

# Detectives Survey 2017 Hertfordshire Constabulary November 2017

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## INTRODUCTION

This report provides a summary of responses to the PFEW National Detectives Survey received from respondents in Hertfordshire Constabulary 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.

**184 responses were received from detectives in Hertfordshire Constabulary.** 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 Hertfordshire Constabulary was higher than when this survey was last conducted in 2015, when 43 responses were received.

## IMPACT OF SERVICE CUTS

**62% of respondents within Hertfordshire Constabulary said that service cuts have had a major impact on their morale;** this was higher than the national average, where 56% detectives said that service cuts have had a major impact upon their morale.

In addition, **29% of respondents within Hertfordshire Constabulary said service cuts have had a major impact upon their physical health and wellbeing, whilst 29% 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
<b>Your morale</b>	2%	12%	25%	62%
<b>Your physical health and wellbeing</b>	14%	20%	37%	29%
<b>Your mental health and wellbeing</b>	14%	25%	33%	29%

**57% of respondents in Hertfordshire Constabulary said that service cuts have substantially increased their overall workload; 56% said that service cuts have substantially increased how fatigued they feel; and 49% said that service cuts have substantially increased how stressful they find their jobs.** Comparison of these proportions in Hertfordshire Constabulary to England and Wales as a whole can be found in the table below.

	Hertfordshire Constabulary	England and Wales
<b>Your overall workload</b>	57% substantially increased (35% slightly increased)	62% substantially increased (32% slightly increased)
<b>How fatigued you feel</b>	56% substantially increased (35% slightly increased)	53% substantially increased (38% slightly increased)
<b>How stressful you find your job</b>	49% substantially increased (39% slightly increased)	49% substantially increased (41% slightly increased)

## WORKLOAD AND JOB DEMANDS

**72% of respondents in Hertfordshire Constabulary 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.

26% of respondents in Hertfordshire Constabulary 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 Hertfordshire Constabulary who said that their workload enabled them to provide the service needed to victims either most or all of the time has decreased since 2015** when 47% of respondents felt that they could provide the service needed either most or all of the time.

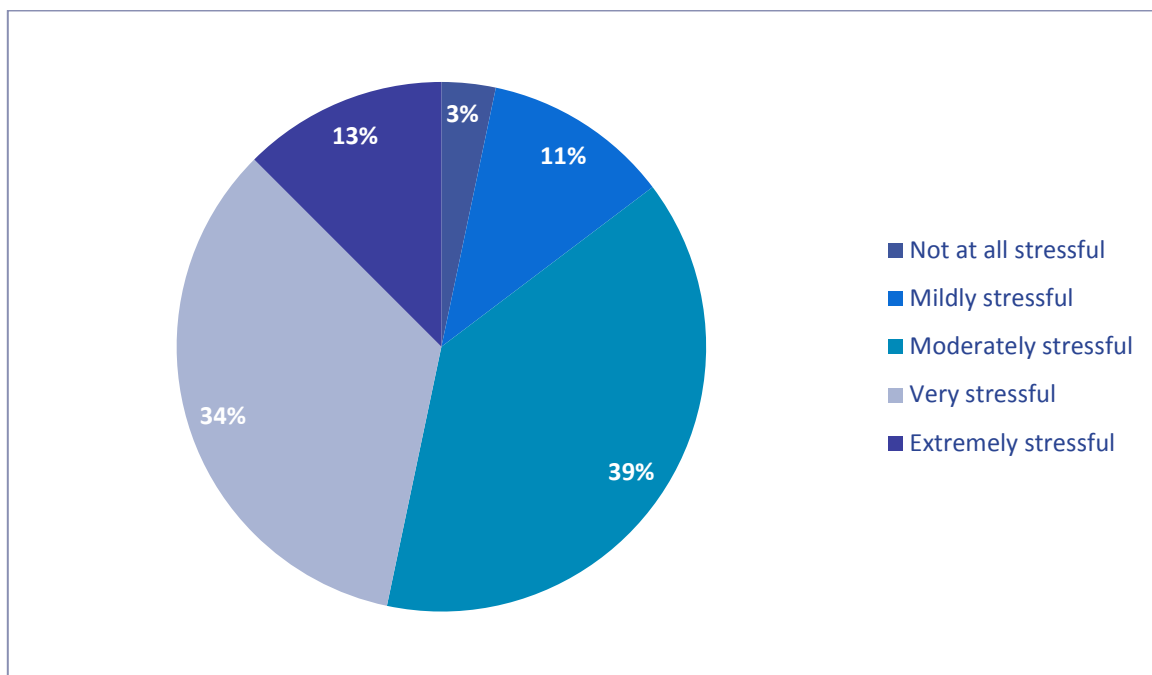
In addition, 20% of respondents in Hertfordshire Constabulary said that their workload enabled them to provide the service needed to witnesses either most or all of the time, in comparison to 22% of detectives in England and Wales overall. **The proportion of respondents in Hertfordshire Constabulary 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 51% 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
<b>Victims</b>	8%	66%	26%
<b>Witnesses</b>	11%	69%	20%

## JOB RELATED STRESS

In Hertfordshire Constabulary, **47% 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 Hertfordshire Constabulary who said that they had felt emotionally drained from work either most or all of the time has increased since 2015, when 33% of respondents said that they felt emotionally drained from work.

**47% of respondents in Hertfordshire Constabulary 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 Hertfordshire Constabulary.



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

<b>My job is stressful because...</b>	<b>Proportion agreeing or strongly agreeing in Hertfordshire Constabulary</b>	<b>Proportion agreeing or strongly agreeing in England and Wales</b>
<b>There are high levels of personal responsibility</b>	89%	93%
<b>There aren't enough officers in my team/unit</b>	84%	86%
<b>I feel like the general public and partner agencies often have unrealistic expectations</b>	80%	82%
<b>The nature of my work is high-risk</b>	65%	80%
<b>I have a high workload</b>	74%	80%
<b>There is frequent organisational change</b>	71%	79%
<b>My work is emotionally demanding</b>	66%	71%
<b>I don't have enough time to be able to do my job to a standard of which I can be proud</b>	68%	70%
<b>I am unable to meet all the conflicting demands on my time at work</b>	68%	69%
<b>I am exposed to traumatic or distressing incidents and material</b>	54%	64%
<b>I frequently have unrealistic time pressures</b>	59%	61%
<b>There aren't enough opportunities for professional development</b>	49%	57%
<b>I frequently have unachievable deadlines</b>	57%	57%
<b>I am often pressured to work long hours</b>	55%	51%
<b>My work-life balance is poor</b>	30%	43%
<b>I don't feel like I have enough support from management</b>	34%	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 Hertfordshire Constabulary, 77% of respondents reported at least one instance of presenteeism associated with their physical health and wellbeing in the last 12 months; 56% 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, 39% of respondents in Hertfordshire Constabulary reported at least one instance of leaveism associated with their physical health and wellbeing, whilst 34% of respondents in Hertfordshire Constabulary reported at least one instance of leaveism associated with their mental health and wellbeing.

Finally, 42% of respondents in Hertfordshire Constabulary said that they had taken sickness absence due to their physical health and wellbeing in the last 12 months. In addition, 17% 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 Hertfordshire Constabulary with England and Wales as a whole can be found in the table below.

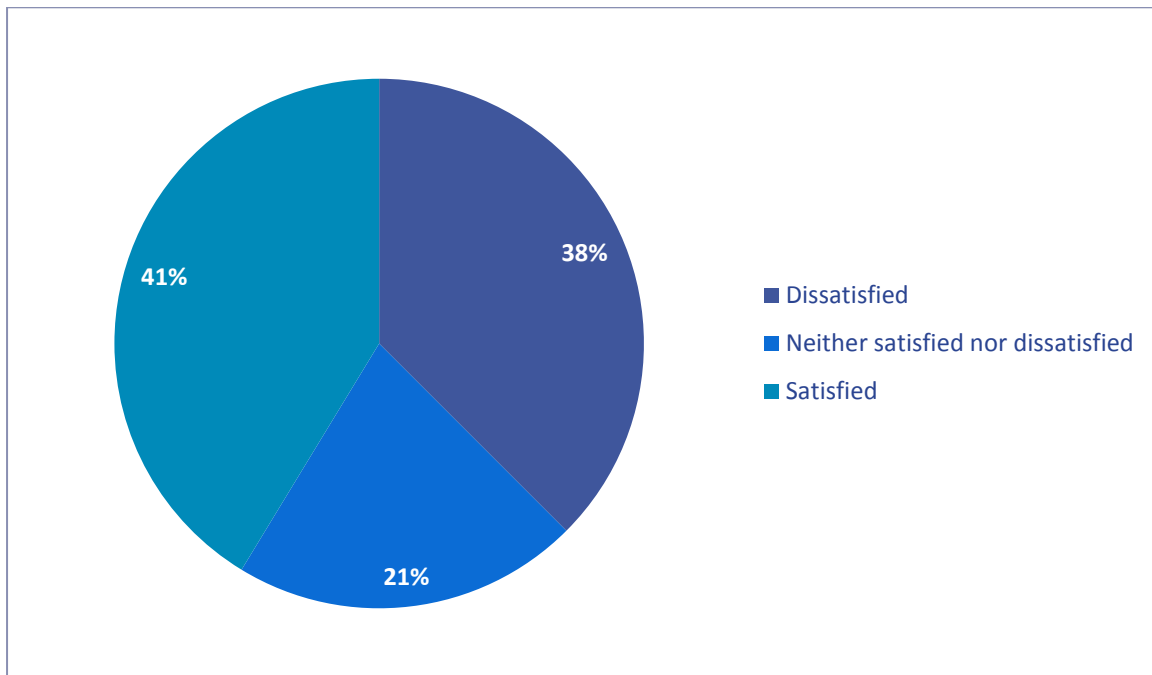
At least one instance of...	Hertfordshire Constabulary		England and Wales	
	Physical health and wellbeing	Mental health and wellbeing	Physical health and wellbeing	Mental health and wellbeing
<b>Presenteeism</b>	77%	56%	71%	54%
<b>Leaveism</b>	39%	34%	42%	33%
<b>Sickness absence</b>	42%	17%	35%	14%

## VIEWS ABOUT THE JOB

**80% of respondents in Hertfordshire Constabulary 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 Hertfordshire Constabulary were less likely to be dissatisfied than satisfied with their jobs, with **38% of respondents saying that they were dissatisfied and 41% 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 Hertfordshire Constabulary who said that they were dissatisfied with their job has increased since 2015, when 23% of respondents reported job dissatisfaction.**





## TRAINING AND CONTINUOUS PROFESSIONAL DEVELOPMENT

**48% of respondents in Hertfordshire Constabulary said that they had difficulties securing specific training opportunities.** This has increased since 2015, when 38% of respondents in Hertfordshire Constabulary reported difficulties securing specific training opportunities.

The proportion of respondents in Hertfordshire Constabulary 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, **57% of respondents in Hertfordshire Constabulary 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 higher than in 2015, when 42% of respondents in Hertfordshire Constabulary 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?	Hertfordshire Constabulary	England and Wales
<b>Rarely</b>	57%	56%
<b>Sometimes</b>	40%	41%
<b>Always</b>	3%	4%

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

It is difficult to stay up-to-date with the latest developments in my field because...	Hertfordshire Constabulary	England and Wales
<b>I have too many competing priorities</b>	76%	79%
<b>There is no time set aside by my management for study</b>	74%	76%
<b>There are not enough officers to cover my day-to-day work for me to attend relevant training</b>	77%	76%
<b>My workload is too high</b>	74%	76%

<b>I have too many other commitments</b>	68%	75%
<b>The online learning package provided by NCALT is poorly delivered</b>	78%	73%
<b>There are not enough formal training days</b>	70%	72%
<b>I am too tired at the end of the day</b>	75%	71%
<b>Access to knowledge management systems that help communicate new developments is poor</b>	46%	51%
<b>There is a lack of training staff</b>	45%	46%
<b>There is no appropriate training available</b>	46%	44%

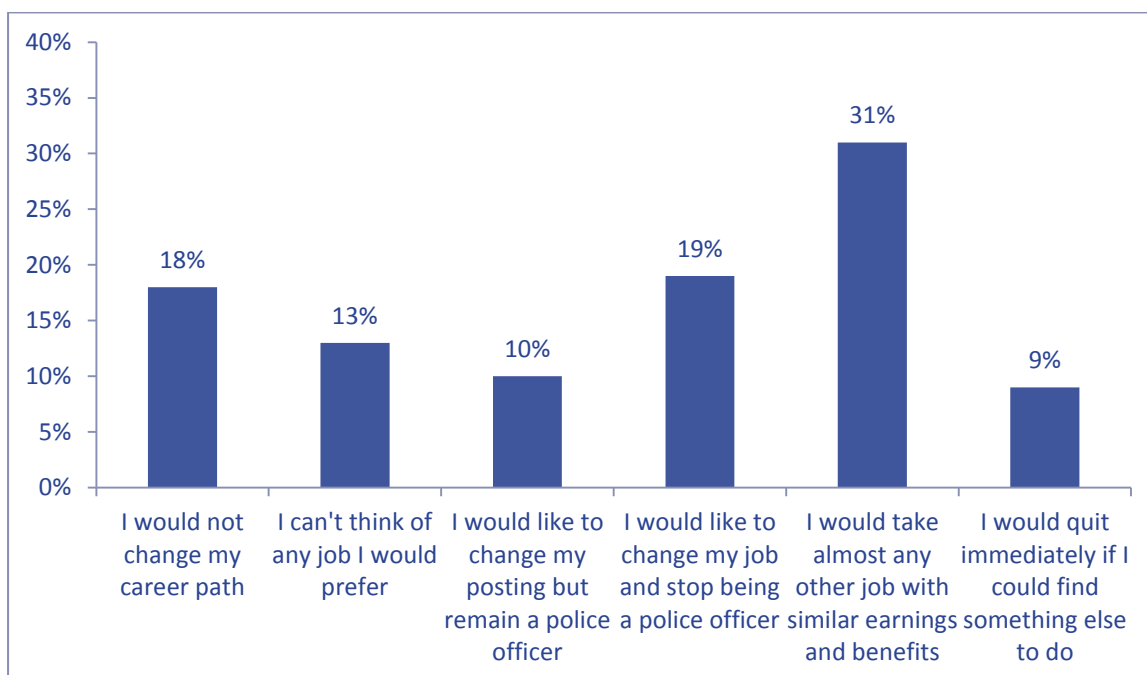
## ATTRACTION AND RETENTION

**18% of respondents in Hertfordshire Constabulary said that they would not change their career path, whilst 13% 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, 19% of respondents in Hertfordshire Constabulary said that they would like to change jobs and stop being a police officer, 31% said that they would take any other job but with similar earnings and benefits, and 9% would quit immediately if they could find something else to do.

**The proportion of respondents in Hertfordshire Constabulary who said that they would quit immediately if they could find something else to do has not changed since 2015, when 9% of respondents said that they would quit immediately if they could.**

	Hertfordshire Constabulary	England and Wales
<b>I would not change my career path</b>	18%	22%
<b>I can't think of any job I would prefer</b>	13%	14%
<b>I would like to change my posting but remain a police officer</b>	10%	14%
<b>I would like to change my job and stop being a police officer</b>	19%	14%
<b>I would take almost any other job with similar earnings and benefits</b>	31%	26%
<b>I would quit immediately if I could find something else to do</b>	9%	10%



Finally, respondents were asked their reasons for becoming a detective in the first place. A list of reasons why respondents in Hertfordshire Constabulary said that they wanted to become a detective can be found in the table below.

<b>I became a detective because, in comparison to other roles available to me,...</b>	<b>Hertfordshire Constabulary</b>	<b>England and Wales</b>
<b>I thought it would give me the opportunity to investigate more serious and complex crime</b>	95%	97%
<b>I thought it would give me more opportunity to develop new skills and knowledge</b>	95%	97%
<b>I thought the work would be more interesting</b>	94%	94%
<b>I was attracted to the variety of work</b>	88%	91%
<b>I wanted a more specialist role</b>	81%	86%
<b>I saw it as the next step in my career</b>	86%	84%
<b>I thought it would give me more opportunity to see individual jobs/cases through from start to finish</b>	88%	84%
<b>I thought it would provide me with greater ability to secure convictions for criminals</b>	70%	74%
<b>I thought it would provide me with greater ability to ensure justice for victims</b>	65%	69%
<b>I wanted to move out of uniform</b>	54%	47%
<b>I thought it would give me more opportunities for advancement/promotion</b>	42%	42%
<b>I thought it would give me a better shift pattern</b>	41%	30%
<b>It was the reason I joined the police service in the first place</b>	26%	29%
<b>I thought it would give me a better work-life balance</b>	36%	29%
<b>I thought it would give me better working hours</b>	31%	26%
<b>I thought it would give me more flexibility for childcare</b>	14%	12%