

Pay and Morale Survey 2022 - Technical Report December 2022

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Purpose of the Technical Annex

The Technical Annex is an accompanying report to this year's Pay and Morale headline report; the Technical Annex may also be used to further understanding of other Pay and Morale reports, such as those for individual forces. This report contains information on the methodology of the Pay and Morale survey, such as preparation of data, as well as further detail on analysis and benchmarking of data.

Background to the 2022 Pay and Morale survey

The PFEW Pay and Morale Survey obtains federated rank members' views on their current pay and conditions, as well as 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.

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 years¹. Combining these two surveys into one allows members' views to be collected and presented in a more streamlined manner.

Key areas the 2022 Pay and Morale survey focused on

The 2022 Pay and Morale survey focusses on the topic areas set out below:

Attitudes Towards Pay and Allowances

Findings covered officers' views on the fairness of their pay considering their experience, the hazards of the job and the stresses of the job. Respondents are also asked about their attitudes towards any regional or role specific allowances they may receive; for example, London or South East Allowance, Critical Skills Payments or Dog Handlers Allowance.

Cost of Living

Findings cover respondents' salary, particularly whether this has allowed them to cover their essentials each month, whether they feel worse off compared to previous years and how often respondents worry about their finances. This topic area also considers reasons for rising cost of living and whether they have sought advice or financial support in the last year.

Attitudes Towards Pension

Respondents were asked about what pension scheme they are in. Additionally, respondents were asked what their intentions are with opting out of, or staying in their pension scheme and the reasons for this. More broadly, respondents were asked what effect their pension has on their intention to remain in, or leave the police service.

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>

**Morale,
Engagement and
Reasons for
Leaving**

Findings cover officers' own morale and their perceptions of morale across their force and the service as a whole, as well as pride in being part of the police service, and attachment to the police. Respondents were also asked how fairly they feel they have been treated and what their intentions were with regard to staying in or leaving the police service, as well as factors affecting their decision.

**Training,
Development and
Promotion**

Respondents were asked about their satisfaction with training opportunities and the promotion process as well as satisfaction with Continuous Professional Development (CPD). Respondents who did not apply for promotion were asked to indicate their reasons for not applying for promotion. Respondents were also asked about factors related to the Pay Progression Standard (PPS) process, including whether they had been made aware of the PPS by their line manager, and whether they have had a Professional Development Review (PDR) in the last 12 months.

**Workload and
Working Time**

Respondents were asked about their workload and staffing levels; for example, whether they felt their workload had been too high, too low or about right in the preceding 12 months. In addition, respondents were asked about their working time including how often they have been able to take their full rest break entitlement, and how often they have worked more than 48 hours per week in the last year.

**Role and Working
Arrangements**

Respondents were asked about their wider working arrangements such as overtime and reasons given for working overtime. Respondents were also asked about how frequently they were singlecrewed in the preceding 12 months, and how satisfied there are with their job.

**Annual Leave,
Breaks and Rest
Days**

Findings include officers' ability to take annual leave, reasons for being unable to take leave, cancellation of rest days, and access to rest breaks.

**Officer Safety and
Injuries**

Findings cover exposure to violent victimisation by the public, access to equipment (e.g. TASER), and injuries sustained in the line of duty.

**Health and
Wellbeing**

Respondents' overall mental health and wellbeing was profiled using a range of questions. Findings cover physical health, stress, anxiety, mental health and overall life satisfaction. Respondents were also asked a range of questions about the mental health and wellbeing support they have access to via their forces, as well as attitudes towards mental health and wellbeing within the police service.

Uses of the survey data

The 2022 Pay and Morale survey is used as crucial evidence to support PFEW's ongoing national pay campaign in calling for fairer remuneration for police officers and in fighting for a fairer pay system. These data provide an insight into officers' attitudes towards their pay and conditions across England and Wales as well as whether pay and conditions are consistent with attracting and retaining sufficient personnel in the service, their capability, and the extent to which personnel are motivated. Data also facilitate greater understanding of the impact of recent reform to officers' pay and conditions and allows comparison of members' current experiences and attitudes against previous survey findings.

Distribution of the survey

The Pay and Morale survey is distributed as an online survey to all PFEW members via PFEW's National Member Database (NMDB). The link to the survey may also be distributed by PFEW Branches and at no time is placed in the public domain. This ensures the responses received are only from police officers. Prior to this process, the data processing for the survey was reviewed and approved by the PFEW Data Officer in line with the General Data Protection Regulations.

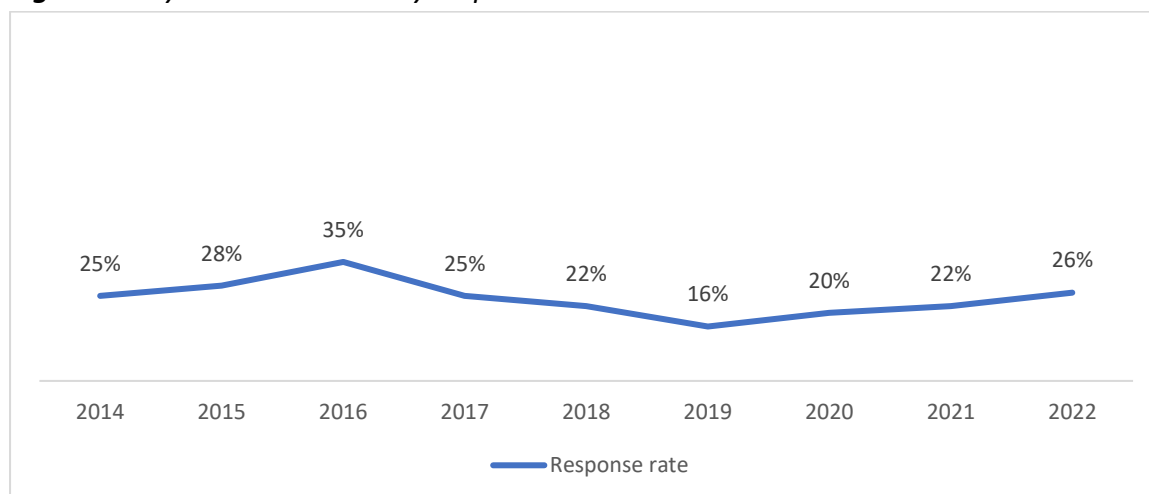
Respondents and Representativeness

Respondents and response rate

This year's survey was open from the 5th September to the 17th October 2022. During that time we had responses from 36,685 officers, which were reduced to 36,669 after data cleansing (please see Appendix A for more information on exclusion criteria). The response rate for the Pay and Morale Survey 2022 was therefore approximately 26% of all federated rank officers in England and Wales. The response rate is comparable to previous years with the exception of 2019². The slight increase in response rate this year compared to 2021 and 2020, is likely to be the result of the current cost of living crisis, with an increased number of officers keen to have their say on their pay and conditions.

² This was due to the cyberattack in March 2019 meaning we were unable to make use of PFEW's National Member Database to distribute the 2019 survey.

Figure 1. Pay and Morale survey response rate since 2014³



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 England and Wales), the population size (the total number of federated rank officers in England and Wales) and the confidence level.⁴

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.⁵ The margin of error for the 2022 headline report has been calculated, and at a 95% confidence level, this report has a <1% margin of error.

³ The 2016 response rate is likely higher than in other years as this was the first year the Pay and Morale survey was circulated using the National Member Database (NMDB) allowing the survey to be disseminated further. The 2019 response rate is lower than in other years due to two major cyber attacks affecting PFEW in March 2019. This meant the Pay and Morale survey could not be disseminated using the National Member Database, therefore affecting the number of members reached.

⁴ A 95% confidence level is the generally accepted academic standard and means that you would expect to get the same results 95% of the time.

⁵ The generally accepted academic standard is a 5% (or less) margin of error with a 95% confidence level.

Demographics

This year, 31% of respondents to the survey were female, 69% were male, and the average 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 policing population as a whole.

Table 1. Demographics of Pay and Morale respondents compared to federated officers in England and Wales as a whole

	Pay and Morale 2022 Survey Respondents	Federated officers in England and Wales ⁶
Male	70%	66%
Female	30%	34%
Black, Asian, Mixed or Other Ethnic Minority	6%	8%
White	94%	92%
Constables	75%	80%
Sergeants	17%	15%
Inspector	6%	4%
Chief Inspector	1%	1%

⁶ 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>

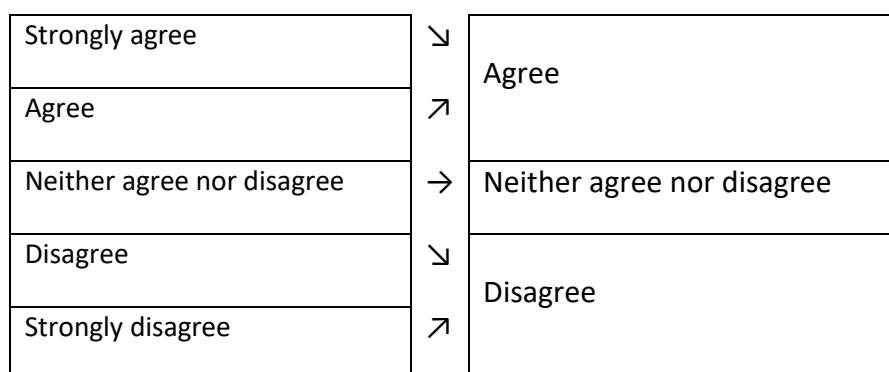
Analytical approach

Weighting

Survey response rates across the 43 forces in England and Wales ranged from 5% to 58%. Because of this notable difference between response rates, the data were weighted on the basis of respondents' force⁷. This allowed us to correct for any imbalances in the data and to ensure that each force is proportionally represented within the national sample.

Grouping and aggregation of response options

For ease of interpretation, the results to some questions have been aggregated into higher order answers. For example, where respondents are given a five-point scale, such as level of agreement (i.e. Strongly agree/Agree/Neither agree nor disagree/Disagree/Strongly disagree), this may be aggregated and reported on as a three-point scale (Agree/Neither agree nor disagree/Disagree) to indicate the *overall* agreement/disagreement rather than the *strength* of agreement/disagreement. This is achieved by aggregating the responses for strongly agree and agree, and similarly for those for reporting strongly disagree and disagree (please see diagram below).



Where data are available, comparisons between years (2022 with both 2021 and 2020) will also be presented. However, please note that any and all differences have not been tested to assess whether they are statistically significant,⁸ as such, these differences are reported for guidance only and must be treated with caution.

Benchmarking

To provide further context for the findings presented in this report, the results from the PFEW survey may be compared with other large-scale public surveys from 2022 where available and appropriate, such as: the Armed Forces Continuous Attitude Survey and the Opinions and

⁷ 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.

⁸ As all the data are derived from samples of the population, rather than the whole population, percentage figures calculated are strictly speaking estimates, rather than exact measures. This means that every figure has a margin of error associated with it. Hence percentage differences between small samples may be due to the sample, rather than to actual differences.

Lifestyle Survey conducted by the Office for National Statistics (ONS). An example of Pay and Morale survey topics which are comparable with other UK surveys can be found in the table below.

Table 2. An example of Pay and Morale Survey topics which can be compared with staff surveys from other public section organisations

Pay and Morale Survey Topic	Can be benchmarked against comparable items in:			
	AFCAS Survey ⁹	Civil Service People Survey ¹⁰	NHS Staff Survey ¹¹	The ONS Opinions and Lifestyle Survey
Personal morale	X			
Whole organisation morale	X			
Proud to be in the organisation	X	X	X	
Feel valued in the organisation	X			
Recommend joining the organisation to others	X	X	X	
Intention to leave the organisation	X			
Satisfaction with pay and benefits	X	X	X	
Cost of living				X ¹²
Satisfaction with training and development	X	X	X	
Fair treatment by the organisation	X	X		
Overall job satisfaction	X			
Work demands	X		X	
Overall life satisfaction	X	X		X ¹³

⁹ Armed Forces Continuous Attitudinal Survey (2022). Available at: <https://www.gov.uk/government/statistics/armed-forces-continuous-attitude-survey-2022>

¹⁰ Civil Service People Survey (2021). Available at: <https://www.gov.uk/government/statistics/announcements/civil-service-statistics-2021>

¹¹ NHS Staff Survey (2021) [Data set – National Results] Available at: <https://www.nhsstaffsurveys.com/results/>

¹² Office for National Statistics. (2022). Cost of living data available at: [Impact of increased cost of living on adults across Great Britain - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/economy/inflationandcosts/articles/impactofincreasedcostoflivingonadultsacrossgreatbritain)

¹³ Office for National Statistics. (2022). Dataset: Quality of information for quarterly personal well-being estimates [dataset]. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/wellbeing/datasets/qualityofinformationforquarterlypersonalwellbeingestimates>

Happiness ratings	X	X	X
Anxiety ratings	X	X	X
Physical health		X	

Appendix A – Exclusion criteria

Cases were excluded from the 2022 Pay and Morale data set where the respondent:

- a. Did not provide response to the question “Are you a serving police officer,” or provided a negative response.
- b. Indicated that they were younger than 18 when they joined the service.
- c. Indicated that they were younger than 18 when they started their current role.