

Pay and Morale Survey 2020 - Attitudes Towards Pay Report November 2020

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Executive Summary

- Over two thirds of respondents said that they did not feel fairly paid for their experience and training (69%) and have not been provided with fair pay compared to employees in other organisations (69%). However respondents were most likely to say that they do not feel fairly paid considering the stresses and strains of their job (86%).
- Compared to 2019, the proportions of respondents who do not feel fairly paid within their job has decreased slightly; for example, respondents are less likely to say that they are not paid fairly considering the amount of experience and training that they have had this year (69%) compared to 77% last year.
- Respondents were much more likely to be dissatisfied with their pay and allowances than to be satisfied; around 7 in 10 respondents said that they were dissatisfied with their basic pay (69%), whilst only 18% were satisfied.
- Respondents were less likely to be dissatisfied with their basic pay this year (69%) than in either 2019 (79%) or 2018 (72%).

Introduction

The PFEW Pay and Morale Survey obtains 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 an annual survey, which has been conducted each year since 2014. To the best of our knowledge, it is the largest annual survey of police officers in the UK. This report provides a summary of key findings on respondents' satisfaction with their pay and benefits, as well as whether respondents feel fairly paid within their job, and compared to others doing similar jobs in other organisations.

Respondents and response rate

The PFEW Pay and Morale Survey 2020 opened on 27th July 2020 and closed on 11th September 2020. During that time we had responses from 26,042 officers, which were reduced to 25,558 after data cleansing¹. The response rate for the Pay and Morale Survey 2020 was therefore approximately 20% of all federated rank officers in England and Wales and in line with previous years.

In order to calculate whether the sample size is representative, margin of error is used to measure the maximum amount by which the results from the sample are expected to differ from those of the actual population². The margin of error for this report is <1% meaning that 95% of the time the results will be within -1% and +1% of the numbers cited. To ensure that each force is proportionally represented within the national sample, data were weighted on the basis of respondents' force³. This is standard practice in survey reporting, and is used by industry leaders such as Ipsos Mori, and in government survey reporting such as the Armed Forces Continuous Attitude Survey (run by the Ministry of Defence). More information on weighting and representativeness can be found within the Technical Annex.

This year, 28% of respondents to the survey were female, 72% were male, and the average age of respondents was 41 years. The majority of respondents were Constables (72%) with 20% of respondents at the rank of Sergeant, 7% at the rank of Inspector and 1% at the rank

¹ Data were removed where the respondent gave implausible answers: e.g. said they had been at the top of their pay scale for longer than they had been a police officer; length of time in role exceeded length of service etc.

² Unless every single person in the population is surveyed, then the results of any survey are estimates, and will vary to some extent from the actual population value. There are standard ways of ensuring the estimate given is accurate enough to be used (i.e. that it is representative enough). These require the researcher to calculate the margin of error and confidence level and ensure these are within certain limits.

³ The weighting for each force was calculated by dividing the number of federated rank officers in the force relative to the federated rank population in England and Wales as a whole by the number of responses received from officers within the force relative to the sample as a whole.

of Chief Inspector. This is broadly representative of the policing population as a whole. Again, further details on demographics can be found within the Technical Annex.

Perceptions of fair pay

Findings show that the majority of respondents do not feel fairly paid within their job. We asked respondents about their perceptions of fair pay across a number of different indicators (considering their experience and training; the hazards they faced; the stresses and strains of their job; and compared to employees in other organisations). Of these indicators, respondents were most likely to say that they do not feel fairly paid considering the stresses and strains of their job (86%), with fewer than 1 in 10 respondents feeling fairly paid considering the stresses and strains of their job (8%).

Respondents were least likely to say that they are not paid fairly for their experience and training, and that they have not been provided with fair pay compared to employees in other organisations. Despite this, there were still over two thirds of respondents saying that they did not feel fairly paid for their experience and training (69%) and had not been provided with fair pay compared to employees in other organisations (69%).

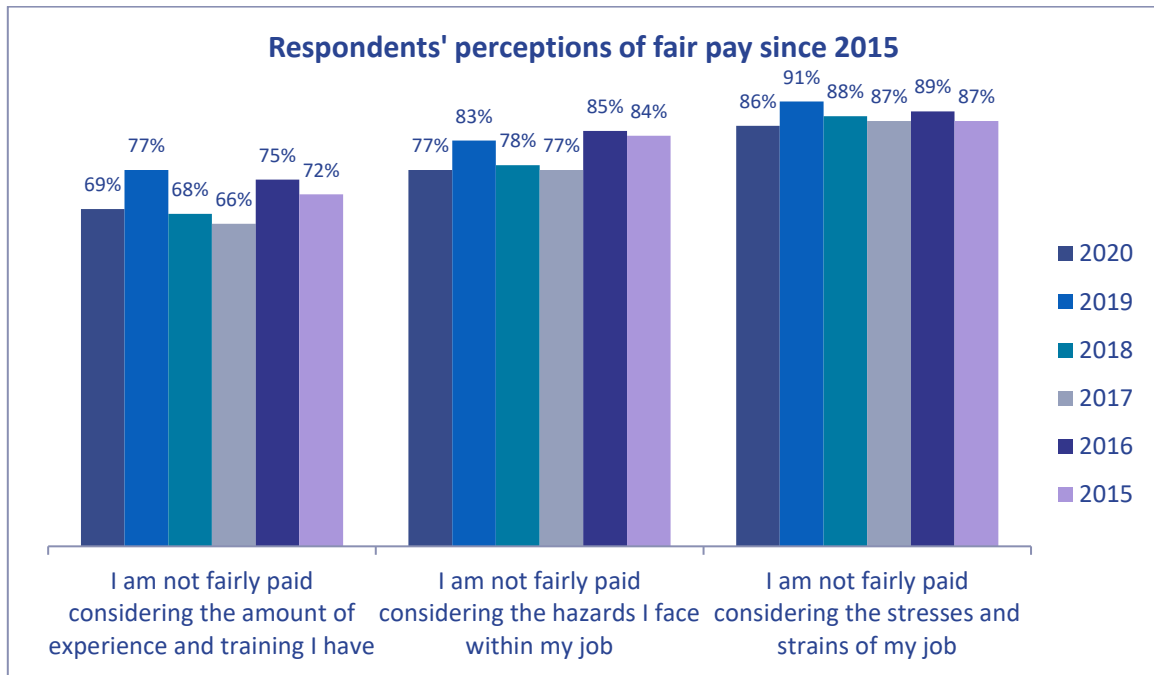
Table 1. The proportion of respondents who feel fairly paid in their job

| Factor | Disagree | Agree |
|--|----------|-------|
| I am fairly paid considering the amount of experience and training I have | 69% | 18% |
| I am fairly paid considering the hazards I face within my job | 77% | 13% |
| I am fairly paid considering the stresses and strains of my job | 86% | 8% |
| The police service has provided me with fair pay for the responsibilities I have in my job | 74% | 12% |
| The police service has provided me with fair pay compared to employees doing similar work in other organisations | 69% | 10% |

Compared to 2019 the proportions of respondents who do not feel fairly paid within their job has decreased slightly, returning to proportions closer to those seen in 2018. For example, compared to last year, respondents were eight percentage points less likely to say that they are not paid fairly considering the amount of experience and training that they have; in 2019 this proportion was 77% compared to 69% this year and 68% in 2018. Whilst this decrease in the proportion of respondents who do not feel fairly paid may be the result of a series of pay

uplifts in recent years, more than two thirds of respondents still do not feel fairly paid for the job they do.

Figure 1. Respondents' perceptions of fair pay since 2015



Satisfaction with pay and allowances

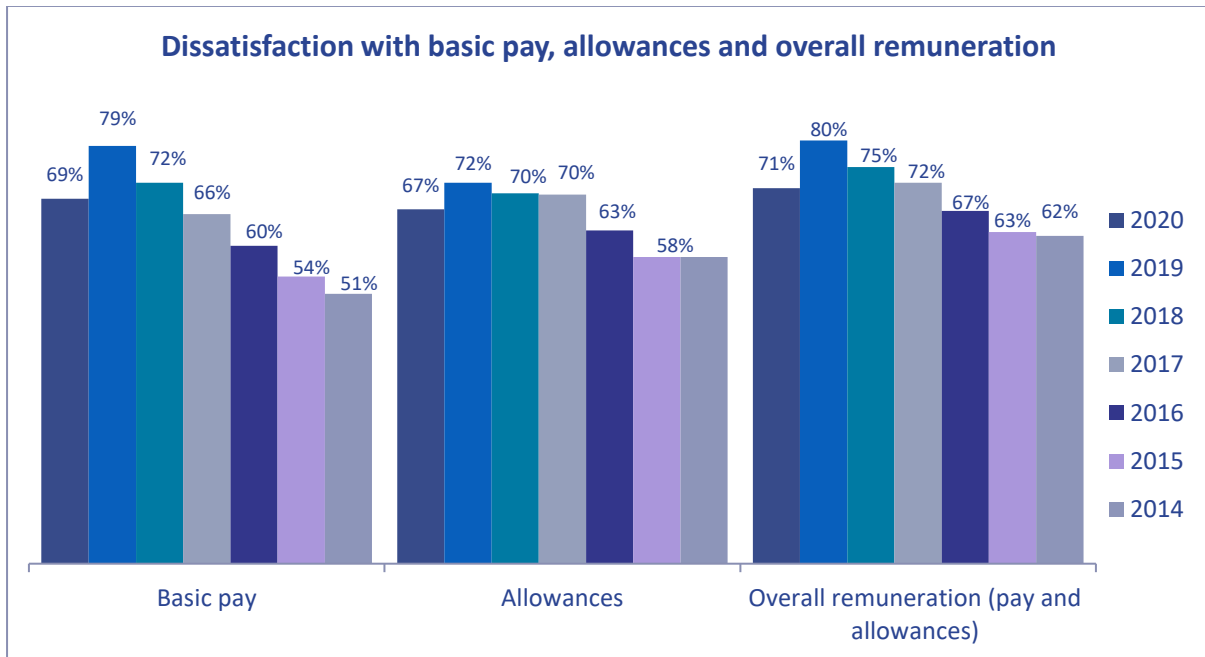
More than two thirds of respondents also said that they were dissatisfied with the pay and allowances. As with perceptions of fair pay, respondents were much more likely to be dissatisfied with their pay and allowances than to be satisfied. For example, 69% of respondents said that they were dissatisfied with their basic pay, and 18% were satisfied with their basic pay.

Table 2. Proportion of respondents reporting satisfaction and dissatisfaction with pay and allowances

| Factor | Dissatisfied | Satisfied |
|---|--------------|-----------|
| Basic pay | 69% | 18% |
| Allowances | 67% | 12% |
| Overall remuneration (pay and allowances) | 71% | 12% |

This year, 71% of respondents said that they were dissatisfied with their overall remuneration. In comparison, only 12% of respondents were satisfied with their overall remuneration (Table 2). PFEW respondents were only slightly less likely to be dissatisfied with their allowances (67%) than with their basic pay and overall remuneration, with only 12% of respondents saying that they are satisfied with their allowances.

Figure 2. Proportion of respondents since 2014 reporting dissatisfaction with pay and allowances



Respondents this year were less likely to be dissatisfied with their basic pay than in either 2019 (79%) or 2018 (72%). The proportion of respondents saying that they were dissatisfied with their allowances and overall remuneration is also lower this year than the previous three years (Figure 2). Nonetheless, there is still a considerable majority of respondents who are dissatisfied with their basic pay, allowances, and overall remuneration.

Appendix A

Further information on this survey can be found in the Pay and Morale 2020 Technical Annex, specifically:

- Background to the 2020 Pay and Morale survey
- Key areas the 2020 Pay and Morale survey focused on
- Uses of the survey data
- Distribution of the survey
- Respondents and Representativeness
- Respondents and response rate
- Representativeness
- Demographics
- Analytical approach
- Weighting
- Grouping and aggregation of response options
- Benchmarking

The Technical Annex can be found here: <https://www.polfed.org/our-work/pay-and-morale/>.