

# PFEW Pay and Morale Survey 2019 Norfolk Constabulary

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Police Federation of England and Wales

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## EXECUTIVE SUMMARY

- 429 responses were received from Norfolk Constabulary, representing a response rate of around 26% (based on July 2019 Home Office figures of officer headcount).
- 74% of respondents from Norfolk Constabulary said that they are dissatisfied with their overall remuneration (including basic pay and allowances).
- 53% of respondents from Norfolk Constabulary reported worrying about the state of their personal finances every day or almost every day.
- 72% of respondents from Norfolk Constabulary felt that they were worse off financially than they were five years ago.
- 14% of respondents from Norfolk Constabulary reported never or almost never having enough money to cover all their essentials.
- 46% of respondents from Norfolk Constabulary told us that their morale is currently low.
- 75% of respondents from Norfolk Constabulary felt that morale within the force is currently low.
- 57% of respondents from Norfolk Constabulary said that they would not recommend joining the police to others.
- 6% of respondents from Norfolk Constabulary told us that they had an intention to leave the police service either within the next 2 years or as soon as possible.

## INTRODUCTION

The PFEW Pay and Morale Survey obtains federated rank 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 one of the largest annual surveys of police officers conducted within England and Wales and has been conducted each year since 2014.

This report provides a summary of responses to the PFEW Pay and Morale Survey received from respondents within Norfolk Constabulary in 2019. Where appropriate, details of average responses for the police service as a whole are also presented<sup>1</sup>.

## RESPONSE RATE AND RESPONDENTS

429 responses were received from Norfolk Constabulary, representing a response rate of around 26% (based on July 2019 Home Office figures of officer headcount). The national response rate for the 2019 survey was approximately 16% of all federated rank officers in England and Wales. Last year's response rate for Norfolk Constabulary was 27%. Please bear this in mind when making comparisons with last year's findings.

## REPRESENTATIVENESS

In order 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 Norfolk Constabulary), the population size (the total number of federated rank officers in Norfolk Constabulary) 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.

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<sup>1</sup> Data were weighted at a national level on the basis of respondents' force to ensure that each force were proportionally represented within the national sample; no weightings were applied at a force level. More information about weightings can be found in the 2019 headline report R048/2019.

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 4%.

Overall in England and Wales, 934 survey respondents declined to state which force they belonged to. The responses from these officers have been included within the national data but are excluded from force-level analysis.

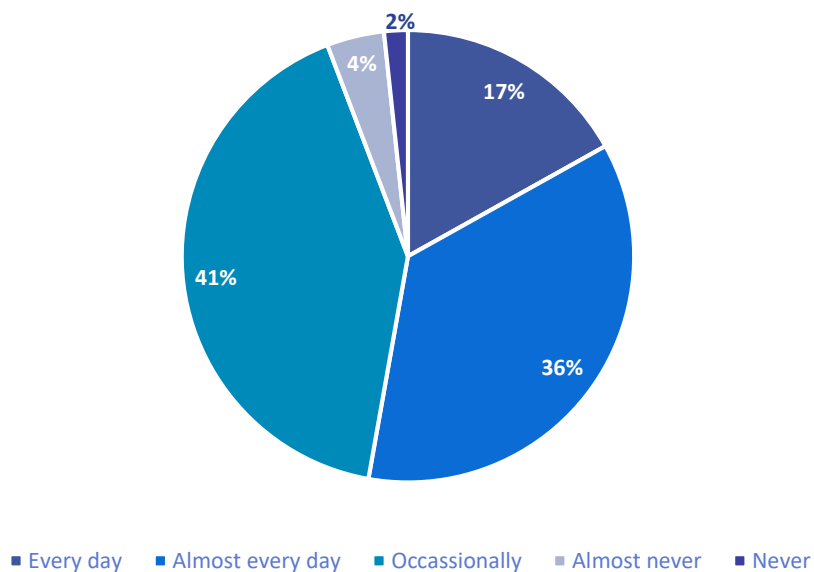
70% of responses from Norfolk Constabulary were received from male officers and 26% of responses were from female officers. 78% of respondents were Constables, 19% were Sergeants, 3% were Inspectors and 1% were Chief Inspectors.

# PAY AND REMUNERATION

## COST OF LIVING

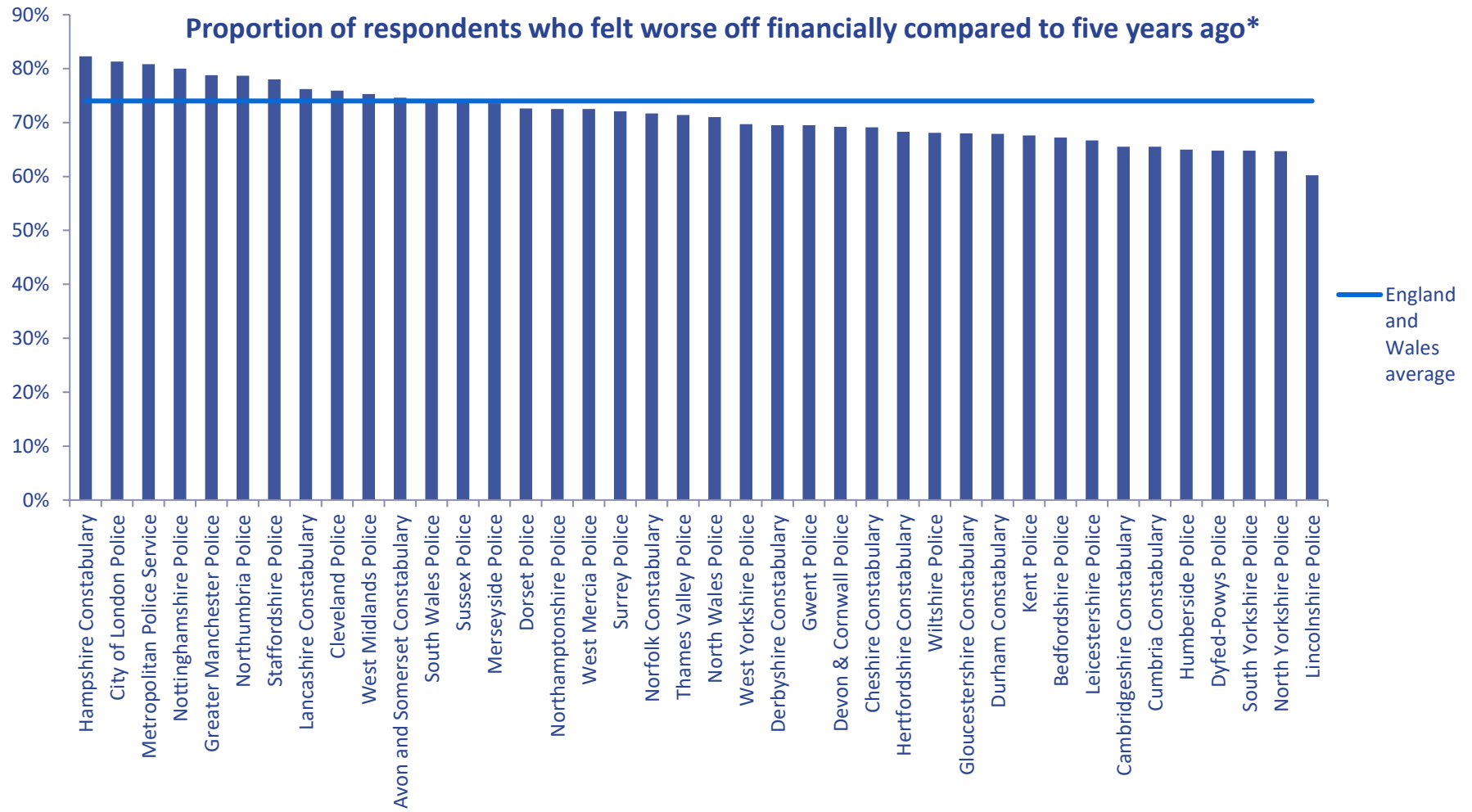
**53% of respondents from Norfolk Constabulary reported worrying about the state of their personal finances every day or almost every day.** This is higher than the national average for England and Wales, where 51% of respondents reported that they worried about their personal finances every day or almost every day.

**How often do you find yourself worrying about the state of your personal finances?**



72% of respondents in Norfolk Constabulary said that they had enough money to cover all of their essentials either every month or almost every month. In contrast, **14% reported never or almost never having enough money to cover their monthly essentials.** Nationally, the proportion of respondents who said they never or almost never had enough money to cover their essentials was 15%.

**72% of respondents from Norfolk Constabulary felt that they were worse off financially than they were five years ago.** This proportion is lower than the equivalent proportion for England and Wales as a whole, where 74% of respondents said that they were worse off financially than five years ago.



\* Responses for Essex, Suffolk and Warwickshire are not listed because the number of responses received within these forces fell below the threshold for force comparisons to be meaningful

## SATISFACTION WITH PAY

**88% of respondents from Norfolk Constabulary told us that they do not feel that they are paid fairly for the stresses and strains they have within their job, and 84% said that they are not fairly paid for the hazards they faced within their role.** Nationally, 91% of respondents said that they were not fairly paid for the stresses and strains of their job and 83% said that they were not fairly paid for the hazards they faced.

Comparison of 2019 and 2018 figures for perceptions of fair pay in Norfolk Constabulary is provided in the table below.

	2019	2018
Do not feel fairly paid for the stresses and strains of their job	88%	87%
Do not feel fairly paid for the hazard faced within their job	84%	80%

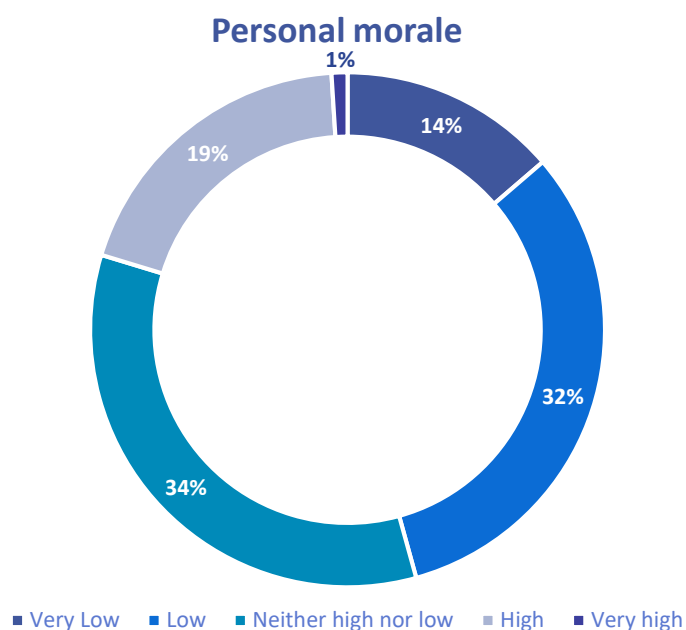
74% of respondents from Norfolk Constabulary said that they are dissatisfied with their overall remuneration (including basic pay and allowances) and 57% said that they are dissatisfied with their pensions. Comparison of 2019 and 2018 figures for pay and remuneration in Norfolk Constabulary is provided in the table below

	2019	2018
Dissatisfied with total remuneration	74%	71%
Dissatisfied with pension	57%	62%



# MORALE

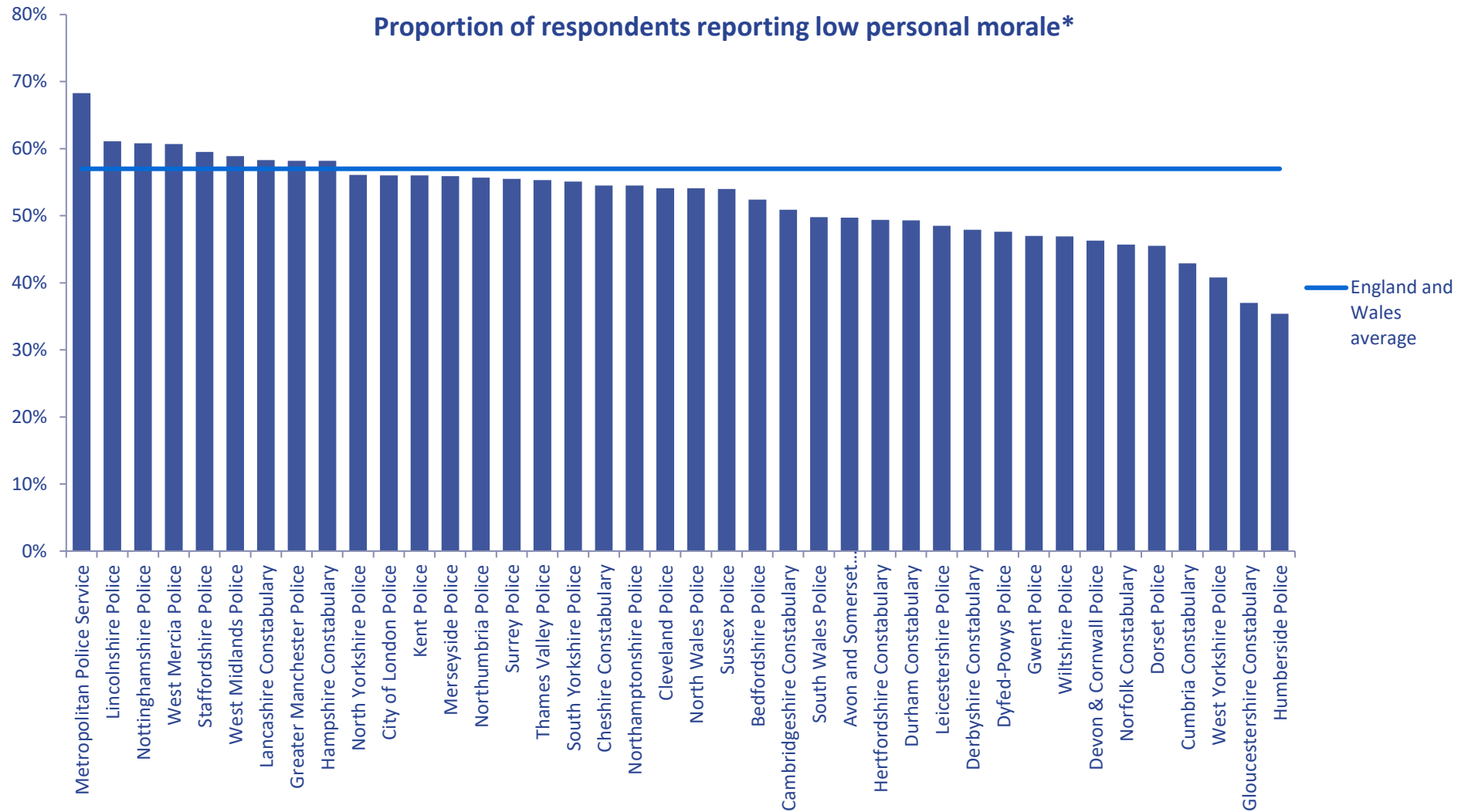
46% of respondents from Norfolk Constabulary told us that their morale is either low or very low. This is smaller than the proportion of respondents in England and Wales who said that their personal morale was either low or very low, which this year was 57%.



75% of respondents from Norfolk Constabulary felt that morale within the force is low or very low. Nationally, 87% of respondents said that morale within their force is low or very low.

Comparison of 2019 and 2018 figures for morale in Norfolk Constabulary are provided in the table below.

	2019	2018
Low or very low personal morale	46%	57%
Low or very low force morale	75%	89%



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## REASONS FOR LOW MORALE

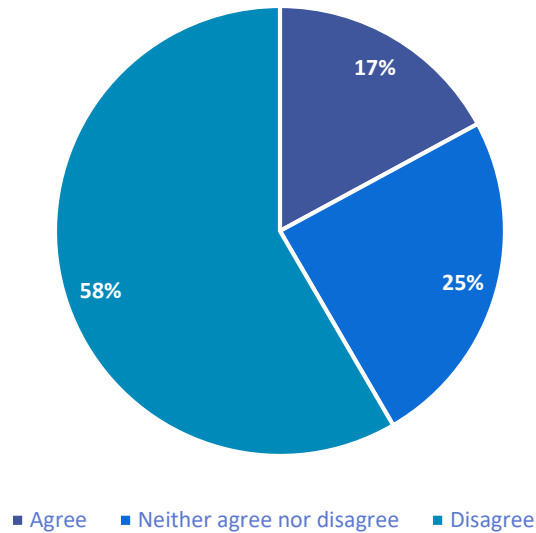
The survey asked respondents about the factors that had a positive or negative effect on their morale, the table below shows the proportion of respondents in Norfolk Constabulary who said a particular factor has had a negative effect upon their morale compared to the national average.

	Negative effect on morale (Norfolk Constabulary)	Negative effect on morale (England and Wales)
Pay and benefits (including pension)	80%	81%
Day-to-day job role	41%	45%
Workload and responsibilities	61%	61%
Work-life balance	63%	62%
Opportunities for development and promotion	38%	45%
Health and wellbeing	54%	58%
How the police as a whole are treated	82%	83%
Treatment by senior managers	28%	41%
Management of change within the police	70%	77%

## ATTITUDES TOWARDS THE POLICE

58% of respondents from Norfolk Constabulary said that they did not feel valued within the police. This compares to 65% of respondents in England and Wales as a whole.

### I feel valued in the police service

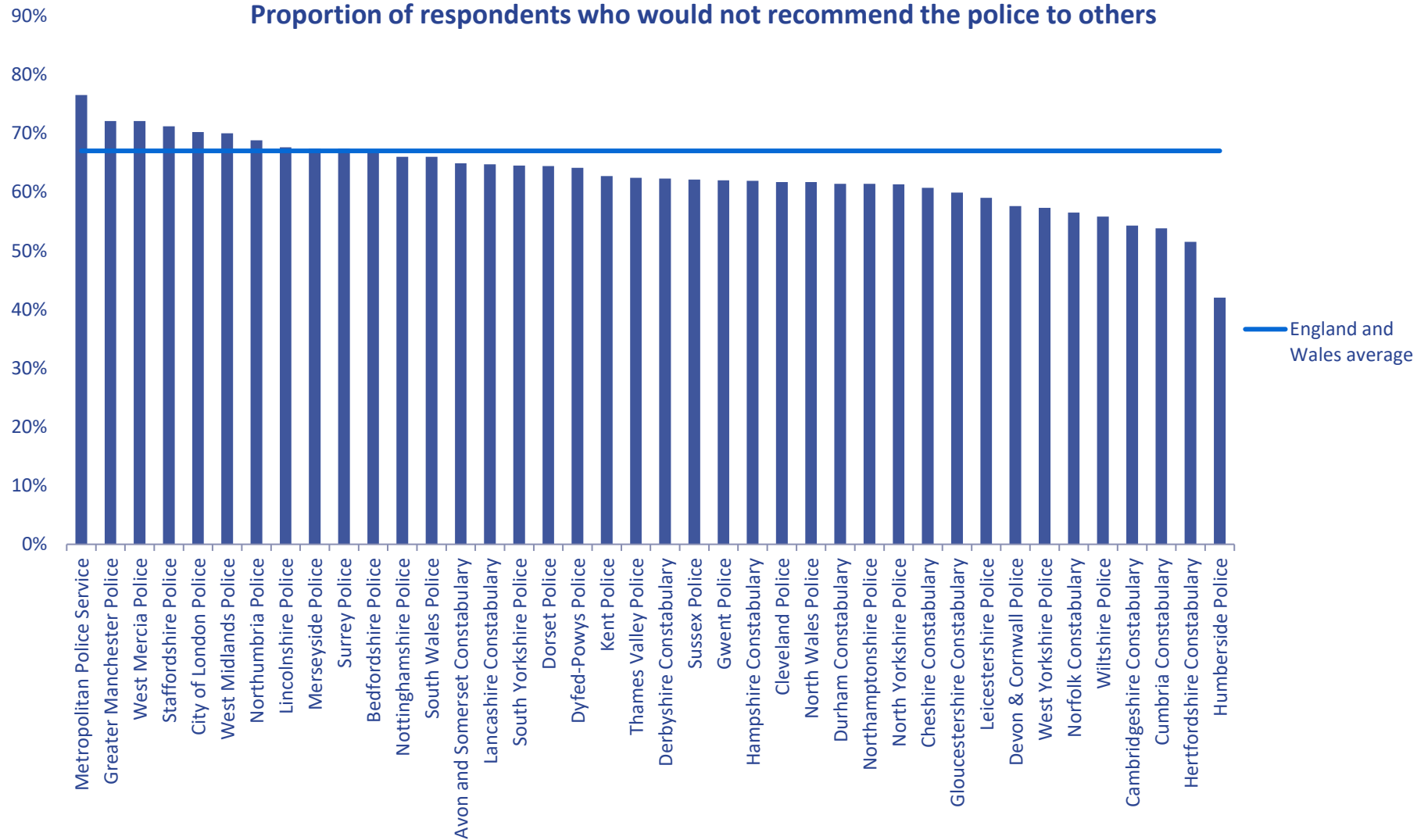


**57% of respondents from Norfolk Constabulary said that they would not recommend joining the police to others.** This is lower than the national average, in England and Wales as a whole 67% of respondents said that they would not recommend joining the police.

Comparison of the 2019 and 2018 figures for attitudes towards the police in Norfolk Constabulary are provided in the table below.

	2019	2018
I would not recommend joining the police to others	57%	66%
I do not feel valued in the police	58%	66%

## Proportion of respondents who would not recommend the police to others



\* Responses for Essex, Suffolk and Warwickshire are not listed because the number of responses received within these forces fell below the threshold for force comparisons to be meaningful

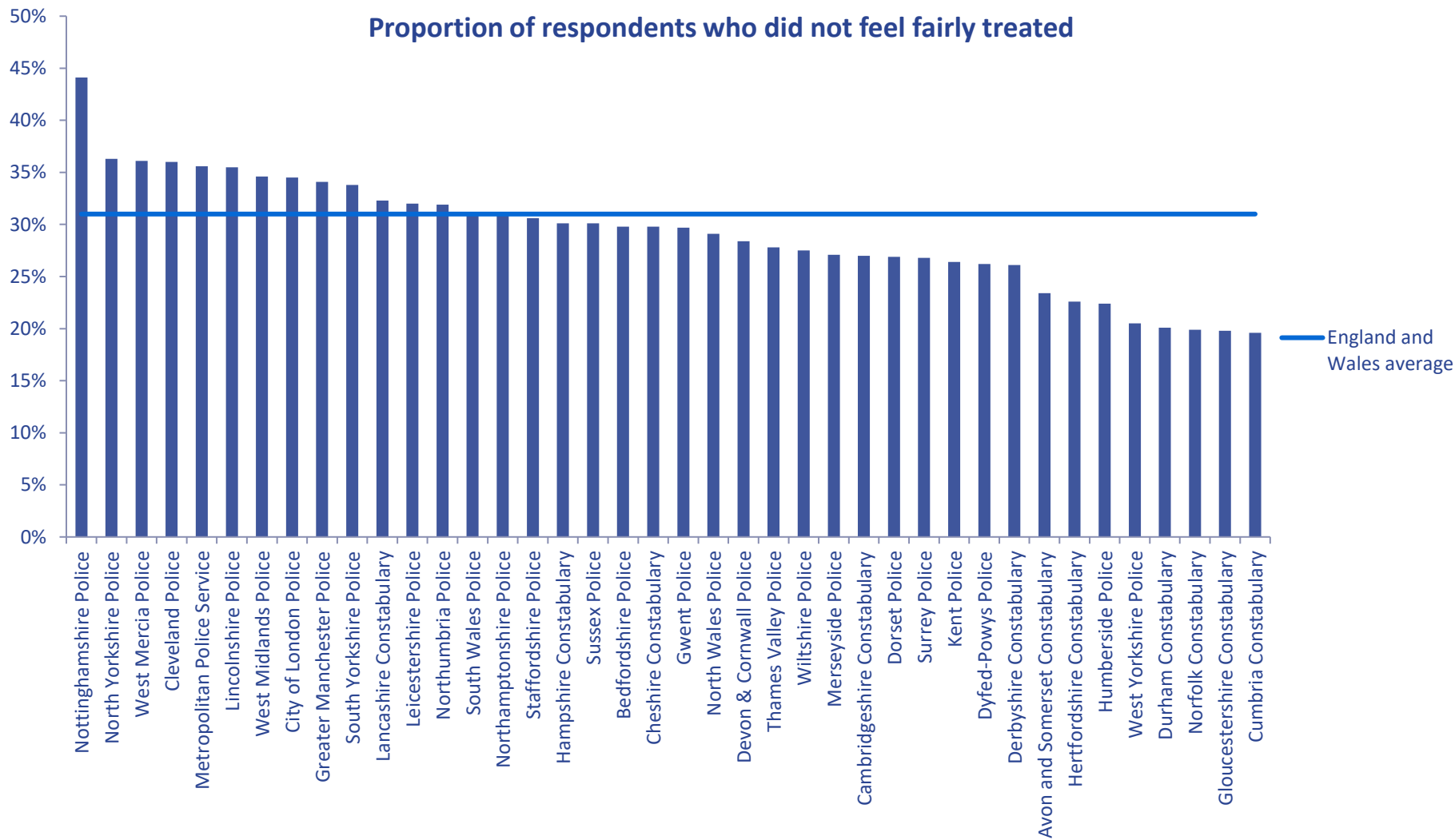
## FAIR TREATMENT

**20% of respondents from Norfolk Constabulary said that they are not treated fairly** compared to 47% of respondents from Norfolk Constabulary who feel that they are treated fairly. Respondents in Norfolk Constabulary were more likely to say that they are treated fairly compared to England and Wales as a whole, where 38% said that they are treated fairly.

In addition, 42% of respondents from Norfolk Constabulary told us that the people they worked with are fairly treated. At a national level, 34% of respondents felt that the people they worked with are fairly treated.

Comparison of 2019 and 2018 figures for fairness in Norfolk Constabulary are provided below.

	2019		2018	
	Disagree	Agree	Disagree	Agree
I am treated fairly	20%	47%	31%	37%
The people I work with are treated fairly	24%	42%	35%	30%

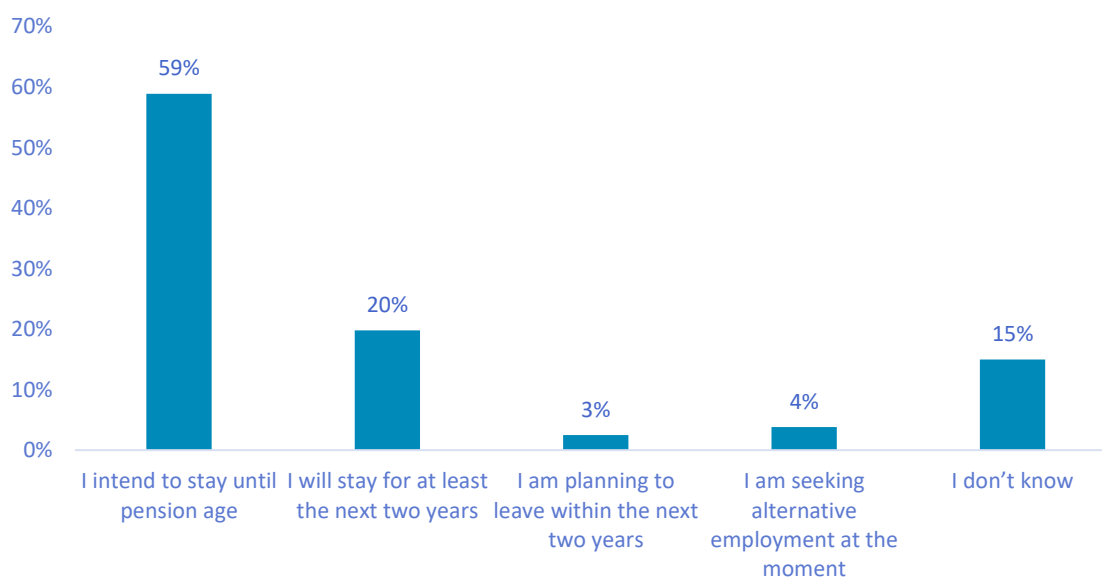


\* Responses for Essex, Suffolk and Warwickshire are not listed because the number of responses received within these forces fell below the threshold for force comparisons to be meaningful

## INTENTION TO LEAVE

**6% of respondents from Norfolk Constabulary told us that they had an intention to leave the police service either within the next 2 years or as soon as possible.** In comparison, in England and Wales as a whole 11% of respondents said that they intended to leave either as soon as possible or within the next two years.

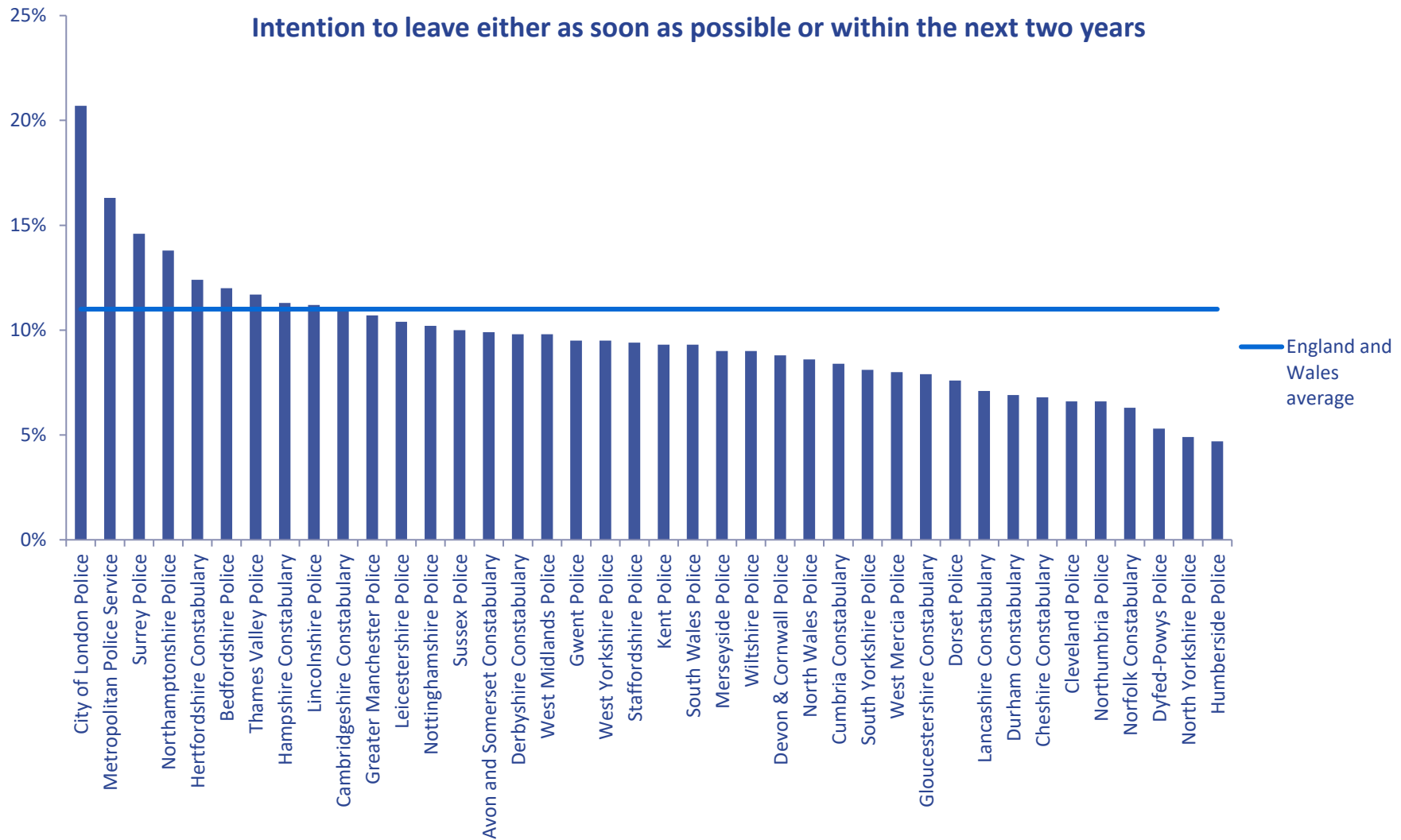
**Intention to stay in or to leave the police service**



Comparison of 2019 and 2018 figures for intention to leave within the next 2 years or as soon as possible in Norfolk Constabulary are provided in the table below.

	2019	2018
<b>Intention to leave the police service within the next 2 years or as soon as possible</b>	<b>6%</b>	<b>8%</b>





\* Responses for Essex, Suffolk and Warwickshire are not listed because the number of responses received within these forces fell below the threshold for force comparisons to be meaningful

## REASONS FOR INTENDING TO LEAVE THE POLICE SERVICE

Respondents who had said they intended to leave were asked to indicate the reasons behind this intention. The table below shows the proportion of respondents in Norfolk Constabulary who said that a particular factor has had a major effect on their intention to leave, compared to the national average.

Please be aware that respondents were able to choose more than one option therefore the figures provide below will not add up to 100%.

Factor	Major effect on intention to leave (Norfolk Constabulary)	Major effect on intention to leave (England and Wales)
The impact of your job on your family/personal life	56%	60%
Your morale	80%	79%
Your opportunities for development and promotion	44%	42%
Your pay and benefits	60%	73%
Better job opportunities outside of the Police	36%	58%
The impact of the job on your health and wellbeing	76%	71%
Dissatisfaction with your day-to-day job role	56%	44%
Your workload and responsibilities	56%	48%
How the police as a whole are treated	60%	68%
Your treatment by senior managers	20%	38%

## **NOTE FOR BRANCH BOARDS**

Additional findings from the 2019 Pay and Morale survey are available on request from the Research and Policy department. Additional topics include, but are not limited to:

- Reasons for not applying for promotion
- Satisfaction with training and development
- Engagement (including pride in the police)
- Perceptions of fair pay (e.g. in relation to the hazards or stresses on the job)

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](mailto:ResearchandDataCollection@polfed.org) to discuss their requirements. The Research and Policy Department only has one member of staff responsible for these data requests therefore please bear this in mind in terms of turnaround times and the amount of data you request.

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