTH AND WELLBEING

Similarly to previous years, this year's survey asked officers about their sickness, absence and their mental health and wellbeing. Questions around mental health and wellbeing included overall life satisfaction, happiness, anxiety and job-related stress.

OVERALL PHYSICAL HEALTH

When asked about their overall physical health, 73% of respondents told us that their overall physical health was 'good' or 'very good'. This is on par with the proportion of officers who described their physical health as 'good' or 'very good' in 2020 (71%).

Comparison of 2022 and 2020 figures for overall physical health are provided in the table below.

| Table 17: Overall physical health | 2022 | 2020 |
|---|------|------|
| Proportion of respondents reporting that their physical health is 'good' or 'very good' | 73% | 71% |

ABSENCE, PRESENTEEISM, AND LEAVEISM

When asked about absence from work, 59% of respondents reported one or more days of sickness absence and 29% of these respondents indicated that at least one day of their sickness absence was attributable to stress, depression, or anxiety. This compares to 2020, when 48% said they had taken one or more days of sickness, and 32% indicated at least one day of their sickness absence was attributable to stress, depression, or anxiety.

'Presenteeism' is the act of attending work while ill and has been associated with a decline in health (particularly with relation to burnout)³⁷, negative attitudes towards work, and withdrawal³⁸. 'Leaveism' is a term to describe hidden sickness absence and work undertaken

³⁷ Demerouti, E., Le Blanc, P., Bakker, A., Schaufeli, W., & Hox, J. (2009). Present but sick: A three-wave study on job demands, presenteeism, and burnout. *Career Development International*, 14, 50- 68.

³⁸ Lu, L., Lin, H. Y., & Cooper, C. L. (2013). Unhealthy and present: Motives and consequences of the act of presenteeism among Taiwanese employees. *Journal of Occupational Health Psychology*, 18, 406-416.

during rest periods. A core dimension of 'leaveism' includes using allocated time off such as annual leave entitlements to take time off when they are in fact unwell. The proportion of respondents who reported experiencing 'presenteeism' or using annual leave in this manner are presented in the table below, with comparisons to 2020.

| Table 18: Absence and Presenteeism | | <i>Proportion of respondents reporting the following absence behaviour once or more over the previous 12 months...</i> | |
|---|-----------------------------|--|------|
| | | 2022 | 2020 |
| Presenteeism | Due to physical health | 66% | 66% |
| | Due to psychological health | 67% | 66% |
| Using annual leave to take time off due to health | Due to physical health | 33% | 31% |
| | Due to psychological health | 42% | 42% |

MENTAL HEALTH AND WELLBEING

42% of respondents said that they viewed their job as 'very' or 'extremely' stressful. This compares to 33% of respondents in 2020 who said their job is 'very' or 'extremely' stressful. When removing those who were 'very' or 'extremely' stressed outside of work in 2022, this number remains almost the same at 41%. A further 82% of respondents indicated that they had experienced feelings of stress, low mood, anxiety or other difficulties with their health and wellbeing over the last 12 months. This compares to 77% in 2020, representing an increase over the past two years.

| Table 19: Mental health and wellbeing | 2022 | 2020 |
|--|------|------|
| Proportion of respondents reporting that they find their job is 'very' or 'extremely' stressful. | 42% | 33% |

Proportion of respondents reporting that they have experienced feelings of stress, low mood, anxiety, or other difficulties with their health and wellbeing over the last 12 months.

82%

77%

Of those who said they had experienced stress, lower mood, anxiety, or other difficulties with their health and wellbeing, the vast majority (92%) said that this has been made worse by work.

Respondents who said work had affected their mental health and wellbeing were presented with a list of work-related factors which might be negatively impacting this and asked to tick all that apply. The responses are shown in the table below.

Table 20: Reasons for stress, low mood, anxiety and other difficulties ³⁹

Proportion of respondents identifying this as a factor negatively impacting mental health and wellbeing

2022

My workload was too high

60%

I had a poor work/life balance

49%

I was working shifts

38%

I couldn't take leave when I wanted/needed to

36%

There was too much change in our team/unit

28%

Uncertainty regarding my future role or career

27%

³⁹ Please note – respondents were able to select more than one option to this question and so proportions will not total 100%

Table 20: Reasons for stress, low mood, anxiety and other difficulties ³⁹

Proportion of respondents identifying this as a factor negatively impacting mental health and wellbeing

| | 2022 |
|--|------|
| Attending traumatic and/or distressing incidents | 26% |
| My rest days kept being cancelled | 20% |
| I had a poor relationship with my line manager | 16% |
| I was single-crewed too often | 14% |
| My colleagues were unsupportive | 7% |
| I was being discriminated against | 6% |
| I was being bullied/harassed | 5% |
| I was going through disciplinary procedures | 3% |
| I was under investigation by the IOPC | 2% |
| I was placed on UPP (Unsatisfactory Performance and Attendance Procedures) | 1% |

“Lack of job satisfaction, feel trapped in role.”

National Policing Constable, 15 years’ service, North West

“Constantly late off. Instead of 12 hr shifts, they end up being 18 hr ones.”

Public Protection Constable, 15 years’ service, East Midlands

"Lack of development opportunities. Lack of training available...lack of mentoring."

Investigations Constable, 6 years' service, Wales

"General bad feeling towards the Police from outside."

Custody Inspector, 22 years' service, London

ANXIETY, HAPPINESS, LIFE SATISFACTION AND WORTHWHILENESS

Respondents were asked to rate their overall life satisfaction, their anxiety levels, how happy they were, and how far they feel the things they do in their lives are worthwhile. Each of these questions was answered on a scale of 0 to 10, where 0 represented 'not at all' and 10 equated to 'completely.' For example, in regard to anxiety, 0 would represent 'not at all anxious' and 10 equated to 'completely anxious.' Findings are presented below alongside comparator figures from the general population.

These findings show that overall, respondents to the Pay and Morale survey were less likely than members of the general public to be satisfied with their life and more likely to feel anxious the day prior to responding. Pay and Morale respondents were also less likely than the general public to say that they feel the things they do in their life are worthwhile, and less likely to say that they felt happy the day prior to the survey when compared to the general public.

| Table 21: Measurements of wellbeing | Average scores for the following single-item measurements of wellbeing ⁴⁰ | |
|--|--|------------------------------|
| | Pay and Morale 2022 Respondents | General Public ⁴¹ |
| Overall, how satisfied are you with your life nowadays? | 5.2 | 7.5 |
| Overall, to what extent do you feel the things you do in your life are worthwhile? | 6.1 | 7.8 |
| Overall, how happy did you feel yesterday? | 5.6 | 7.4 |
| Overall, how anxious did you feel yesterday? | 4.2 | 3.2 |

⁴⁰ These results reflect the last available data from Q1 2022 (January to March)

⁴¹ Office for National Statistics. (2022). Dataset: Quality of information for quarterly personal well-being estimates [dataset]. Retrieved from:

<https://www.ons.gov.uk/peoplepopulationandcommunity/wellbeing/datasets/qualityofinformationforquarterlypersonalwellbeingestimates>

The Quarterly Personal Wellbeing Estimates asked the same four questions asked within this survey, on a scale of 0 to 10 (*Overall, how satisfied are you with your life nowadays? Overall, to what extent do you feel the things you do in your life are worthwhile?, Overall, how happy did you feel yesterday?, Overall, how anxious did you feel yesterday?*)

MENTAL HEALTH AND WELLBEING SUPPORT SERVICES

Often, mental health services can be grouped into *reactive* and *proactive* services. The primary aim of reactive services is to help those who are already experiencing difficulties with their mental health and wellbeing, while proactive mental health and wellbeing support services aim to help prevent difficulties with mental health and wellbeing from developing. Examples of reactive mental health services include counselling, helpline services and peer support groups, while proactive services might include mindfulness workshops, resilience training, mental health awareness programmes, and access to mental health apps.

When asked whether they were aware of mental health and wellbeing services that their force offers, 75% of respondents reported they were aware of reactive services and 45% reported they were aware of proactive services. This is on par with 2020 when 74% were aware of reactive and 43% were aware of proactive mental health and wellbeing services offered by their respective forces.

| Table 22: Awareness of mental health services | <i>Proportion of respondents reporting that they were aware of...</i> | |
|---|---|------|
| | 2022 | 2020 |
| Reactive services offered by their force to support the mental health and wellbeing of its employees | 75% | 74% |
| Proactive services offered by their force to support the mental health and wellbeing of its employees | 45% | 43% |

CONCLUSION

Overall, satisfaction and morale in the Police is low and most respondents are unhappy with their current pay. There is a sense among the majority of respondents that they are not respected by the government or the public with engagement generally low across the board.

When it comes to promotions, progression and professional development, respondents consistently reported being dissatisfied with opportunities in this area. The majority of respondents felt that the workload was too high and many reported feeling that staffing levels were not where they should be.

Mental health and wellbeing is a significant issue and almost all of those who experience stress, low mood, anxiety or other difficulties identified work as a factor making it worse.

The results from this survey clearly evidence the difficult and potentially harmful conditions in which officers go to work in each day.

NOTE FOR BRANCH BOARDS

Additional findings from the 2022 Pay and Morale survey are available on request from the Research and Policy department. Additional topics include, but are not limited to:

- Contraction of COVID-19 and long COVID
- Organisational attitudes and culture regarding mental health and wellbeing
- Recent changes to the recent changes to the CPS Director's Guidance on Charging (implemented in January 2021) and the impact on officers

The findings of the survey can also be broken down in more detail in terms of different demographic groups, such as rank, role or length of service. However please be aware that we can only go into a certain level of detail with this demographic data in order to preserve respondents' confidentiality.

Branch Boards wishing to obtain further information in a certain area can contact ResearchandDataCollection@polfed.org to discuss their requirements.

All other interested parties should speak to their local Police Federation Branch Board in the first instance.