



Research and Policy Support Report
R035/2016

PFEW Pay and Morale Survey 2016 North Wales Police October 2016

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INTRODUCTION

This note provides a summary of responses to the PFEW Pay and Morale Survey received from respondents from North Wales Police in 2016.

Where appropriate, details of average responses for the police service as a whole are also presented, as well as a ranking of North Wales Police compared to other forces. Where rankings are provided, a ranking of 1 represents the force with the highest percentage of respondents expressing a particular attitude or intention, and a ranking of 42 represents the force with the lowest percentage of respondents expressing a particular attitude or intention¹. One force was excluded from this ranking because the sample size was considered too low to be representative of the force as a whole (<200 responses). Please be aware that the actual differences between individual rank positions may be quite small and, if used, should be interpreted cautiously.

Graphical summaries are also presented which compare the proportion of respondents expressing a particular attitude or intention in each force to the average for the service as a whole. These graphical summaries indicate either 1) that a force has the same proportion of respondents expressing a particular attitude as the national average or lower; 2) that the force has a higher proportion of respondents expressing a particular attitude than the national average; or 3) that the proportion of respondents expressing a particular attitude in a force is 10% or more higher than the national average.

RESPONSE RATE AND RESPONDENTS

544 responses were received from North Wales Police, representing a response rate of around 38% (based on March 2016 Home Office figures of officer headcount). The national response rate for the 2016 survey was 35%. Last year's response rate for North Wales Police was 31%. Please bear this in mind when making comparisons with last year's findings.

Overall 2% of respondents to the survey 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.

73.8% of responses from North Wales Police were received from male officers and 26.2% of responses were from female officers. 74.2% of respondents were Constables, 18.2% were Sergeants and 7.6% were Inspectors or Chief Inspectors.

¹ Rankings have been determined at two decimal places.

MORALE

48.8% of respondents from North Wales Police told us that their morale is currently low.

Nationally, the proportion of respondents reporting low personal morale ranges from 72.0% at the top ranking force to 41.9% at the bottom ranking force. In terms of the proportion of respondents with low morale, North Wales Police ranks 35 out of 42, meaning that, compared to North Wales Police, there are 7 forces with a smaller proportion of respondents reporting low morale.

81.4% of respondents from North Wales Police felt that morale within the force is currently low.

Across England and Wales as a whole, the proportion of respondents reporting low force morale ranges from 98.8% at the top ranking force to 74.1% at the bottom ranking force. In terms of the proportion of respondents reporting low force morale, North Wales Police ranks 32 out of 42 forces, meaning that there are 10 forces with a smaller proportion of respondents who feel that morale within their force is low.

Comparison of 2016 and 2015 figures for morale in North Wales Police are provided in the table below.

	2016	2015
Low personal morale	48.8%	63.0%
Low force morale	81.4%	82.0%

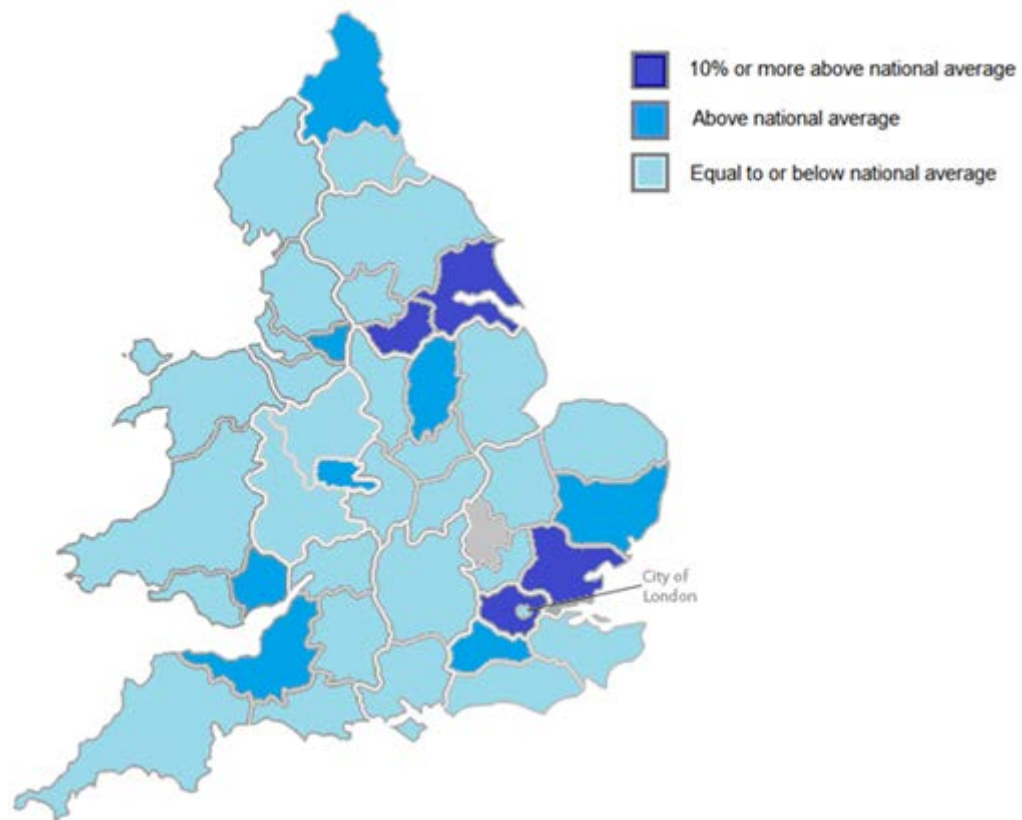
The proportion of respondents in the police service as a whole who said that their morale is low was 55.9%; this compares to 70.1% of respondents to the PFEW Pay and Morale survey in 2016; the proportion of respondents reporting low morale in 2016 was significant smaller than in 2015².

The proportion of respondents in the service as a whole who said that morale in their force was low was 89.5%; in 2015, this proportion was 94.6%. Again the difference between 2016 and 2015 was statistically significant³.

² Z= 40.1, p < 0.001

³ Z=25.2, p < 0.001

Proportion of respondents reporting low personal morale compared to national average in 2016



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 North Wales Police who said a particular factor has had a negative effect upon their morale compared to the national average.

Factor	Negative effect on morale (North Wales Police)	Negative effect on morale (England and Wales)
Pay and benefits (including pension)	69.2%	70.9%
Day-to-day job role	33.3%	39.9%
Workload and responsibilities	43.1%	52.4%
Work-life balance	56.2%	58.2%
Opportunities for development and promotion	37.6%	49.9%
Health and wellbeing	50.2%	54.3%
How the police as a whole are treated	80.4%	84.2%
Treatment by senior managers	35.0%	42.1%

ATTITUDES TOWARDS THE POLICE

60.0% of respondents from North Wales Police said that they would not recommend joining the police to others.

Nationally, the proportion of respondents who said that they would not recommend joining the police to others ranges from 78.6% in the top ranking force to 55.4% in the bottom ranking force. Compared to the other forces in England and Wales, North Wales Police ranks 38 out of 42; there are therefore 4 forces with a smaller proportion of respondents who say that they would not recommend joining the police to others.

60.3% of respondents from North Wales Police said that they did not feel valued within the police.

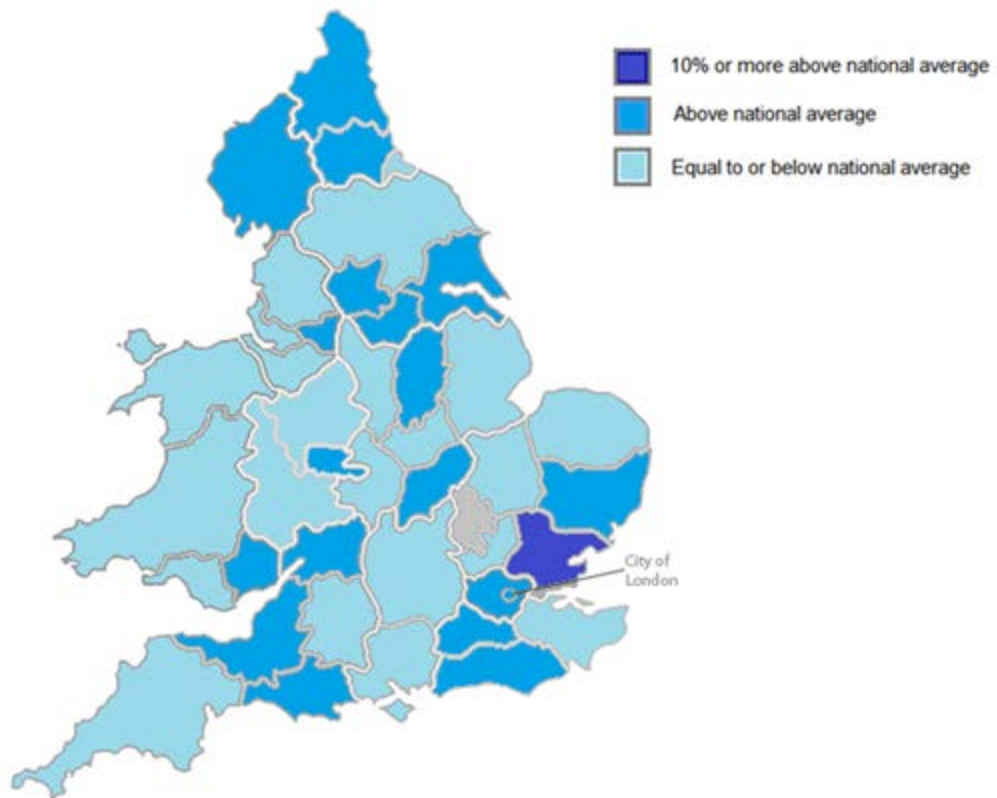
The proportion of respondents who did not feel valued ranges from 79.2% in the top ranking force to 53.1% in the bottom ranking force. In terms of the proportion of respondents who did not feel valued within the police, North Wales Police ranks 32 out of 42; there are 10 forces with a smaller proportion of respondents who did not feel valued.

	2016	2015
I would not recommend joining the police to others	60.0%	66.3%
I do not feel valued in the police	60.3%	57.1%

For the service as a whole, the proportion of respondents in 2016 who said that they would not recommend joining the police to others was 69.9%. In 2015, 76.3% of respondents said that they would not recommend joining the police. The difference between 2016 and 2015 is statistically significant⁴.

Across the police service as a whole, 67.3% of respondents said that they did not feel valued; compared to 74.7% of respondents in last year's survey. A significantly smaller proportion of respondents did not feel valued this year compared to 2015⁵.

Proportion of respondents who would not recommend the police to others compared to national average in 2016



⁴ Z = 19.6, p < 0.001

⁵ Z = 22.1, p < 0.001

INTENTION TO LEAVE

7.7% of respondents from North Wales Police told us that they intend to leave the police service within two years. A further 16.8% of respondents said that they currently do not know what their intentions are with regards to staying in or leaving the police.

The proportion of respondents who planned to leave the police ranged from 21.5% at the top ranking force to 4.5% at the bottom ranking force. In terms of the proportion of respondents intending to leave, North Wales Police ranks 33 out of 42 forces, meaning that there are 9 forces with a smaller proportion of respondents intending to leave within two years.

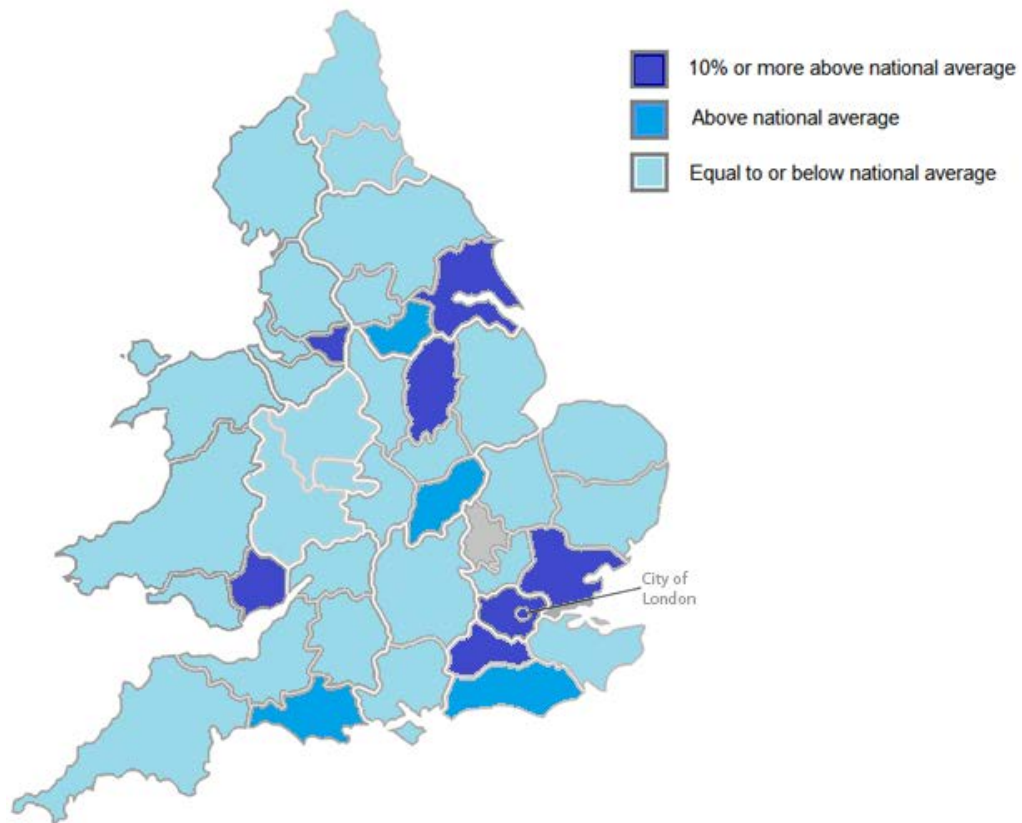
Comparison of 2016 and 2015 figures for intention to leave in North Wales Police are provided in the table below.

	2016	2015
Intend to leave the police within two years	7.7%	10.7%

For the service as a whole, 11.8% of respondents planned to leave the police service within two years; in 2015, 15.6% of respondents said that they intended to leave within two years. A significantly smaller proportion of respondents intended to leave the police service in 2015 compared to 2016⁶.

⁶ Z = 15.2, p < 0.001

Proportion of respondents intending to leave the police within two years compared to national average in 2016



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 North Wales Police 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 (North Wales Police)	Major effect on intention to leave (England and Wales)
The impact of your job on your family/personal life	60.5%	57.2%
Your morale	84.2%	81.7%
Your opportunities for development and promotion	37.8%	49.1%
Your pay and benefits	56.8%	67.6%
Better job opportunities outside of the Police	48.6%	59.2%
The impact of the job on your health and wellbeing	64.9%	69.4%
Dissatisfaction with your day-to-day job role	34.2%	43.6%
Your workload and responsibilities	35.1%	41.8%
How the police as a whole are treated	71.1%	77.6%
Your treatment by senior managers	34.2%	43.7%

PAY AND BENEFITS

70.7% of respondents from North Wales Police told us that they do not feel that they are paid fairly for the responsibilities they have within their job.

Across England and Wales, the proportion of respondents who feel that they are not paid fairly for their responsibilities ranges from 80.8% at the top ranking force to 63.0% at the bottom ranking force. North Wales Police ranks 34 out of 42 forces; there are 8 forces with a smaller proportion of respondents who say that they are not fairly paid for the responsibilities within their job.

60.8% of respondents from North Wales Police said that they are dissatisfied with their overall remuneration (including basic pay and allowances) and 68.2% said that they are dissatisfied with their pensions.

Nationally, The proportion of respondents who are dissatisfied with their overall remuneration ranges from 74.2% at the top ranking force to 50.9% at the bottom ranking force. In terms of respondents reporting dissatisfaction with their remuneration, North Wales Police ranks 30 out of 42 forces, meaning that there are 12 forces with a smaller proportion of respondents who are dissatisfied with their remuneration.

Pension dissatisfaction ranges from 71.5% at the top ranking force to 55.5% at the bottom ranking force. North Wales Police ranks 13 out of 42 forces for this indicator; therefore there are 29 forces with a smaller proportion of respondents who are dissatisfied with their pension.

	2016	2015
Do not feel fairly paid for the responsibilities within their job	70.7%	69.4%
Dissatisfied with total remuneration	60.8%	56.9%
Dissatisfied with pension	68.2%	66.3%

Nationally, 74.4% of respondents said that they were not paid fairly for the responsibilities they have within their job; this proportion was 70.3% in 2015. A significantly larger proportion of respondents said that they were not paid fairly for their responsibilities this year compared to last year⁷.

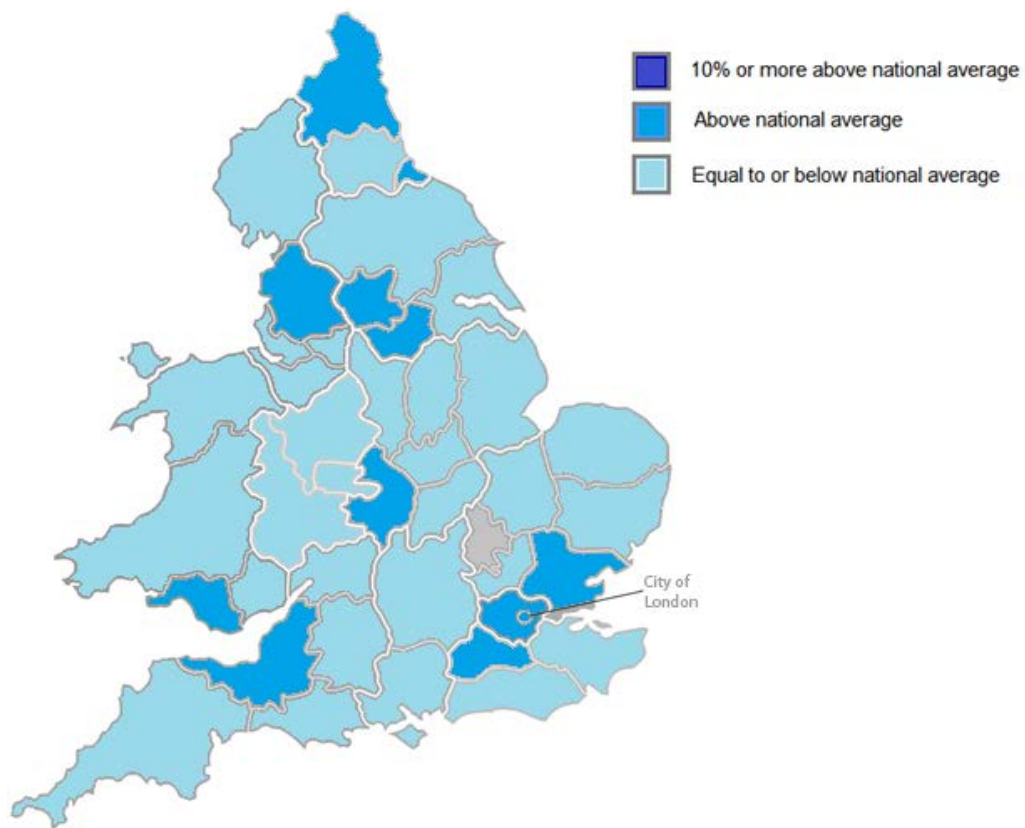
The proportion of respondents across the police service as a whole who were dissatisfied with their remuneration was 66.7%; this compares to 62.7% in 2015. The difference between

⁷ Z=12.5, p < 0.001

the proportion of respondents who were dissatisfied with their overall remuneration in 2016 and 2015 was statistically significant⁸.

Across England and Wales, the proportion of respondents who were dissatisfied with their pension in 2016 was 66.6%; this proportion was 68.9% in 2015. A significantly smaller proportion of respondents were dissatisfied with their pension this year compared to last year⁹.

Proportion of respondents who do not feel fairly paid for the responsibilities within their job compared to national average in 2016



⁸ Z = 11.4, p < 0.001

⁹ Z = 6.7 p < 0.001

NOTE FOR JBBs

Additional findings from the 2016 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, shift patterns and working hours
- Engagement (including pride in the police)
- Perceptions of fair treatment
- Perceptions of fair pay (e.g. in relation to the hazards or stresses on the job)
- Impact of recent changes to pay and conditions on morale

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.

JBBs wishing to obtain further information in a certain area can contact Dr Fran Boag-Munroe (fran.boagmunroe@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 JBB in the first instance.