Detectives Survey 2017 Wiltshire Police November 2017

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INTRODUCTION

This report provides a summary of responses to the PFEW National Detectives Survey received from respondents in Wiltshire Police in 2017.

Some of the questions asked in this year's survey were the same as in the 2015 National Detectives Survey; this allowed us to monitor any changes since the last time the survey was conducted. Other questions were new to 2017, to be able to look in more detail at the context in which detectives are currently working.

Where appropriate, details of average responses for the police service as a whole are also presented, differences between the national and local responses have not been tested statistically and therefore any differences reported are for guidance only and must be treated with caution.

RESPONSE RATE AND RESPONDENTS

The National Detectives Survey 2017 opened on 1st September 2017 and closed on 24th September 2017. During this time, detective officers were invited to attend via the Police Federation's National Membership Database, as well as via local Joint Branch Boards and the National Detectives Forum mailing list.

39 responses were received from detectives in Wiltshire Police. There is still no accepted measure of the total number of detectives in England and Wales. It is therefore not possible to calculate a definitive response rate for the survey as a proportion of the total number of detectives. However, for comparison the number of responses received within Wiltshire Police was lower than when this survey was last conducted in 2015, when 43 responses were received.

IMPACT OF SERVICE CUTS

36% of respondents within Wiltshire Police said that service cuts have had a major impact on their morale; this was lower than the national average, where 56% detectives said that service cuts have had a major impact upon their morale.

In addition, **10% of respondents within Wiltshire Police said service cuts have had a major impact upon their physical health and wellbeing, whilst 15% said that service cuts have had a major impact upon their mental health and wellbeing**. For comparison, in England

and Wales as whole 27% of detectives said that service cuts have had a major impact on their physical health and wellbeing and also on their mental health and wellbeing.

How, if at all, have service cuts affected…	No impact	Minor impact	Moderate impact	Major impact
Your morale	8%	21%	36%	36%
Your physical health and wellbeing	18%	31%	41%	10%
Your mental health and wellbeing	18%	36%	31%	15%

33% of respondents in Wiltshire Police said that service cuts have substantially increased their overall workload; 36% said that service cuts have substantially increased how fatigued they feel; and 36% said that service cuts have substantially increased how stressful they find their jobs. Comparison of these proportions in Wiltshire Police to England and Wales as a whole can be found in the table below.

	Wiltshire Police	**England and Wales**
Your overall workload	33% substantially increased (54% slightly increased)	62% substantially increased (32% slightly increased)
How fatigued you feel	36% substantially increased (51% slightly increased)	53% substantially increased (38% slightly increased)
How stressful you find your job	36% substantially increased (46% slightly increased)	49% substantially increased (41% slightly increased)

WORKLOAD AND JOB DEMANDS

62% of respondents in Wiltshire Police said that their workload in the last 12 months was either too high or much too high. This is lower than the national average - in England and Wales as a whole, 76% of respondents said that their workload had been too high or much too high in the last 12 months.

44% of respondents in Wiltshire Police said that their workload enabled them to provide the service needed to victims either most or all of the time; this compares to 27% of detectives in England and Wales as a whole. **The proportion of respondents in Wiltshire Police who said that their workload enabled them to provide the service needed to victims either most or all of the time has increased since 2015** when 35% of respondents felt that they could provide the service needed either most or all of the time.
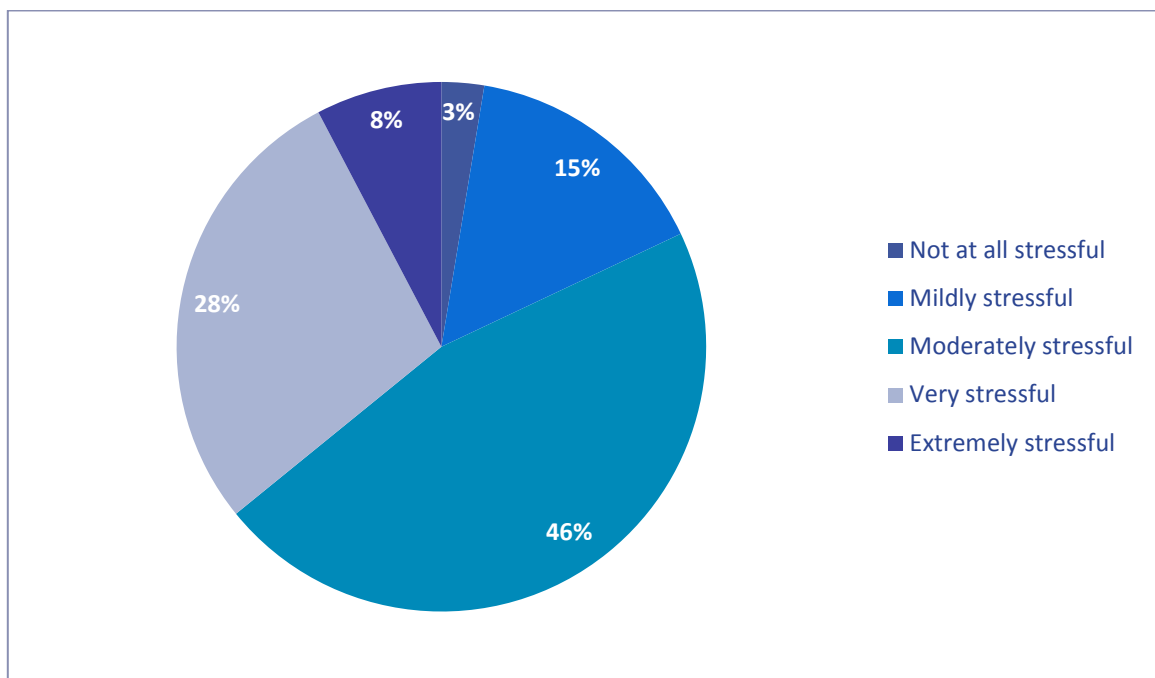
In addition, 31% of respondents in Wiltshire Police said that their workload enabled them to provide the service needed to witnesses either most or all of the time, in comparison to 22% of detectives in England and Wales overall. **The proportion of respondents in Wiltshire Police who said that their workload enabled them to provide the service needed to witnesses either most or all of the time has decreased since 2015**, when 44% of respondents felt that they could provide the service needed either most or all of the time.

Does your workload enable you to provide the service needed to…?	Never	Sometimes	Most or all of the time
Victims	3%	54%	44%
Witnesses	5%	64%	31%

JOB RELATED STRESS

In Wiltshire Police, **39% of respondents said that they felt emotionally drained from work either most or all of the time**. Nationally, this proportion was 48%. The proportion of respondents in Wiltshire Police who said that they had felt emotionally drained from work either most or all of the time has decreased since 2015, when 44% of respondents said that they felt emotionally drained from work.

36% of respondents in Wiltshire Police said that their job was either very or extremely stressful. This is the proportion of respondents who, in effect, report a non-diagnostic case of work-related stress within Wiltshire Police.

In England and Wales as a whole 48% of detectives reported a case of work-related stress. Therefore **the proportion of respondents in Wiltshire Police who reported a case of work-related stress was lower than the national average**. The reasons given by respondents in Wiltshire Police for why they found their job stressful are presented below.

My job is stressful because...	Proportion agreeing or strongly agreeing in Wiltshire Police	Proportion agreeing or strongly agreeing in England and Wales
There are high levels of personal responsibility	95%	93%
There aren't enough officers in my team/unit	74%	86%
I feel like the general public and partner agencies often have unrealistic expectations	87%	82%
The nature of my work is high-risk	80%	80%
I have a high workload	64%	80%
There is frequent organisational change	77%	79%
My work is emotionally demanding	69%	71%
I don't have enough time to be able to do my job to a standard of which I can be proud	51%	70%
I am unable to meet all the conflicting demands on my time at work	59%	69%
I am exposed to traumatic or distressing incidents and material	62%	64%
I frequently have unrealistic time pressures	46%	61%
There aren't enough opportunities for professional development	44%	57%
I frequently have unachievable deadlines	33%	57%
I am often pressured to work long hours	39%	51%
My work-life balance is poor	39%	43%
I don't feel like I have enough support from management	28%	40%

ABSENCE AND ABSENCE BEHAVIOURS

Presenteeism refers to a person attending work despite feeling that they should have taken sick leave due to their physical or mental health and wellbeing. **In Wiltshire Police, 64% of respondents reported at least one instance of presenteeism associated with their physical health and wellbeing** in the last 12 months; **59% of respondents reported at least one instance of presenteeism associated with their mental health and wellbeing**.

Leaveism refers to a person taking annual leave or rest days rather than sick leave for their physical or mental health and wellbeing. In the last year, **24% of respondents in Wiltshire Police reported at least one instance of leaveism associated with their physical health and wellbeing**, whilst **31% of respondents in Wiltshire Police reported at least one instance of leaveism associated with their mental health and wellbeing.**

Finally, **31% of respondents in Wiltshire Police said that they had taken sickness absence due to their physical health and wellbeing** in the last 12 months. In addition, **23% of respondents said that they had taken sickness absence due to their mental health and wellbeing**.

Comparison of the proportions of respondents reporting presenteeism, leaveism and sickness absence in Wiltshire Police with England and Wales as a whole can be found in the table below.

At least one instance of…	Wiltshire Police		England and Wales	
	Physical health and wellbeing	**Mental health and wellbeing**	**Physical health and wellbeing**	**Mental health and wellbeing**
Presenteeism	64%	59%	71%	54%
Leaveism	24%	31%	42%	33%
Sickness absence	31%	23%	35%	14%

VIEWS ABOUT THE JOB

82% of respondents in Wiltshire Police felt that the role of the detective was seen as less valuable to the force than it used to be. This compares with 85% of detectives in England and Wales as a whole who said that they felt the role of the detective was now less valuable.

Respondents in Wiltshire Police were less likely to be dissatisfied than satisfied with their jobs, with **18% of respondents saying that they were dissatisfied and 56% of respondents saying that they were satisfied**. In comparison, 36% of detectives in England and Wales as a whole said that they were dissatisfied with their jobs, whilst 45% of respondents said that they were satisfied.

In addition, **the proportion of respondents in Wiltshire Police who said that they were dissatisfied with their job has decreased since 2015**, when 26% of respondents reported job dissatisfaction.
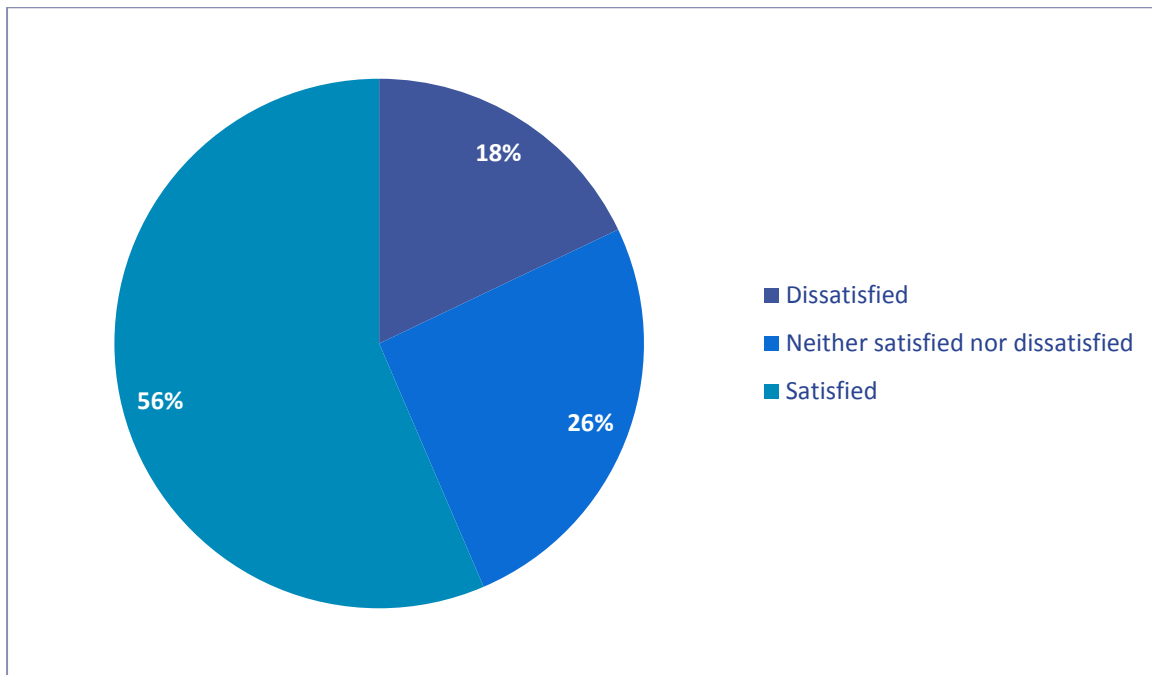
TRAINING AND CONTINUOUS PROFESSIONAL DEVELOPMENT

39% of respondents in Wiltshire Police said that they had difficulties securing specific training opportunities. This has decreased since 2015, when 40% of respondents in Wiltshire Police reported difficulties securing specific training opportunities.

The proportion of respondents in Wiltshire Police who said that they had difficulties securing training opportunities is lower than the national average, where this year 51% of detectives said that they had difficulties securing training.

In addition, **51% of respondents in Wiltshire Police said that they were rarely given enough time to stay up-to-date with the latest developments in their area of work**. This compares to 56% of respondents in England and Wales as a whole. This proportion is lower than in 2015, when 67% of respondents in Wiltshire Police said that they rarely had enough time to keep up-to-date with the latest developments.

Are you given enough time to stay up-to-date with the latest developments in your area of work?	Wiltshire Police	England and Wales
Rarely	51%	56%
Sometimes	44%	41%
Always	5%	4%

A list of reasons why respondents in Wiltshire Police said that they were not able to stay up-to-date with the latest developments in their field can been found in the table below.

It is difficult to stay up-to-date with the latest developments in my field because…	Wiltshire Police	England and Wales
I have too many competing priorities	67%	79%
There is no time set aside by my management for study	74%	76%
There are not enough officers to cover my day-to-day work for me to attend relevant training	72%	76%
My workload is too high	62%	76%

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I have too many other commitments	67%	75%
The online learning package provided by NCALT is poorly delivered	69%	73%
There are not enough formal training days	82%	72%
I am too tired at the end of the day	69%	71%
Access to knowledge management systems that help communicate new developments is poor	39%	51%
There is a lack of training staff	44%	46%
There is no appropriate training available	44%	44%

ATTRACTION AND RETENTION

31% of respondents in Wiltshire Police said that they would not change their career path, whilst 21% couldn't think of any job they would prefer. 10% of respondents said that they would like to change their posting but remain a police officer.

In comparison, 5% of respondents in Wiltshire Police said that they would like to change jobs and stop being a police officer, 26% said that they would take any other job but with similar earnings and benefits, and 8% would quit immediately if they could find something else to do.

The proportion of respondents in Wiltshire Police who said that they would quit immediately if they could find something else to do has increased since 2015, when 7% of respondents said that they would quit immediately if they could.

	Wiltshire Police	England and Wales
I would not change my career path	31%	22%
I can't think of any job I would prefer	21%	14%
I would like to change my posting but remain a police officer	10%	14%
I would like to change my job and stop being a police officer	5%	14%
I would take almost any other job with similar earnings and benefits	26%	26%
I would quit immediately if I could find something else to do	8%	10%
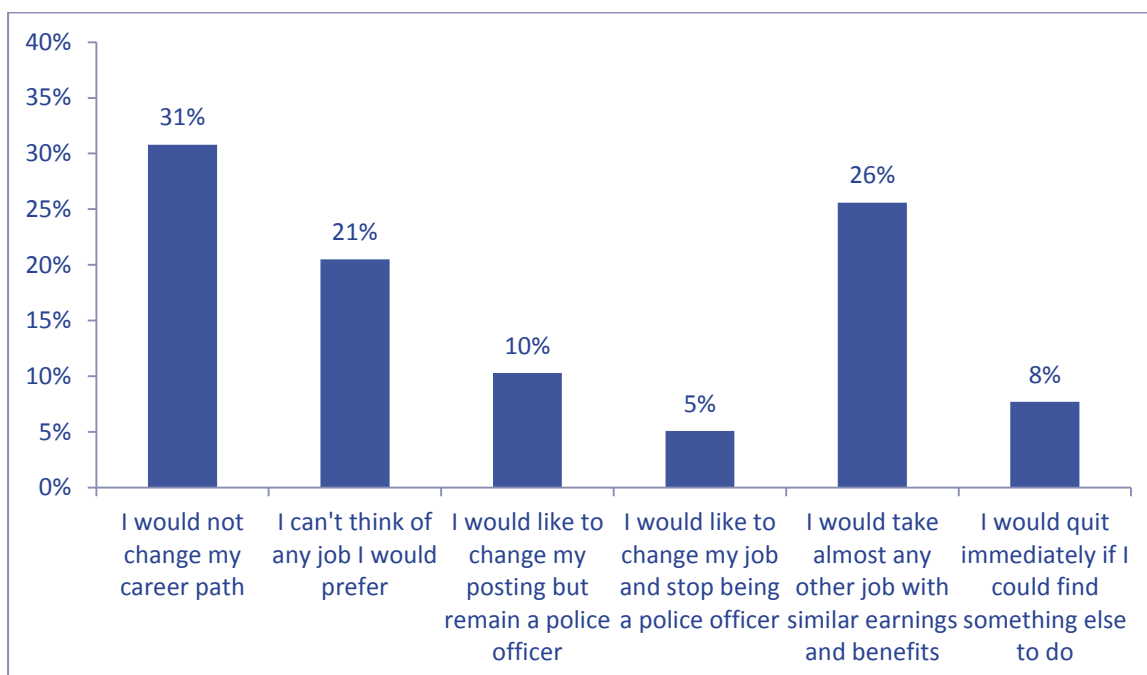
Finally, respondents were asked their reasons for becoming a detective in the first place. A list of reasons why respondents in Wiltshire Police said that they wanted to become a detective can be found in the table below.

I became a detective because, in comparison to other roles available to me,…	Wiltshire Police	England and Wales
I thought it would give me the opportunity to investigate more serious and complex crime	100%	97%
I thought it would give me more opportunity to develop new skills and knowledge	97%	97%
I thought the work would be more interesting	95%	94%
I was attracted to the variety of work	85%	91%
I wanted a more specialist role	82%	86%
I saw it as the next step in my career	92%	84%
I thought it would give me more opportunity to see individual jobs/cases through from start to finish	82%	84%
I thought it would provide me with greater ability to secure convictions for criminals	67%	74%
I thought it would provide me with greater ability to ensure justice for victims	69%	69%
I wanted to move out of uniform	59%	47%
I thought it would give me more opportunities for advancement/promotion	32%	42%
I thought it would give me a better shift pattern	21%	30%
It was the reason I joined the police service in the first place	31%	29%
I thought it would give me a better work-life balance	18%	29%
I thought it would give me better working hours	10%	26%
I thought it would give me more flexibility for childcare	10%	12%