

## Introduction

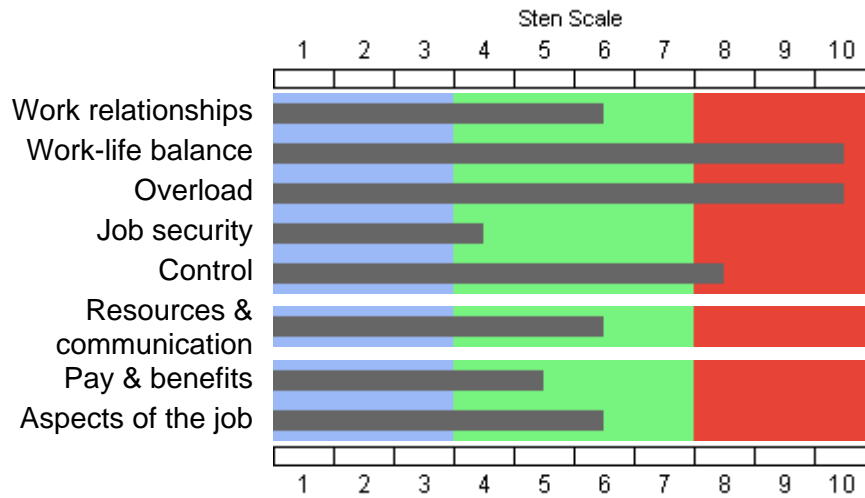
This report provides a force-specific overview of the results from the Inspectors' Well-Being at Work Survey. A graphical summary of the key findings is presented, detailing the results from your force in comparison to both the general working population and others in the Police Service (officers and staff). The three key areas measured by the Inspectors' Well-Being at Work Survey were: Sources of Pressure, Organisational Commitment and Health perceptions. Within these areas a number of scales were assessed (e.g. Work-life balance as a source of pressure) and each scale is comprised of a number of items (individual questions). Results are reported for all of the scales and the individual items. Firstly, comparisons of the data from your force with the general working population are presented and comparisons with the Police Service follow.

Scores for the scales on the ASSET survey are reported on a sten scale. This is a normally distributed 1 to 10 scale where the mean (average) score is 5.5 and the standard deviation is 2. Scores in the range 4 to 7 (green area of graph) indicate a response that is *typical* of most other organisations in the comparison group. Scores in the range 1 to 3 or 8 to 10 indicate a response that is more extreme than most organisations. ***Please note that scores in the red area of the graphs are always indicative of poor scores relative to the comparison group.*** The scores reported are not absolute scores, but an indication of how the results fair *relative* to the particular comparison (norm) group.

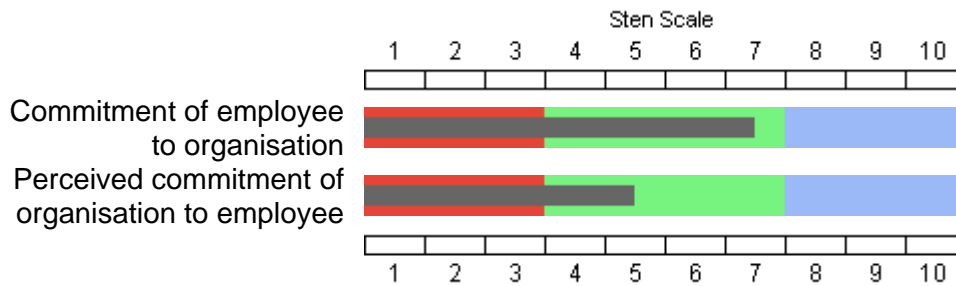
Force: **Hertfordshire** (74 respondents)

This data is being compared to the: **General Working Population Norms 2006**

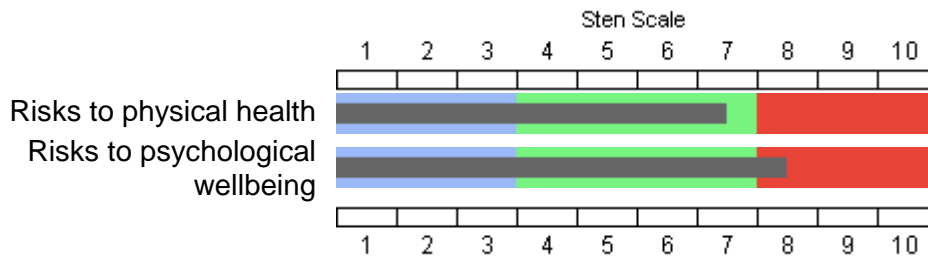
### Sources of Pressure



### Organisational Commitment

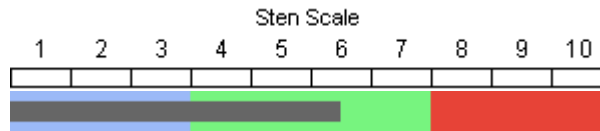


### Health

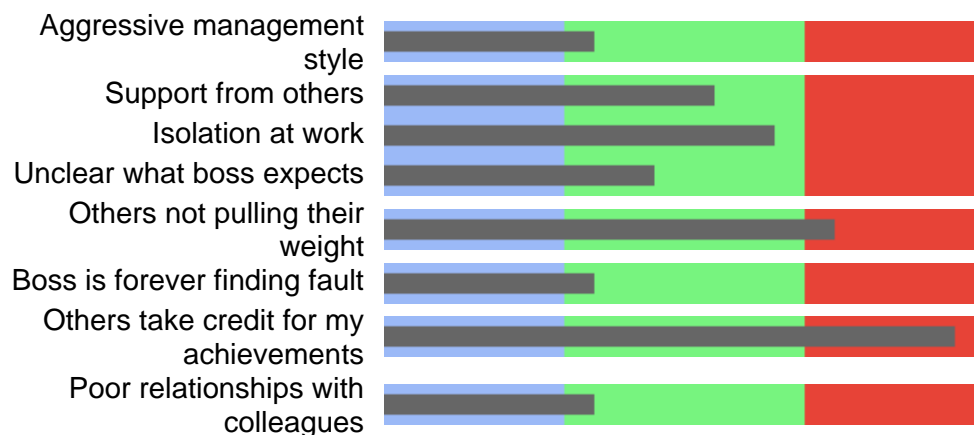


### Scale drilldown: Work relationships

Many jobs demand regular contact with other people at work. Poor or unsupportive relationships with colleagues and/or supervisors can be a potential source of pressure. In addition, pressure can occur if individuals feel isolated or unfairly treated. This subscale measures the impact of work relationships as a source of pressure.

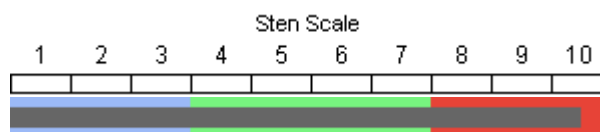


The extent to which work relationships are seen as a source of workplace pressure is similar to most other organisations.

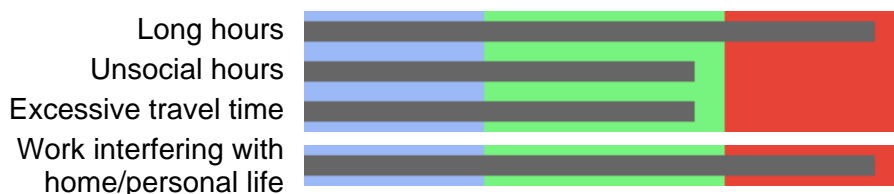


### Scale drilldown: Work-life balance

The demands of work have the potential to spill over and affect personal and home life and so put a strain on relationships outside work. This subscale measures the extent to which difficulty in maintaining a satisfactory work-life balance is a source of pressure.

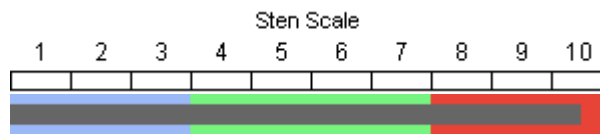


Compared to other organisations, a poor work-life balance is seen as contributing significantly to workplace pressure.

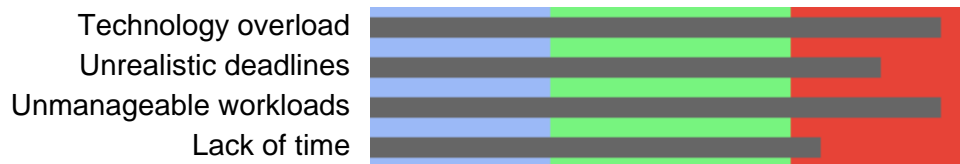


### Scale drilldown: Overload

This subscale measures the extent to which individuals feel that the demands of their workload and the associated time pressures are a source of pressure.

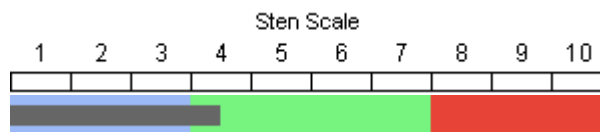


Compared to other organisations, work overload is perceived as a significant source of pressure at work.

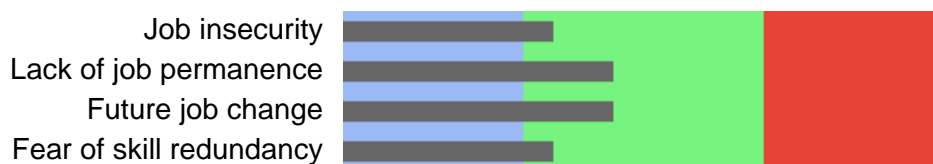


### Scale drilldown: Job security

For many individuals a lack of job security and uncertainty about the future can be a significant source of pressure. While significantly less employees now expect 'a job for life', fear of job loss or obsolescence still remains a major potential source of stress. This scale measures the extent to which lack of job security and job changes are a source of pressure.

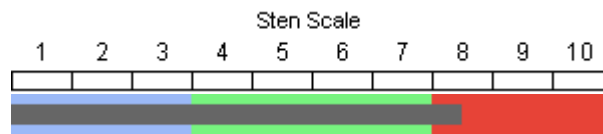


Job security is perceived as a source of workplace pressure to a similar extent to most organisations.

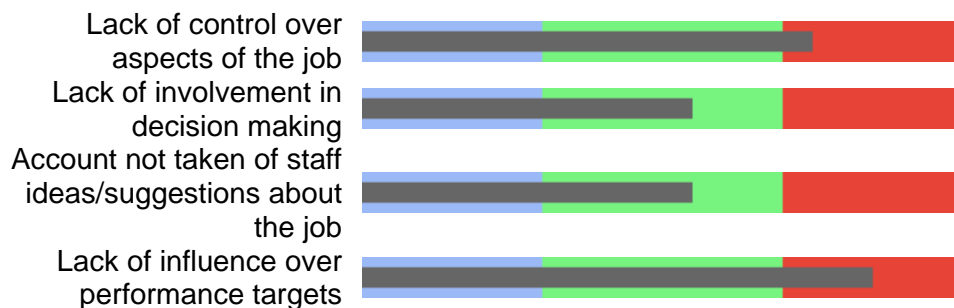


### Scale drilldown: Control

The experience of pressure is strongly linked to perceptions of control. Lack of influence and consultation in the way in which work is organised and performed can be a potential source of pressure.

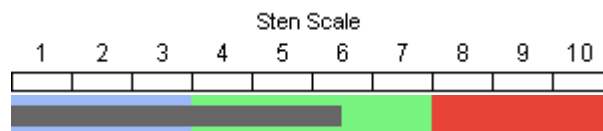


Compared to other organisations, there is a perceived lack of control, and this is seen as a significant source of workplace pressure in the organisation.

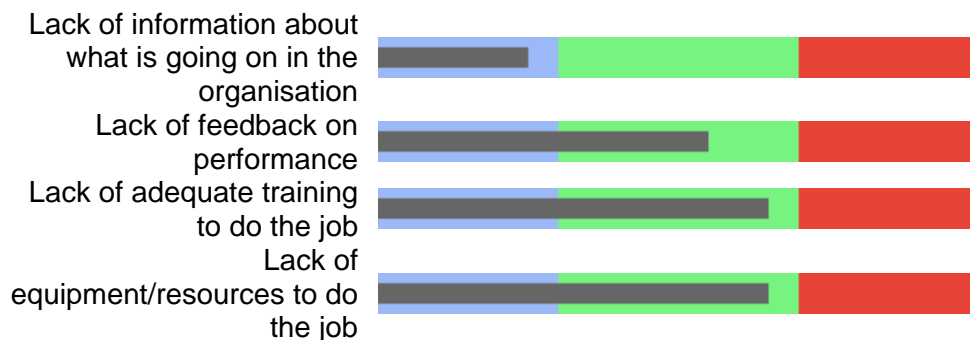


### Scale drilldown: Resources & communication

To perform a job effectively, individuals need to feel that they have appropriate training, equipment and resources. They also need to feel that they are adequately informed and that they are valued. This subscale measures the extent to which these factors are a source of workplace pressure.

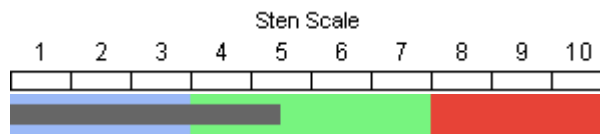


Resources and communication are perceived as a source of workplace pressure to a similar extent to most organisations.



### Scale drilldown: Pay & benefits

The financial rewards associated with a job are important in terms of lifestyle. They are also often perceived to be an indication of an individual's self worth and value to the organisation. This scale measures the extent to which pay and benefits are a potential source of pressure.

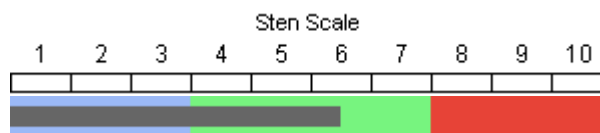


Pay and benefits are seen as a source of workplace pressure to a similar extent to other organisations.

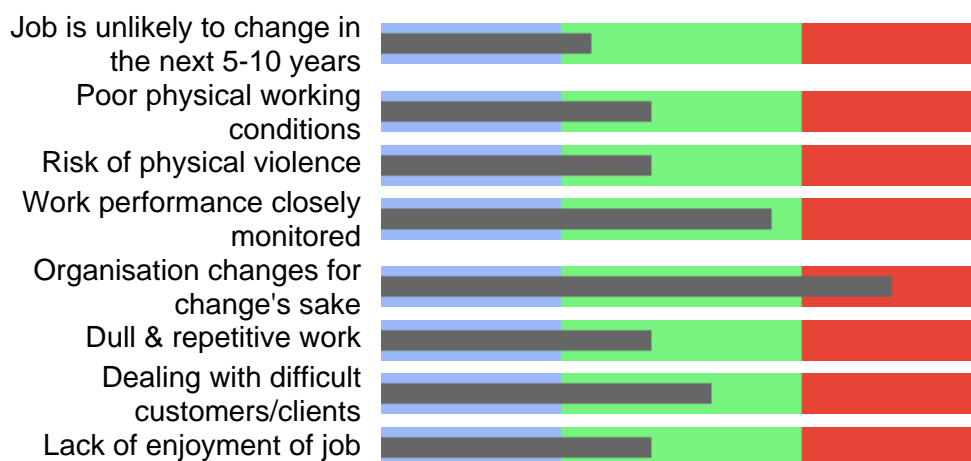


### Scale drilldown: Aspects of the job

This subscale measures potential sources of stress that relate to the fundamental nature of the job itself. Factors such as the physical working conditions, type of tasks and the amount of satisfaction derived from the job.

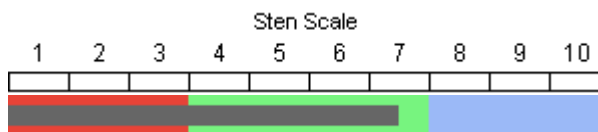


Aspects of the job are seen as contributing to workplace pressure to a similar extent to most organisations.

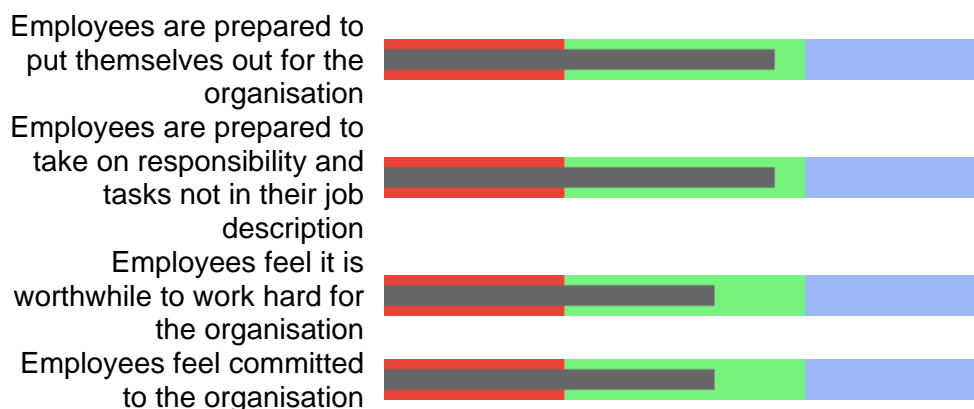


**Scale drilldown: Commitment of employee to organisation**

The relationship between employer and employee involves mutual obligation. Employers expect their employees to do their best and be loyal and committed to the organisation. This scale measures the extent to which employees feel committed to the organisation.

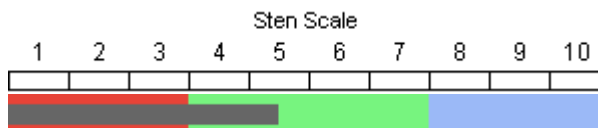


Employees are committed to the organisation at a similar level to most organisations. Employee commitment levels are therefore unlikely to cause the organisation problems, but there may be room for improvement.

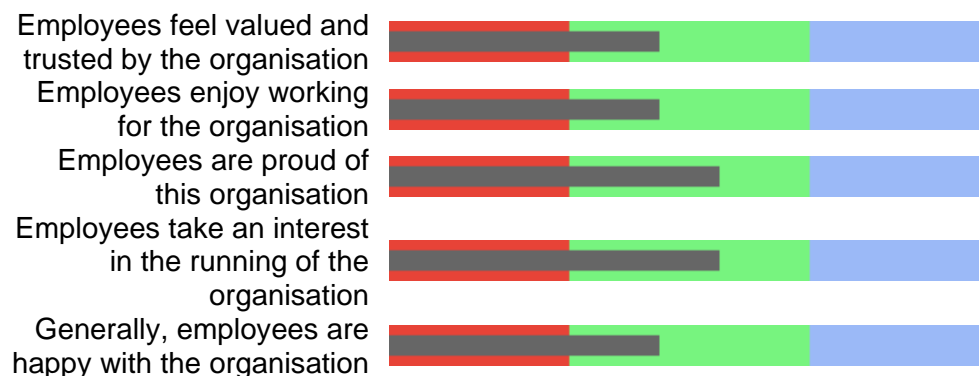


**Scale drilldown: Perceived commitment of organisation to employee**

The relationship between employer and employee involves mutual obligations. Employees expect to be trusted and feel it is worth going the extra mile for the organisation. This scale measures the extent to which employees feel that the organisation is committed to them.

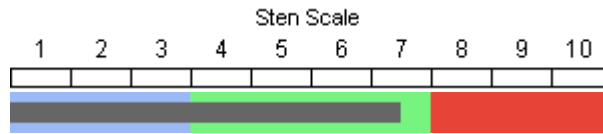


Compared to others, the organisation is seen to be as committed as most to its employees, implying that they are likely to perceive the organisation as reasonably committed, but there are likely to be some areas where they are less satisfied.

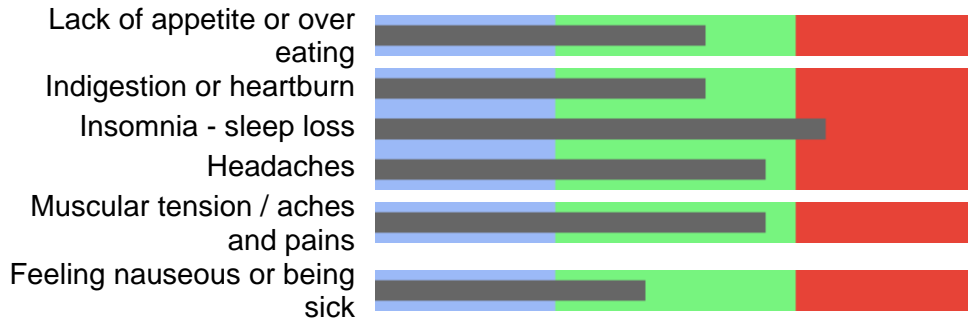


**Scale drilldown: Risks to physical health**

Poor employee health can be indicative of excessive workplace pressure and experienced stress. To enable you to ascertain whether levels of pressure are having an optimal or negative effect, ASSET measures a range of common symptoms associated with risks to physical health.

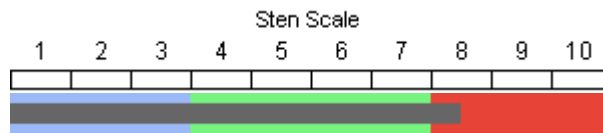


Employees report levels of risk to physical health that are similar to those reported in most organisations.

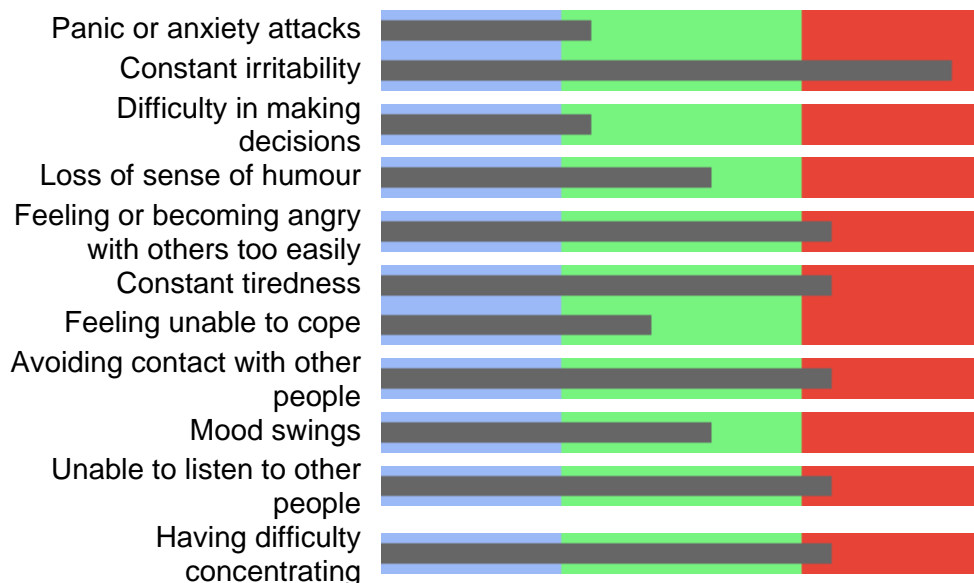


**Scale drilldown: Risks to psychological wellbeing**

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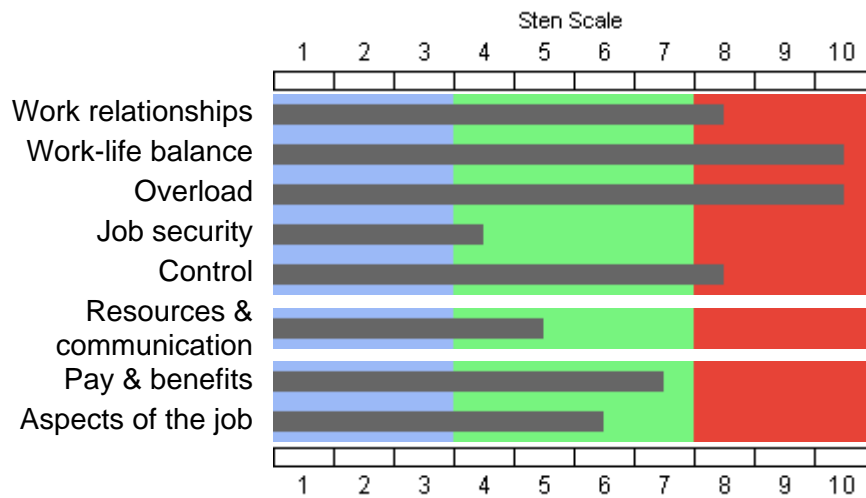
Compared to other organisations, employees report higher levels of risk to psychological wellbeing. This may suggest that higher levels of sickness absence or increased levels of interpersonal conflict are likely.



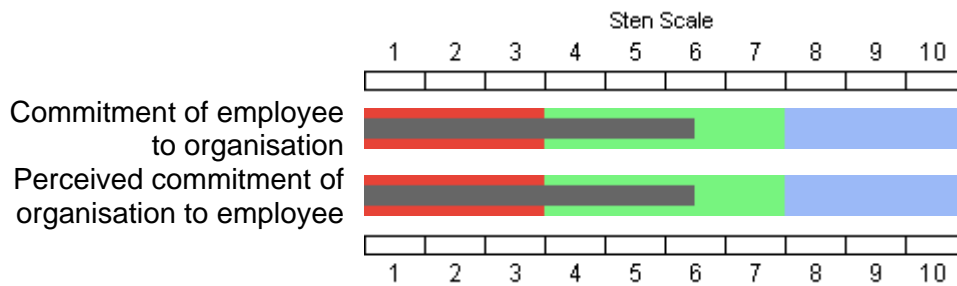
Force: **Hertfordshire**

This data is being compared to the: **Composite Police Norms 2007**

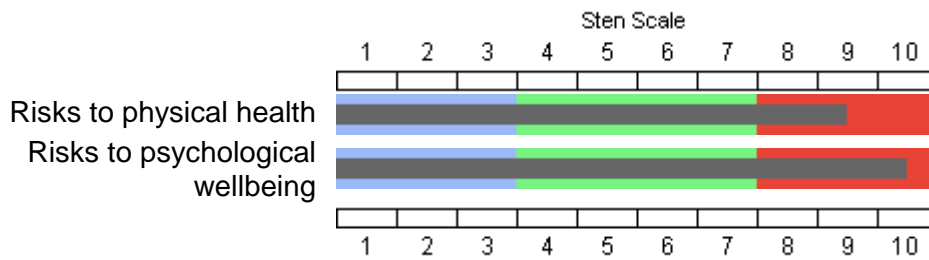
**Sources of Pressure**



**Organisational Commitment**

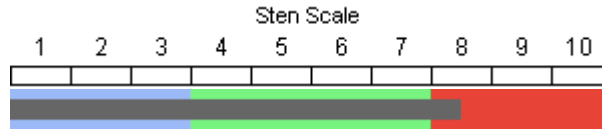


**Health**



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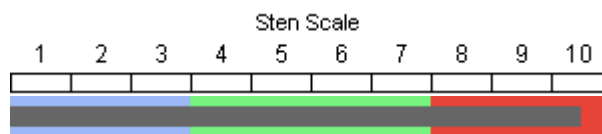


Compared to other organisations, work relationships are seen as a significant source of workplace pressure.

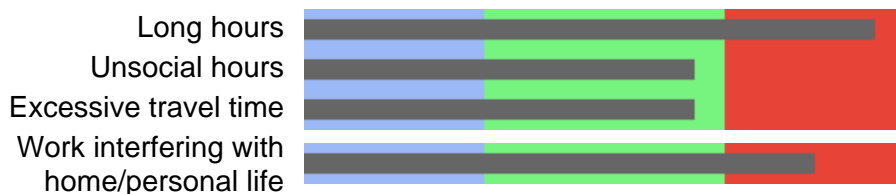


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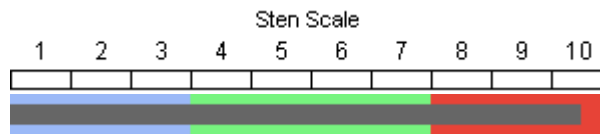


Compared to other organisations, a poor work-life balance is seen as contributing significantly to workplace pressure.

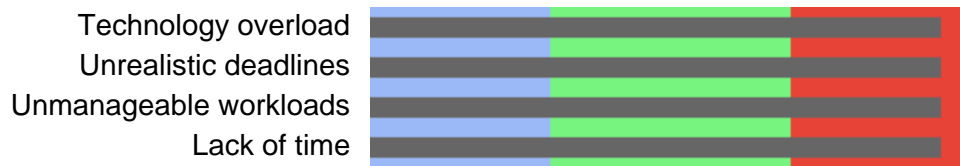


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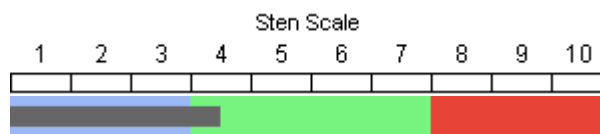


Compared to other organisations, work overload is perceived as a significant source of pressure at work.



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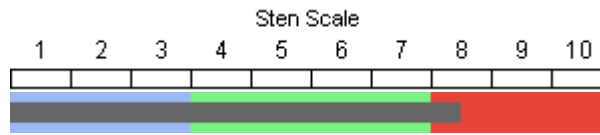


Job security is perceived as a source of workplace pressure to a similar extent to most organisations.

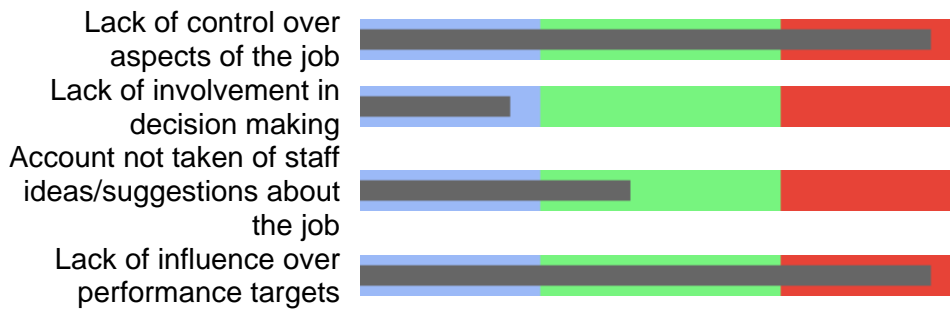


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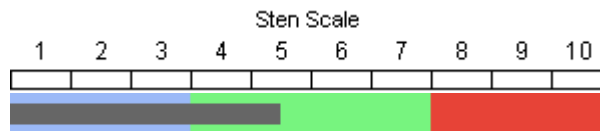


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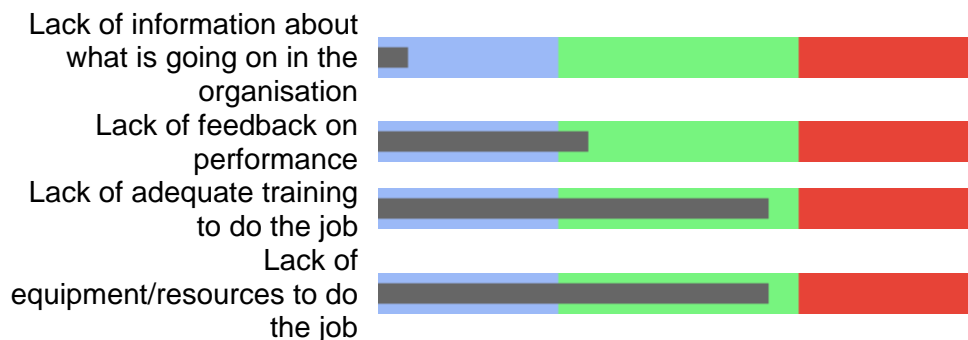


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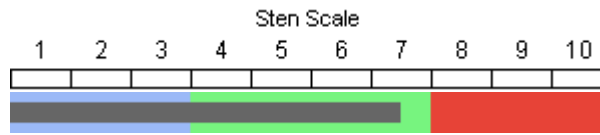


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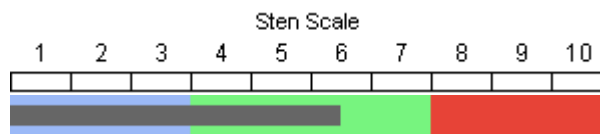


Pay and benefits are seen as a source of workplace pressure to a similar extent to other organisations.



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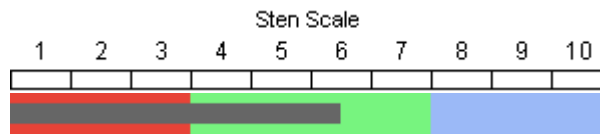


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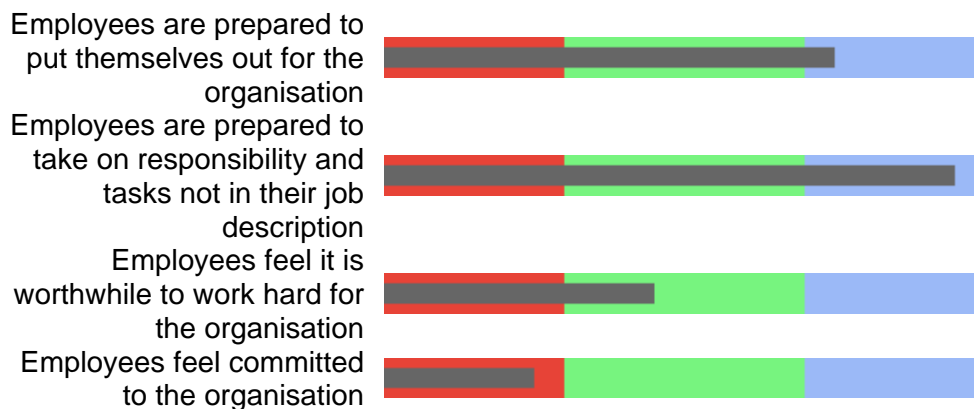


### Scale drilldown: Commitment of employee to organisation

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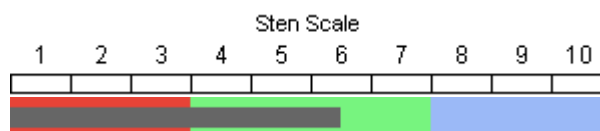


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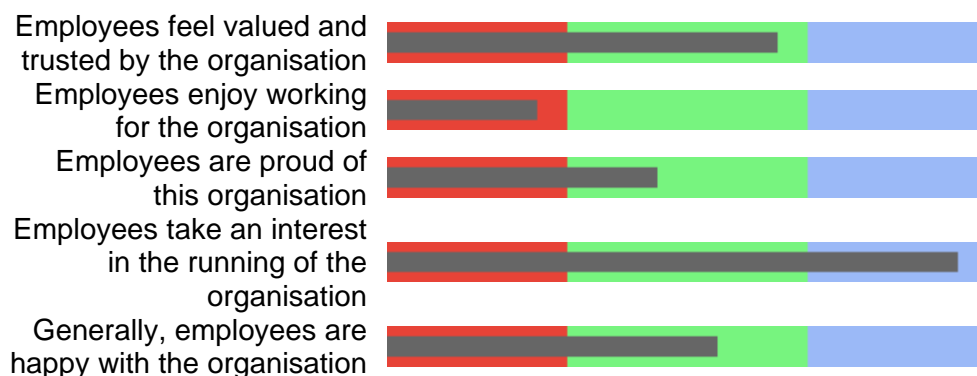


### Scale drilldown: Perceived commitment of organisation to employee

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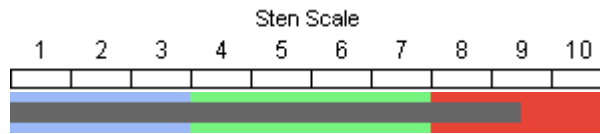


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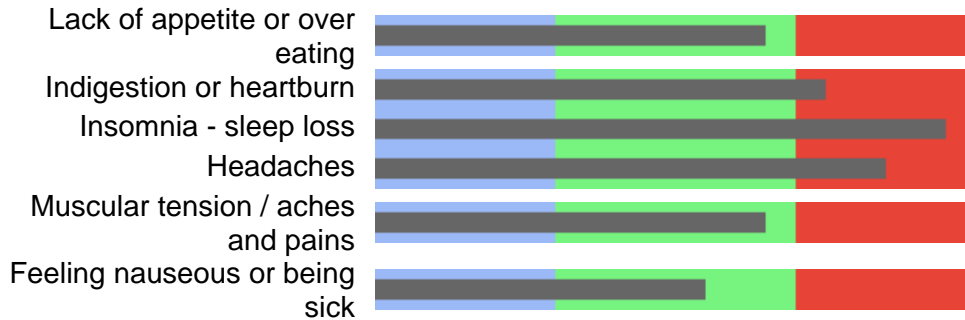


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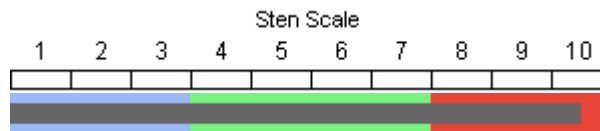


Compared to other organisations, employees perceive themselves as less physically healthy. This may suggest that higher levels of sickness absence are likely and employees may be at an increased risk of exhibiting illness when exposed to high-pressure situations.



### Scale drilldown: Risks to psychological wellbeing

Poor employee health can be indicative of excessive workplace pressure and experienced stress. To enable you to discover whether levels of pressure are having an optimal or negative effect, ASSET measures a range of common symptoms associated with risks to psychological wellbeing.



Compared to other organisations, employees report higher levels of risk to psychological wellbeing. This may suggest that higher levels of sickness absence or increased levels of interpersonal conflict are likely.

