

# PFEW Pay and Morale Survey 2021 Hertfordshire Constabulary

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Police Federation of England and Wales

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# EXECUTIVE SUMMARY

## Respondents and Response Rate

- 428 responses were received from Hertfordshire Constabulary, representing a response rate of around 19% (based on July 2021 Home Office figures of officer headcount).

## Pay and Remuneration

- 80% of respondents from Hertfordshire Constabulary said that they are dissatisfied with their overall remuneration (including basic pay and allowances).
- 50% of respondents from Hertfordshire Constabulary reported worrying about the state of their personal finances every day or almost every day.
- 71% of respondents from Hertfordshire Constabulary felt that they were worse off financially than they were five years ago.
- 15% of respondents from Hertfordshire Constabulary reported never or almost never having enough money to cover all their essentials.

## Morale and Engagement

- 64% of respondents from Hertfordshire Constabulary told us that their morale is currently low.
- 86% of respondents from Hertfordshire Constabulary felt that morale within the force is currently low.
- 69% of respondents from Hertfordshire Constabulary said that they would not recommend joining the police to others.
- 93% of respondents from Hertfordshire Constabulary said that they do not feel respected by the government.
- 14% of respondents from Hertfordshire Constabulary told us that they had an intention to leave the police service either within the next 2 years or as soon as possible.

## Workload and Working Time

- 6% of respondents from Hertfordshire Constabulary said that they have never or rarely been able to take at least one rest day per week in the last 12 months.
- 63% of respondents from Hertfordshire Constabulary said that over the last 12 months, their workload has been too high or much too high.

# INTRODUCTION

The PFEW Pay and Morale Survey obtains federated rank members' views on their pay and conditions, as well as their attitudes to their work and the police service in general. The Pay and Morale survey is one of the largest annual surveys of police officers conducted within England and Wales and has been conducted each year since 2014.

This report provides a summary of responses to the PFEW Pay and Morale Survey received from respondents within Hertfordshire Constabulary in 2021. Where appropriate, details of overall responses for the police service as a whole are also presented<sup>1</sup>.

## RESPONSE RATE AND RESPONDENTS

428 responses were received from Hertfordshire Constabulary, representing a response rate of around 19% (based on July 2021 Home Office figures of officer headcount). The national response rate for the 2021 survey was approximately 22% of all federated rank officers in England and Wales. Last year's response rate for Hertfordshire Constabulary was 16%. Please bear this in mind when making comparisons with last year's findings.

## REPRESENTATIVENESS

In order to calculate whether the sample size is representative, it is necessary to take the population size into account, along with the margin of error and the confidence level. In essence, the margin of error measures the maximum amount by which the results from the sample are expected to differ from those of the actual population and is calculated using the sample size (the number of responses from federated rank officers in Hertfordshire Constabulary), the population size (the total number of federated rank officers in Hertfordshire Constabulary) and the confidence level.

The smaller the margin of error, the more confident we can be that the results are representative of the overall sample. For example: If 60% of respondents answered 'Yes' to one of the survey questions and the margin of error is 5%, we can estimate that 55% - 65% of the whole population would answer the same if asked.

If the margin of error is less than 5%, it can be considered to be within the normal bounds of academic rigour. The margin of error for this report has been calculated, and at a 95% confidence level, this report has a margin of error of 4%.

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<sup>1</sup> Data were weighted at a national level on the basis of respondents' force to ensure that each force were proportionally represented within the national sample; no weightings were applied at a force level. More information about weightings can be found in the 2021 Technical Annex R068/2021.

Overall in England and Wales, 29 survey respondents declined to state which force they belonged to. The responses from these officers have been included within the national data but are excluded from force-level analysis.

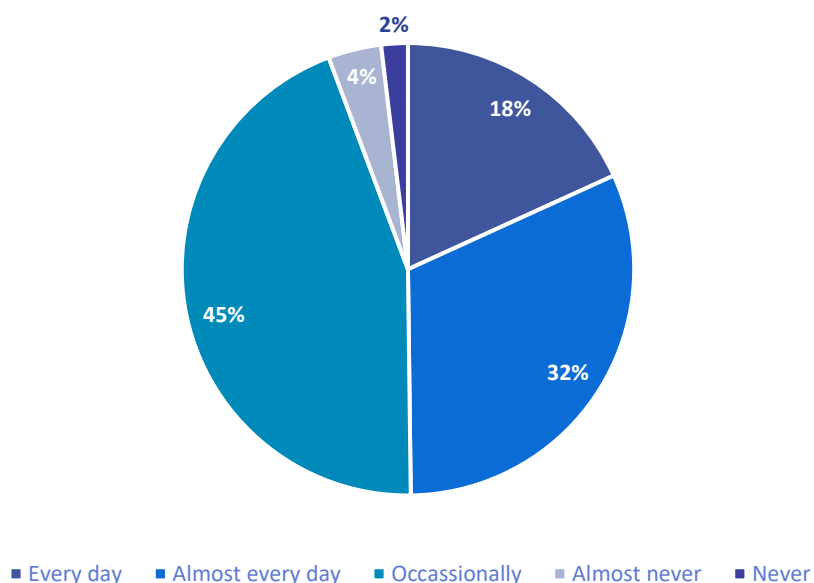
75% of responses from Hertfordshire Constabulary were received from male officers and 25% of responses were from female officers. 71% of respondents were Constables, 20% were Sergeants, 8% were Inspectors and 2% were Chief Inspectors.

# PAY AND REMUNERATION

## COST OF LIVING

**50% of respondents from Hertfordshire Constabulary reported worrying about money every day or almost every day.** This is higher than the national figure for England and Wales as a whole, where 45% of respondents reported that they worried about money every day or almost every day.

### How often do you find yourself worrying about money?

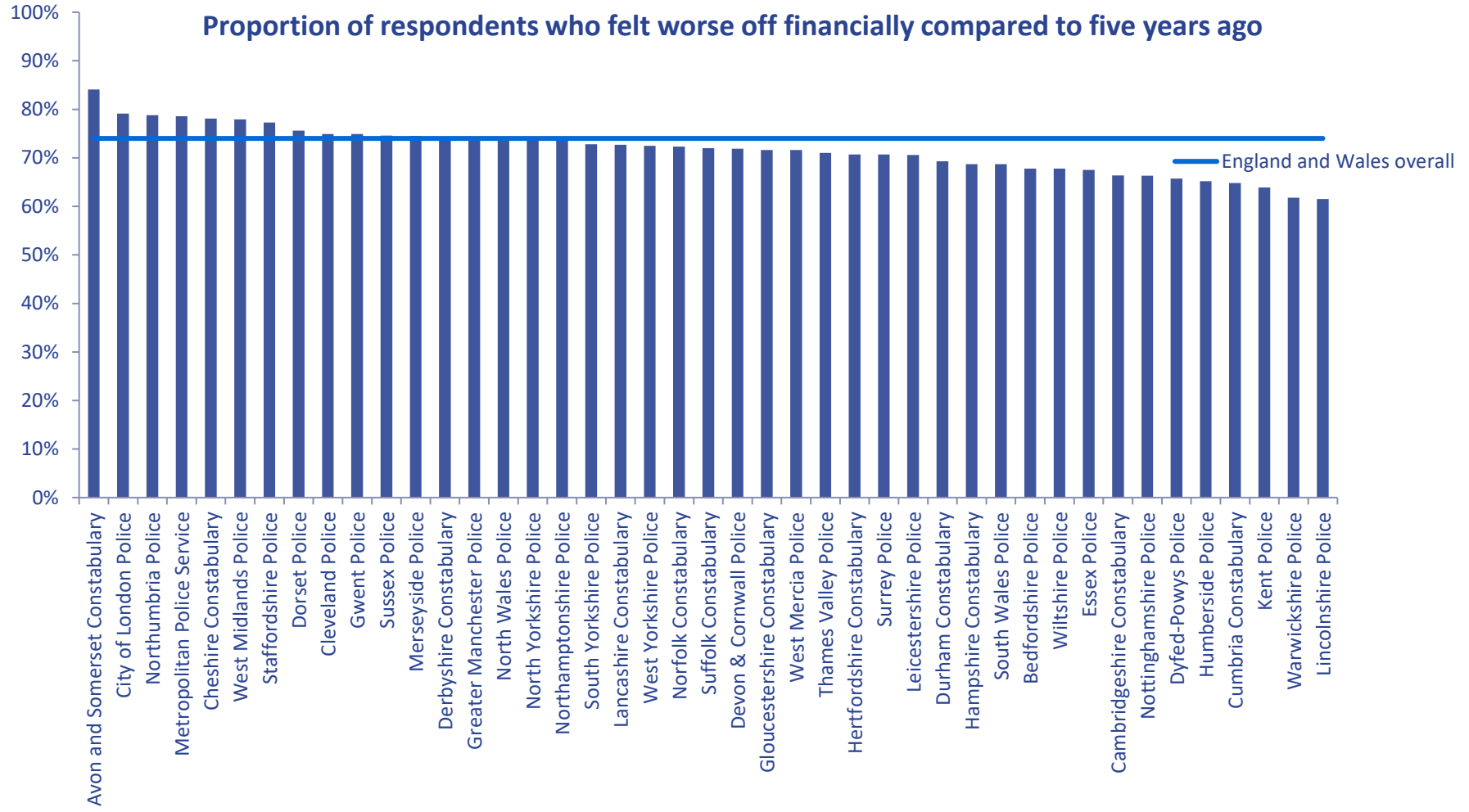


68% of respondents in Hertfordshire Constabulary said that they had enough money to cover all of their essentials either every month or almost every month. In contrast, **15% reported never or almost never having enough money to cover their monthly essentials.** Nationally, the proportion of respondents who said they never or almost never had enough money to cover their essentials was 14%.

**71% of respondents from Hertfordshire Constabulary felt that they were worse off financially than they were five years ago.** This proportion is lower than the equivalent proportion for England and Wales as a whole, where 74% of respondents said that they were worse off financially than five years ago.

	2021
Financially worse off than 12 months ago	70%
Financially worse off than 5 years ago	71%

## Proportion of respondents who felt worse off financially compared to five years ago





## SATISFACTION WITH PAY

95% of respondents from Hertfordshire Constabulary told us that they do not feel that they are paid fairly for the stresses and strains they have within their job, and 85% said that they are not fairly paid for the hazards they faced within their role. Nationally, 92% of respondents said that they were not fairly paid for the stresses and strains of their job and 86% said that they were not fairly paid for the hazards they faced.

Comparison of 2021 and 2020 figures for perceptions of fair pay in Hertfordshire Constabulary is provided in the table below.

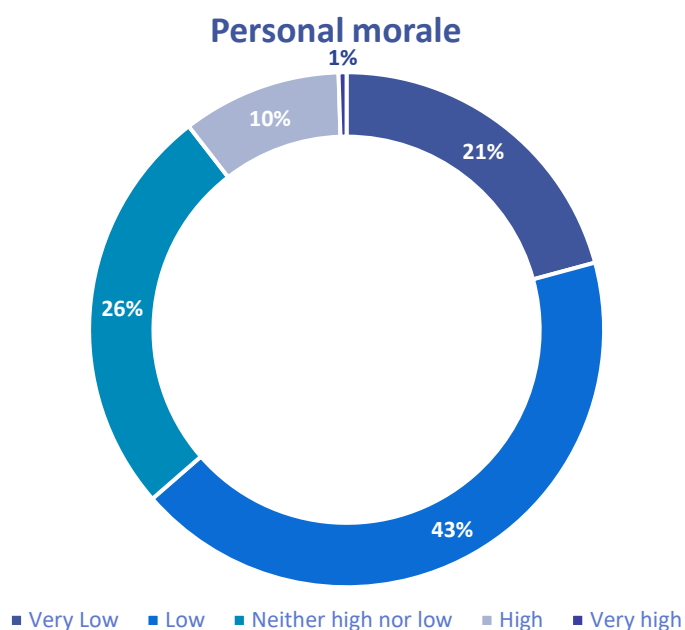
	2021	2020
Do not feel fairly paid for the stresses and strains of their job	95%	91%
Do not feel fairly paid for the hazard faced within their job	85%	79%

80% of respondents from Hertfordshire Constabulary said that they are dissatisfied with their overall remuneration (including basic pay and allowances) and 67% said that they are dissatisfied with their pensions. Comparison of 2021 and 2020 figures for pay and remuneration in Hertfordshire Constabulary is provided in the table below.

	2021	2020
Dissatisfied with total remuneration	80%	77%
Dissatisfied with pension	67%	63%

# MORALE

64% of respondents from Hertfordshire Constabulary told us that their morale is either low or very low. This is higher than the proportion of respondents in England and Wales as a whole who said that their personal morale was either low or very low, which this year was 58%.

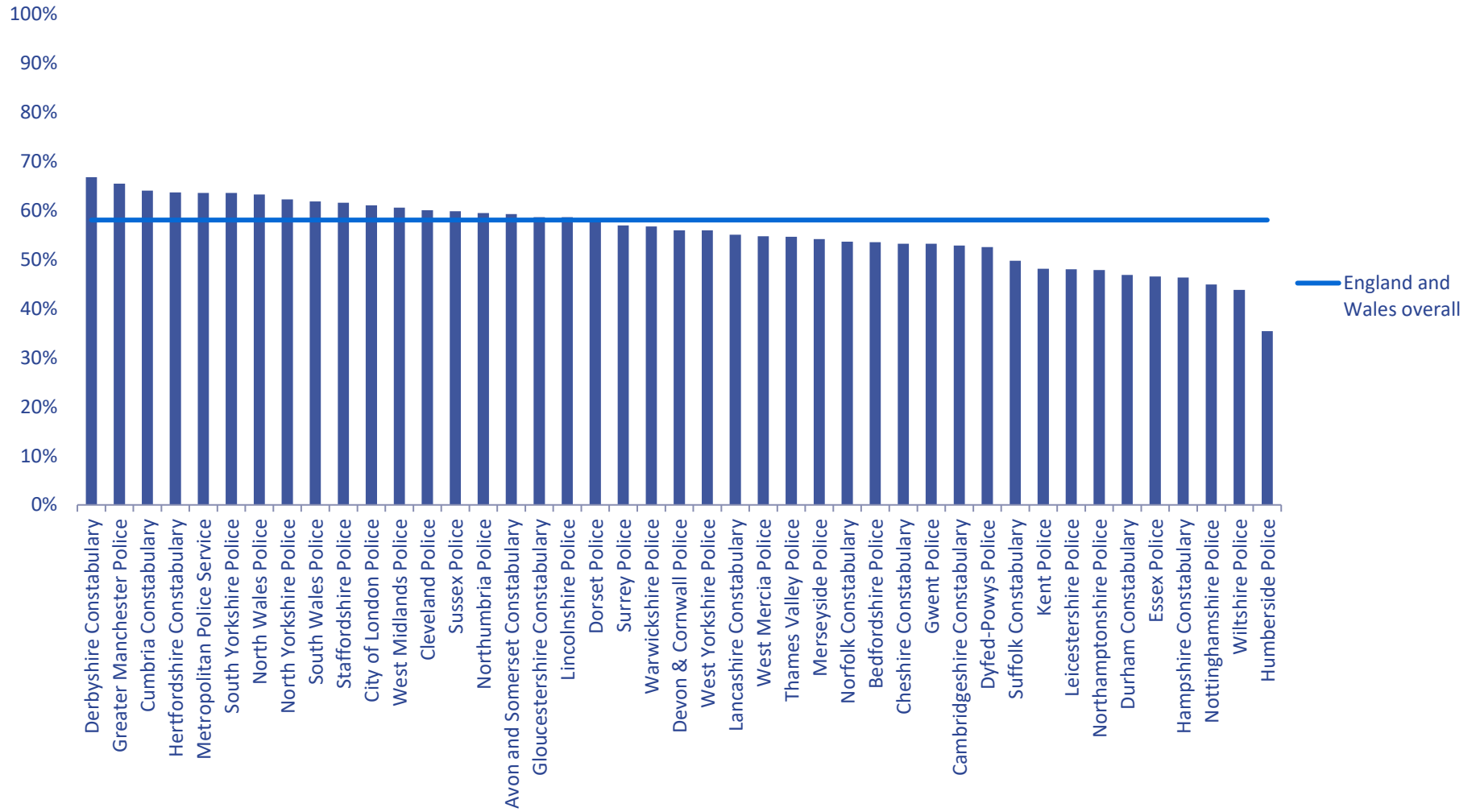


86% of respondents from Hertfordshire Constabulary felt that morale within the force is low or very low. Nationally, 84% of respondents said that morale within their force is low or very low.

Comparison of 2021 and 2020 figures for morale in Hertfordshire Constabulary are provided in the table below.

	2021	2020
Low or very low personal morale	64%	56%
Low or very low force morale	86%	74%

## Proportion of respondents reporting low personal morale



## REASONS FOR LOW MORALE

The survey asked respondents about the factors that had a positive or negative impact on their morale, the table below shows the proportion of respondents in Hertfordshire Constabulary who said a particular factor has had a negative impact upon their morale compared to the national figures.

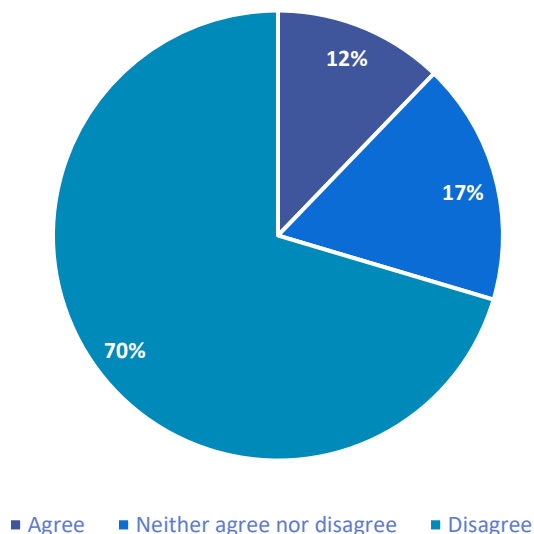
	Negative impact on morale (Hertfordshire Constabulary)	Negative impact on morale (England and Wales)
Pay	86%	84%
Workload and responsibilities	65%	64%
Work-life balance	55%	58%
How the police are treated by the government	97%	95%
How the police are treated by the public	84%	84%
The COVID-19 crisis	65%	61%
Your pension	69%	73%

# ENGAGEMENT

## ATTITUDES TOWARDS THE POLICE SERVICE

**70% of respondents from Hertfordshire Constabulary said that they did not feel valued within the police.** This compares to 64% of respondents in England and Wales as a whole.

I feel valued in the police service

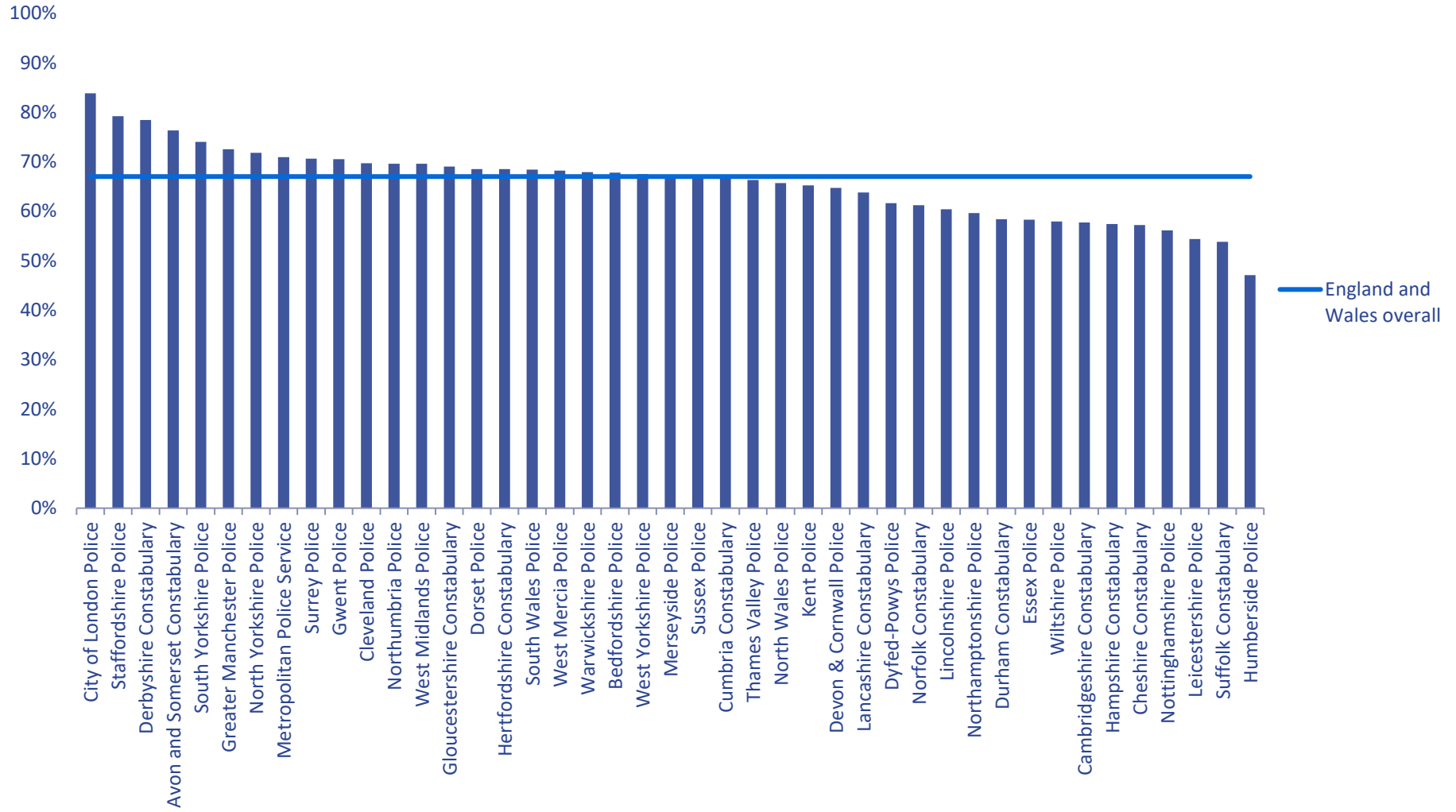


**69% of respondents from Hertfordshire Constabulary said that they would not recommend joining the police to others.** This is higher than the national figure, in England and Wales as a whole 67% of respondents said that they would not recommend joining the police.

Comparison of the 2021 and 2020 figures for attitudes towards the police in Hertfordshire Constabulary are provided in the table below.

	2021	2020
I would not recommend joining the police to others	69%	64%
I do not feel valued in the police	70%	59%

## Proportion of respondents who would not recommend the police to others



## OFFICERS' TREATMENT IN THE POLICE

**93% of respondents from Hertfordshire Constabulary said that they do not feel that the police are respected by the government.** This is the same as the 93% of respondents in England and Wales overall who said that they do not feel that the police are respected by the government. 1% of officers in Hertfordshire Constabulary said that they feel the police are respected by the government.

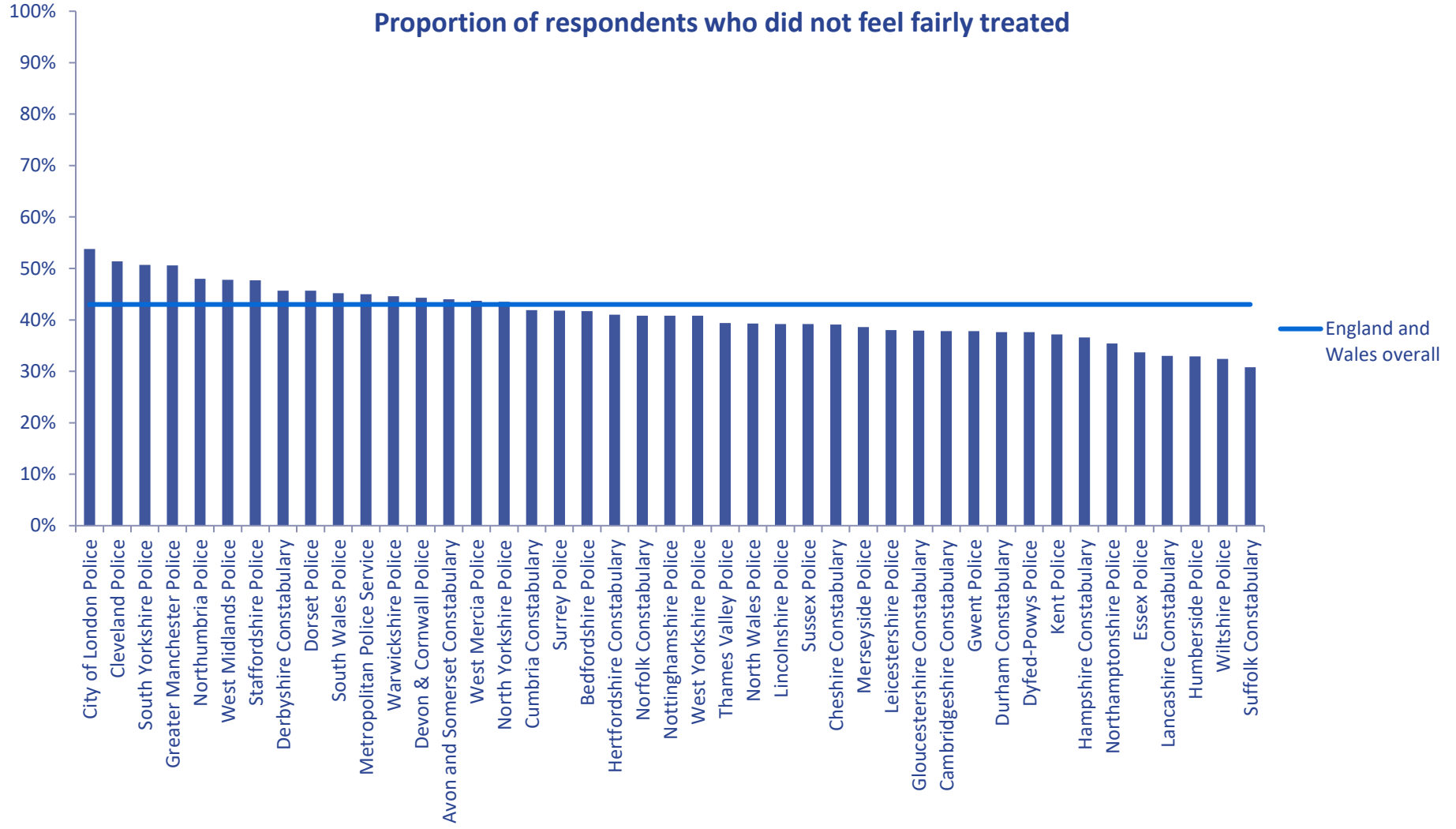
**77% of respondents from Hertfordshire Constabulary said that they do not feel that the police are respected by the public** compared to 7% of respondents from Hertfordshire Constabulary who said that they do feel that the police are respected by the public. Nationally, 78% of respondents said that they do not feel that the police are respected by the public.

**41% of respondents from Hertfordshire Constabulary said that they are not treated fairly** compared to 30% of respondents from Hertfordshire Constabulary who feel that they are treated fairly. Respondents in Hertfordshire Constabulary were as likely to say that they are treated fairly compared to England and Wales as a whole, where 30% said that they are treated fairly.

Comparison of 2021 and 2020 figures for fairness in Hertfordshire Constabulary are provided below.

	2021		2020	
	Disagree	Agree	Disagree	Agree
I am treated fairly	41%	30%	39%	32%

## Proportion of respondents who did not feel fairly treated

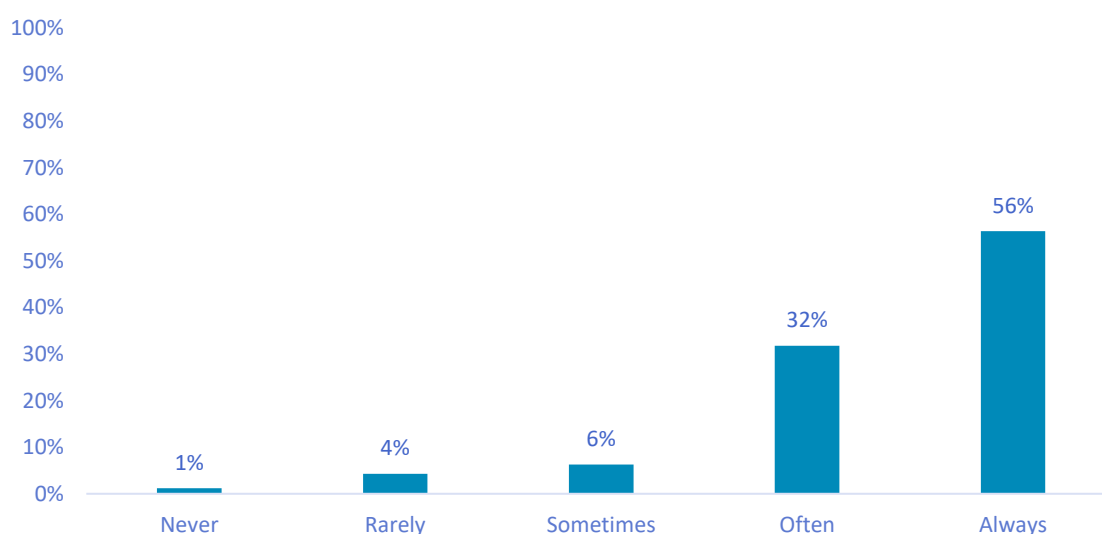




## WORKLOAD AND WORKING TIME

**6% of respondents from Hertfordshire Constabulary said that they have either never or rarely been able to take at least one rest day per week in the last 12 months.** This is compared to 6% of respondents in England and Wales as a whole who said that they have either never or rarely been able to take at least one rest day per week in the last 12 months.

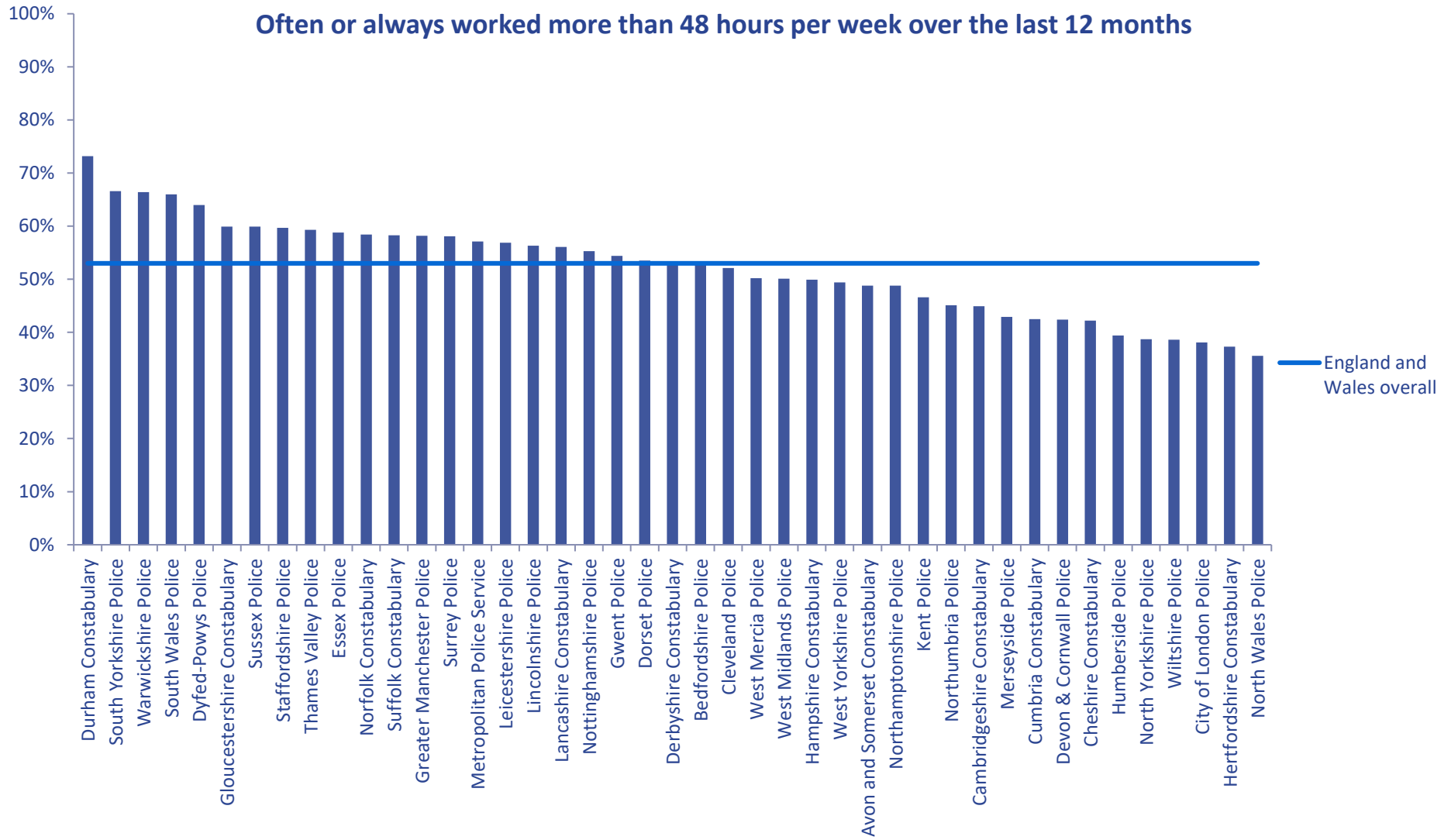
### Over the last 12 months, how often have you been able to take at least one rest day per week



**63% of respondents from Hertfordshire Constabulary said that over the last 12 months, their workload has been too high or much too high.** This proportion is the same as the proportion of respondents in England and Wales where 63% of respondents said that over the last 12 months their workload has been too high or much too high.

**37% of respondents from Hertfordshire Constabulary said that over the last 12 months they have often or always worked more than 48 hours per week.** In England and Wales overall, 53% of respondents said that over the last 12 months they have often or always worked more than 48 hours per week.

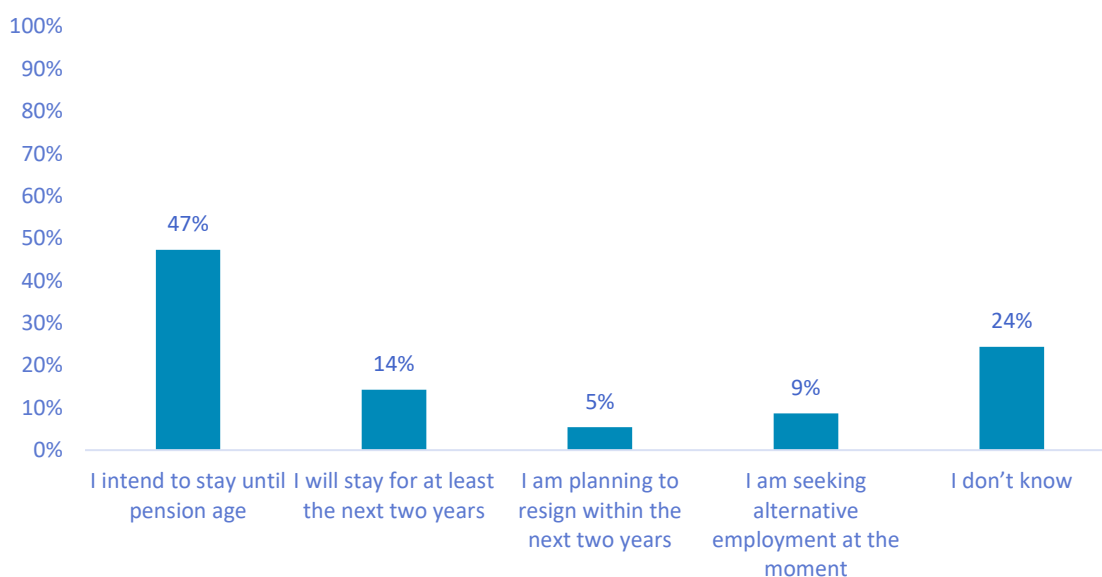
## Often or always worked more than 48 hours per week over the last 12 months



# INTENTION TO LEAVE

**14% of respondents from Hertfordshire Constabulary told us that they had an intention to resign from the police service either within the next 2 years or as soon as possible.** In comparison, in England and Wales as a whole 12% of respondents said that they intended to resign either as soon as possible or within the next two years.

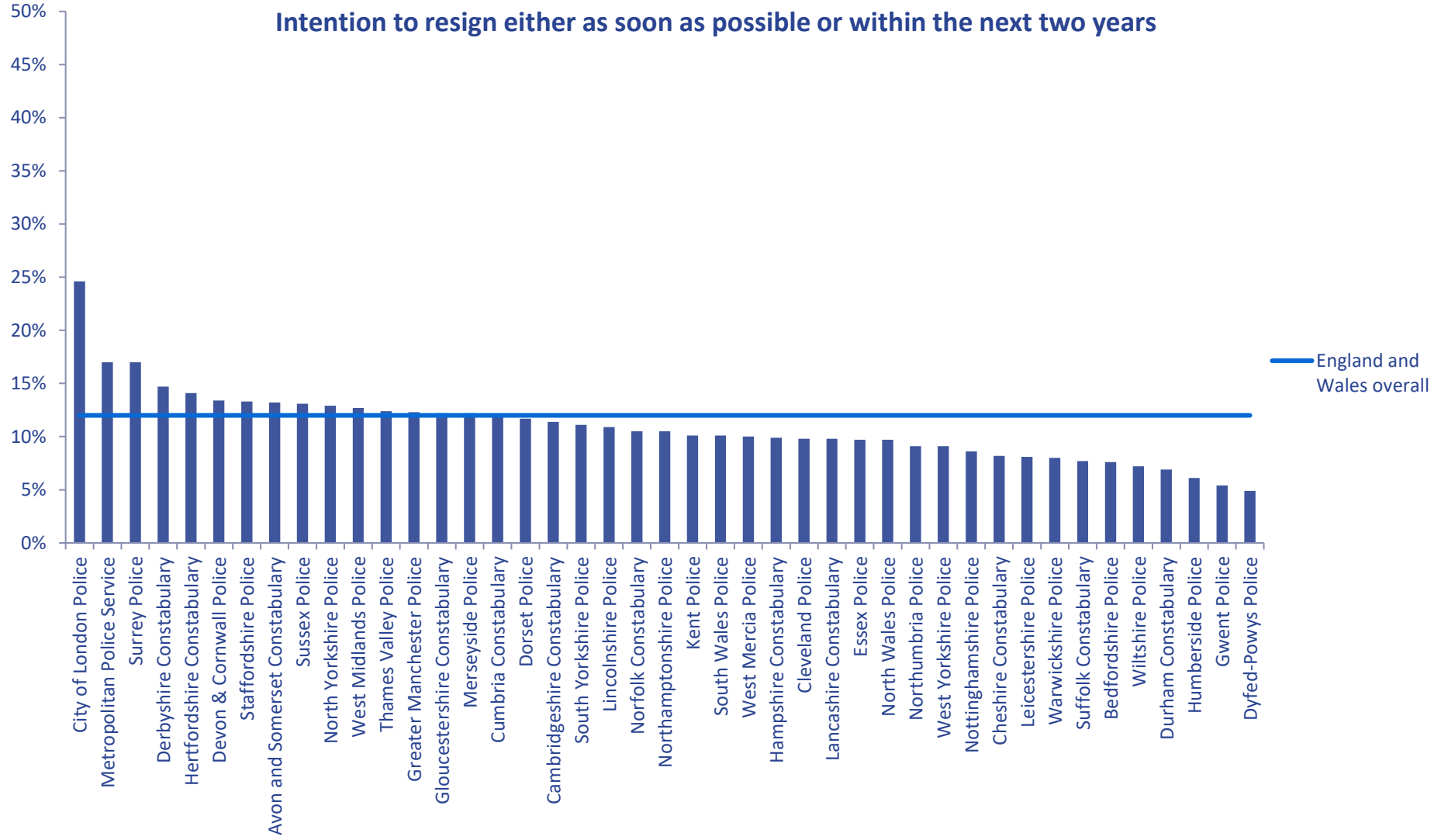
**Intention to stay in or to leave the police service**



Comparison of 2021 and 2020 figures for intention to leave within the next 2 years or as soon as possible in Hertfordshire Constabulary are provided in the table below.

	2021	2020
<b>Intention to resign from the police service within the next 2 years or as soon as possible</b>	<b>14%</b>	<b>16%</b>

## Intention to resign either as soon as possible or within the next two years



## REASONS FOR INTENDING TO LEAVE THE POLICE SERVICE

Respondents who had said they intended to leave were asked to indicate the reasons behind this intention. The table below shows the proportion of respondents in Hertfordshire Constabulary who said that a particular factor has had a major effect on their intention to leave, compared to the national average.

Please be aware that respondents were able to choose more than one option therefore the figures provide below will not add up to 100%.

Factor	Major effect on intention to leave (Hertfordshire Constabulary)	Major effect on intention to leave (England and Wales)
The impact of your job on your family/personal life	45%	56%
Your morale	88%	82%
Your pay	78%	69%
Better job opportunities outside of the Police	56%	59%
The impact of the job on your physical health and wellbeing	51%	64%
The impact of the job on your psychological health and wellbeing	66%	73%
Your workload and responsibilities	31%	48%
How the police are treated by the public	64%	55%
How the police are treated by the government	80%	77%
Your pension	53%	51%

## NOTE FOR BRANCH BOARDS

Additional findings from the 2021 Pay and Morale survey are available on request from the Research and Policy department. Additional topics include, but are not limited to:

- Reasons for not applying for promotion
- Satisfaction with training and development
- Engagement (including pride in the police)

The findings of the survey can also be broken down in more detail in terms of different demographic groups, such as rank, role or length of service. However please be aware that we can only go into a certain level of detail with this demographic data in order to preserve respondents' confidentiality.

Branch Boards wishing to obtain further information in a certain area can contact [ResearchandDataCollection@polfed.org](mailto:ResearchandDataCollection@polfed.org) to discuss their requirements. The Research and Policy Department only has one member of staff responsible for these data requests therefore please bear this in mind in terms of turnaround times and the amount of data you request.

All other interested parties should speak to their local Police Federation Branch Board in the first instance.