



Officer Demand, Capacity and Welfare Survey Descriptive Statistics Summary Report WORK PATTERNS January 2017

Author: Mary Elliott-Davies & Dr Jonathan Houdmont

Security classification	<input checked="" type="checkbox"/> Not protectively marked	May be published openly / immediately
	<input type="checkbox"/> Protected	Review whether broader publication
	<input type="checkbox"/> Restricted	Not for open publication. Restricted to:
	<input type="checkbox"/> Confidential	

Contents

1. FOREWORD.....	3
INTRODUCTION.....	3
RESPONSE RATES AND DEMOGRAPHICS	3
2. WORK PATTERNS	4
2.1. SHIFTS.....	4
2.2. WORKING HOURS AND COMMUTE	5
2.3. BREAKS, REST DAYS, AND ANNUAL LEAVE	5
2.4. SINGLE CREWING	6
3. References.....	7

1. FOREWORD

INTRODUCTION

In recent times policing in England and Wales has experienced unprecedented budgetary cuts, amounting to an 18% real-term reduction since 2010.ⁱ The impact on police officer numbers has been considerable, with a 14% fall in officer numbers over a seven-year period from a high of 143,734 in 2009,ⁱⁱ to 124,066 in 2016.ⁱⁱⁱ Evidence from a focus group study conducted by the Police Federation of England and Wales (PFEW)^{iv} highlighted that these reductions may be having a negative effect on officers individual wellbeing. It was within this context that the 2016 PFEW Officer Demand, Capacity, and Welfare Survey took place.

This document is derived from the initial descriptive report^v and provides a national summary of responses to key questions regarding **work patterns** from the 2016 PFEW Officer Demand, Capacity, and Welfare Survey. Where additional data are available and appropriate, the national results are benchmarked against other comparator populations such as the Armed Forces.*

Please be aware that the total number of responses for each item may vary slightly as not all items were answered by all respondents, in addition the actual differences between groups may be quite small and these details should be considered when interpreting the data.

RESPONSE RATES AND DEMOGRAPHICS

Survey responses were gathered on-line, over a four-week period in February 2016. All officers of federated ranks in England and Wales were eligible to participate. Analyses were conducted on a sample of 16,841 responses drawn from all 43 forces across England and Wales.**

14% of eligible officers completed the survey. The respondent sample was broadly representative of the overall federated officer population.*** Although this is lower than the response rate attained by the annual PFEW workforce survey in 2016, this may be due to the sensitive and specific nature of the survey topic.

*Please note that question wording and sample sizes between populations may differ – for full details, please see Houdmont & Elliott-Davies (2016).

**Data were removed where the respondent indicated they were not currently a police officer or they gave implausible answers – for full exclusion criteria, please see Houdmont & Elliott-Davies (2016).

*** Although some significant differences were observed between the survey sample and the federated ranks population, in percentage terms these differences were small, allowing for the conclusion that the respondent sample was broadly representative of the national federated officer population in terms of its socio-demographic composition – for full details, please see Houdmont & Elliott-Davies (2016).

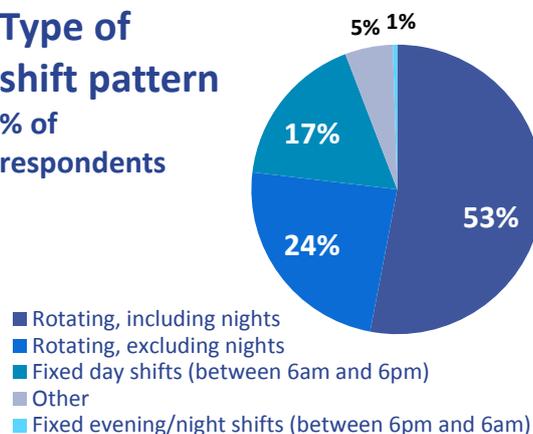
2. WORK PATTERNS

2.1. SHIFTS

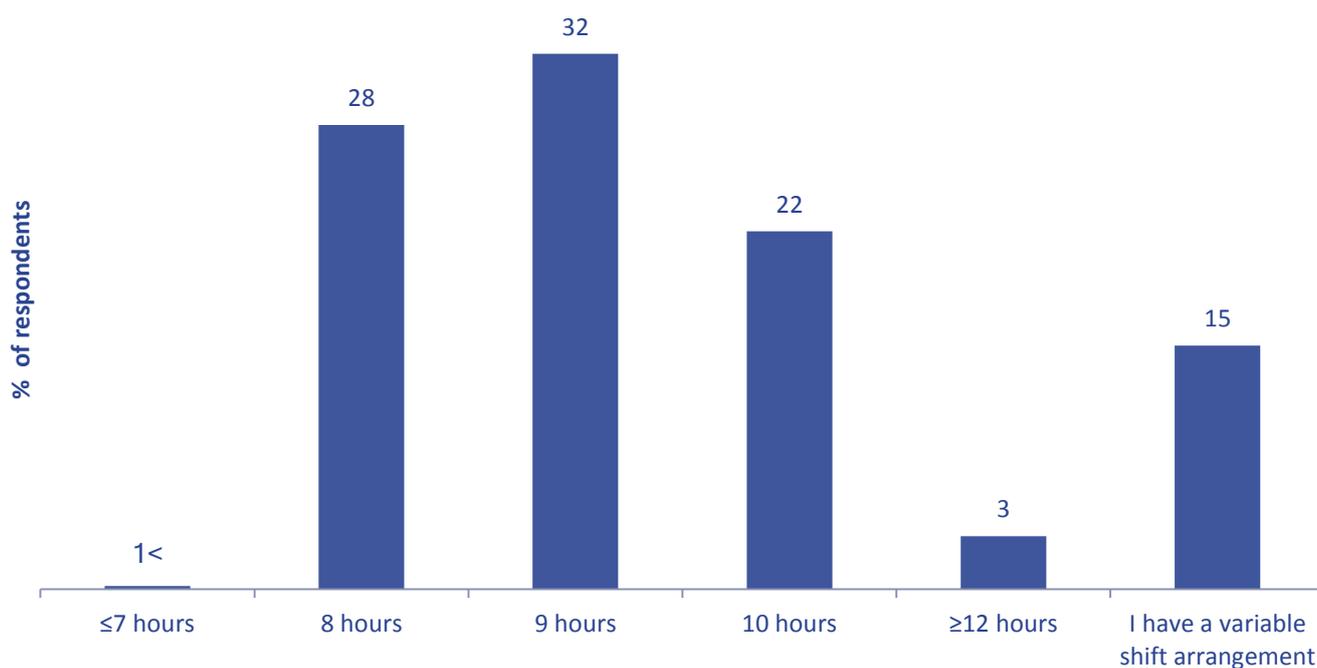
Respondents were invited to indicate which (broad) shift pattern they typically work and, to the nearest hour, how long their shifts are supposed to last.

The most common shift pattern (53%) was 'Rotating, including nights,' while nine hours was the most common shift duration (32%).

Type of shift pattern
% of respondents



My shifts are meant to last...



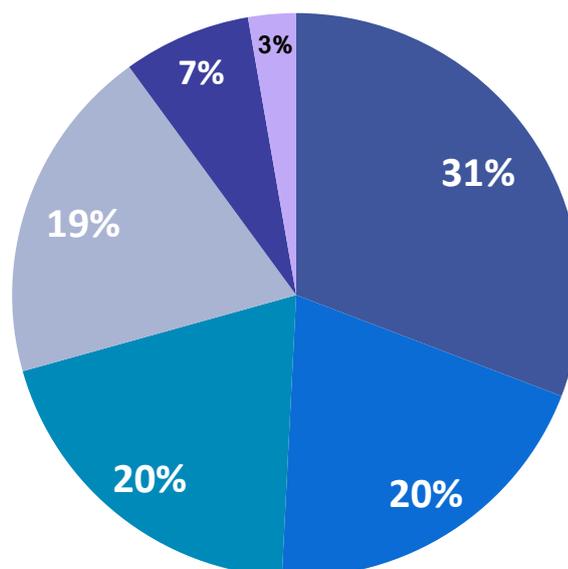
2.2. WORKING HOURS AND COMMUTE

Officers worked an average of 42.5 hours per week, including overtime* and the average (one-way) commute was 30 minutes.

The two most frequently reported reasons for working overtime over the prior 12 months were both related to the number of available officers; 'There weren't enough officers on shift in my team/unit' (31%) followed by 'There weren't enough officers on shift in another team/unit' (20%).

Reasons for overtime % of respondents

- There weren't enough officers on shift in my team/unit
- There weren't enough officers on shift in another team/unit
- I wanted to finish my work
- There was an emergency situation
- I get rewarded for it (e.g., money, recognition, promotion opportunities)
- I enjoy my work



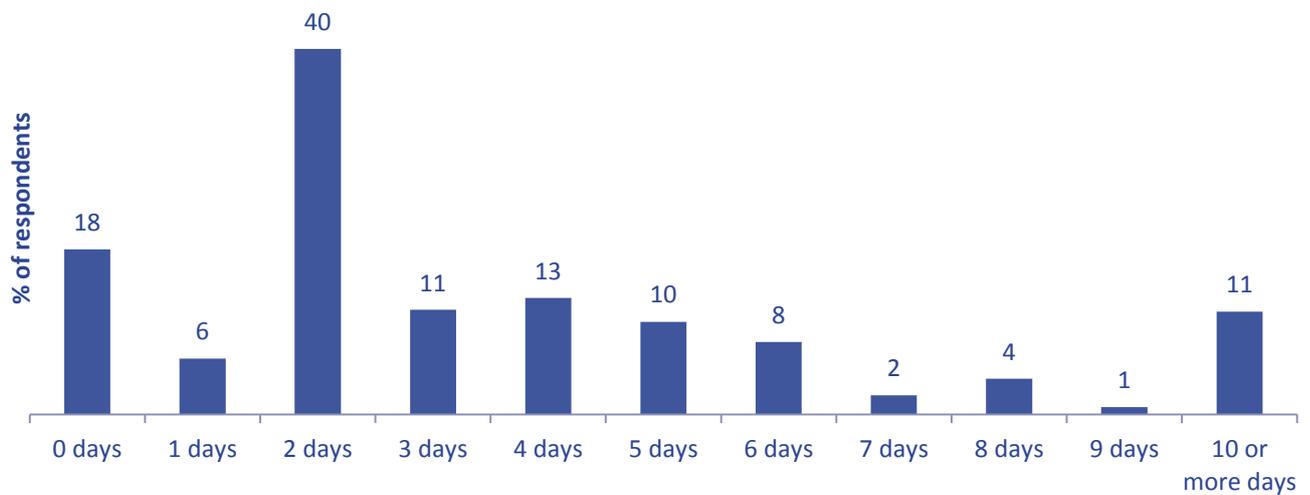
2.3. BREAKS, REST DAYS, AND ANNUAL LEAVE

53% of respondents reported that were *never* or *rarely* able to take their full rest break entitlement.

In addition, 13% of respondents *often* or *always* had their rest days cancelled, with **three quarters (76%)** having had **two or more** rest days cancelled in the previous 12 month period.

*Please note – there were some methodological challenges associated with this item. Please see Houdmont & Elliott-Davies (2016) for details.

Number of cancelled rest days in the previous 12 months



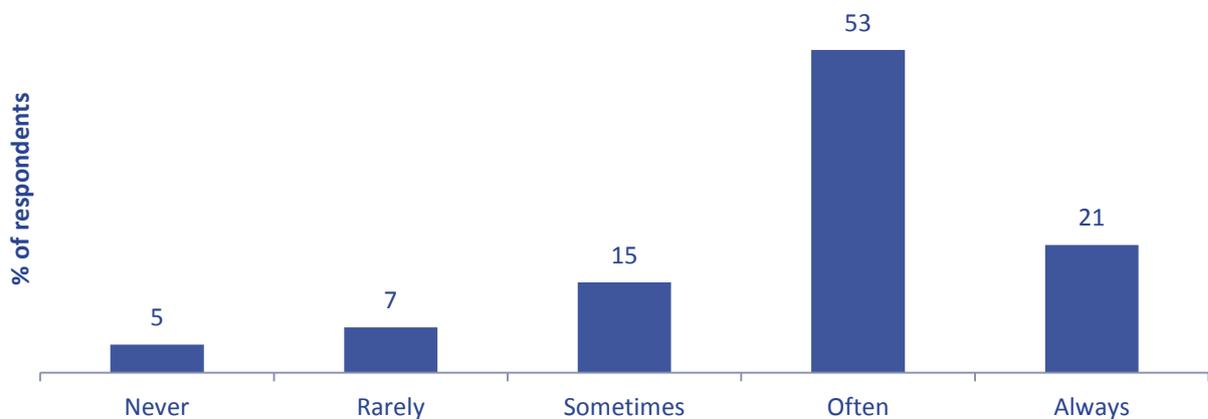
Respondents reported **more than 59,969 cancelled rest days** over the previous 12 months.

In addition, **one third (33%)** of respondents had not been able to take their full annual leave entitlement in the previous 12 month period, and **27%** reported that their annual leave requests were *often* or *always* refused.

2.4. SINGLE CREWING

Among respondents for whom this item was applicable, **three quarters (73%)** reported being single crewed either *often* or *always* over the previous 12 month period.

I am single crewed.....



3. References

ⁱ National Audit Office (2015). Financial Sustainability of Police Forces in England and Wales. Retrieved September 12, 2016, from <https://www.nao.org.uk/wp-content/uploads/2015/06/Financial-sustainability-of-police-forces.pdf>

ⁱⁱ Home Office (2010). Police Service Strength: England and Wales, 31 March 2010. Retrieved September 12, 2016, from https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/115745/hosb1410.pdf

ⁱⁱⁱ Home Office (2016). Police Workforce, England and Wales, 31 March 2016. Statistical Bulletin 05/16. Retrieved September 12, 2016, from <https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2016>

^{iv} Elliott-Davies, M., Donnelly, J., Boag-Munroe, F., & Van Mechelen, D. (2016). 'Getting a battering' The perceived impact of demand and capacity imbalance within the Police Service of England and Wales: A qualitative review. *The Police Journal: Theory, Practice and Principles*, 89, 2, 93-116.

^v Houdmont, J. & Elliott-Davies, M. (2016). *Police Federation of England and Wales 2016 Officer Demand, Capacity, and Welfare Survey: Initial Report - Descriptive Results*.