

# Inspecting Ranks Survey Key Findings December 2024

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## Key findings at a glance

- 4,306 total responses were received, resulting in 4,170 workable responses after data cleansing. This represents a 48% response rate based on the total number of federated Inspectors and Chief Inspectors from the police workforce statistics published by the Home Office<sup>1</sup>.
- 60% of respondents are dissatisfied with their basic pay, with dissatisfaction higher among Chief Inspectors (70%) than Inspectors (57%).
- 81% of respondents expressed dissatisfaction with their allowances, with dissatisfaction highest in roles like Road Policing (87%) and Investigations (85%).
- 78% of respondents are dissatisfied with their overall remuneration, with dissatisfaction higher among Chief Inspectors (84%) than Inspectors (77%) and highest in the Midlands (84%).
- 85% of respondents disagreed with the lack of additional payment for working on public holidays, with a higher proportion of disagreement amongst roles such as the Central Communications Unit (91%) and Custody (90%).
- 65% of respondents disagreed with not receiving extra pay when required to work in another force area (i.e. mutual aid), with highest disagreement seen in roles like Operational Support (75%) and Neighbourhood Policing (72%).
- 80% of respondents prefer a choice between financial compensation or a rest day in lieu for having to work on a rest day; only 16% preferred financial compensation only.
- During a four week period, 67% of respondents reported working an extra 0-20 hours above 40 hours per week (or above their agreed part time hours), while 23% work an extra 21-40 hours.
- Detectives are more likely to work 21-40 extra hours (28%) above 40 hours per week (or above their agreed part time hours) compared to non-Detectives (20%).
- During a four week period, 74% of respondents perform 0-4 days of duties above their rank, with Chief Inspectors more likely to work 5-9 days in these duties (21%) than Inspectors (10%).

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<sup>1</sup> Police Workforce Open Data Tables, March 2024. Accessed: [Police workforce open data tables - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/datasets/police-workforce-open-data-tables)

- 93% of respondents feel that members in Inspecting ranks working full time should be entitled to a rostered shift pattern within Police Regulations, with Inspectors more likely to agree compared to Chief Inspectors (95% vs. 86%).
- 41% of respondents rate their knowledge of police regulations as “Poor” or “Very Poor”, with Chief Inspectors more likely to rate their knowledge as "Good" than Inspectors (21% vs. 17%).
- Only 7% of respondents have worked part time as Inspectors or Chief Inspectors although 88% of those who did, report working over their agreed hours.
- A higher percentage of Detectives (91%) worked over their agreed part time hours compared to non-Detectives (85%).
- 90% of Chief Inspectors worked over their agreed part time hours compared to 87% Inspectors.
- Only 30% of respondents report being paid for working over their agreed part time hours, and only 54% report that these hours count towards their pension.
- 67% of Chief Inspectors reported that these hours count towards their pension compared with 50% of Inspectors.
- Roles vary with most people in their posted role in force, required to be trained in and perform as a Public Order Inspector (9%), Force Incident Manager (9%), Firearms Advisor (10%) or Other (23%).
- London shows the highest respondents required to train in additional roles compared to other regions, including Firearms Advisor (28%) Pursuit Tactical Advisor (26%), Force Incident Manager (24%), Public Order Inspector (22%), and Other (24%).
- There is a high willingness to volunteer among Inspectors for roles such as Public Order Inspector (79%), Negotiator (75%) and Force Incident Manager (74%).
- London-based respondents also have the highest rates of volunteering for additional roles compared to other regions, especially for Police Search Advisor (38%), Force Incident Manager (34%), Negotiator (33%), Firearms Advisor (23%), Public Order Inspector (29%) and Other (31%)