



POLICE FEDERATION OF ENGLAND AND WALES  
INSPECTORS' CENTRAL COMMITTEE

PRESS RELEASE

12 MAY 2009

Embargoed until 1100hrs Tuesday 12 May 2009

**FORCES NAMED AND SHAMED AT POLICE FEDERATION  
ANNUAL CONFERENCE**

**FOUR FORCES IGNORE RECOMMENDATIONS OF A 'WELL-BEING AT  
WORK' CENSUS**

Inspectors and Chief Inspectors are being let down by some chief officers as attention is not being given to address their well-being at work. Paul Ginger, Chairman of the Inspectors' Central Committee will today address delegates at the Police Federation's Annual Conference and name the forces that have ignored recommendations that would make a significant difference to the lives of senior officers.

In his keynote speech, Paul Ginger will express his utter disgust at the lack of support still afforded to senior officers. The stark findings of a 'Well-Being at Work' census, published in May 2008 by the Inspectors' Central Committee, provided clear indication that improvements were needed to be made to the working lives of officers tasked with managing frontline policing.

Clear recommendations were made and subsequently ignored by four forces – Metropolitan, Northamptonshire, Nottinghamshire and Thames Valley.

Paul Ginger, Chairman of the Inspectors' Central Committee, said: "This failure to act is extremely disappointing and highly detrimental to the morale of the rank of Inspector. The negative should not however detract from the very positive and encouraging work that is being carried out in Avon and Somerset, Dorset, Hampshire, Kent, Leicestershire, Merseyside and South Wales. If they can do it and demonstrate how much they value their staff, then why can't these four? They should be ashamed of themselves."

"Chief Inspectors and Inspectors have a strong commitment to their profession, the demands of the role and the extensive hours they have to work. However, over a period of time, such strong levels of commitment are unlikely to be sustainable, if excessive workloads and lack of work-life balance prevail.

"A year ago we made it clear that, in order to maintain resilience in the long term, it is essential that Chief Inspectors and Inspectors see improvements in their working life and have the full support and commitment from all forces throughout England and Wales to implement the recommendations that do make a difference, as the majority of forces have already demonstrated."

**ENDS**

## **NOTES TO EDITORS**

### **About the census**

The ASSET census was available (in paper and pencil format) for all Inspectors and Chief Inspectors to complete. A response rate of 55% was achieved, which enables confident generalisation of the findings across members of the Inspecting ranks.

Focal areas included;

- Perceptions of Health – Physical Health & Psychological Well-Being
- Organisational Commitment
- Potential Stressors

The findings discussed in the report are all based on comparisons between the ASSET census responses from Inspectors and Chief Inspectors and various norm group data – good and bad results are purely determined on the basis of how responses sit in relation to typical responses in the general working population and the Police Service, rather than on an absolute basis.

### **Key findings of the report:**

- Respondents who reported working 61+ hours per week expressed strong concern about work relationships, work-life balance, overload, pay / benefits and reported major physical health and psychological well-being concerns
- 46% of all respondents said they had been absent from work due to illness, but opted to take leave instead whilst in the Inspecting ranks
- A lack of balance in the pay structure was an area of concern, with Sergeants working fewer hours but being paid more than Inspectors due to their paid overtime
- 13% of respondents said that they often have their rest days cancelled
- 29% reported workplace bullying whilst in the Chief Inspector and Inspector ranks