

Pay and Morale Survey 2021 - Technical Report December 2021

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Contents

Contents.....	2
Purpose of the Technical Annex	3
Background to the 2021 Pay and Morale survey.....	3
Key areas the 2021 Pay and Morale survey focused on	3
Uses of the survey data.....	4
Distribution of the survey	4
Respondents and Representativeness.....	4
Respondents and response rate	4
Representativeness.....	5
Demographics	6
Analytical approach	6
Weighting.....	6
Grouping and aggregation of response options	7

Purpose of the Technical Annex

The Technical Annex is an accompanying report to this year's Pay and Morale headline reports. This report contains information on the methodology of the Pay and Morale survey, such as preparation of data, as well as further detail on benchmarking of data.

Background to the 2021 Pay and Morale survey

The PFEW Pay and Morale Survey obtains federated rank members' views on their current pay and conditions, as well as 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.

Key areas the 2021 Pay and Morale survey focused on

The 2021 Pay and Morale survey focusses on the topic areas set out below:

Morale, Engagement and Reasons for Leaving	Findings cover officers' own morale and their perceptions of morale in general and across their force and the service as a whole as well as pride and attachment to the police. Respondents were also asked how far they feel they have been treated fairly and what their intentions were with regards to staying in or leaving the police service, as well as factors affecting their decision.
Workload and Working Time	Respondents were asked about their workload in comparison to last year, as well as how they would rate their workload in the last year. In addition, respondents were asked about their working time including how often they have been able to take rest breaks, and how often they have worked more than 48 hours per week in the last year.
Cost of Living	Findings covered officers' evaluation of whether respondents' salary allowed them to cover their essentials each month, whether respondents feel worse off compared to previous years and how often respondents worry about their finances. This topic area also considers whether respondents have a second job and whether they have sought advice or financial support in the last year.
Attitudes Towards Pay and Allowances	Findings covered officers' views on the fairness of their pay considering their experiences, the hazards of the job, the stresses of the job and in comparison to other key workers. Respondents are also asked about their attitudes towards any regional allowances or Critical Skills Payments they may receive.
Training, Development and Promotion	Officers' experiences of training opportunities and the promotion process were investigated. Respondents who did not apply for promotion were asked to indicate their reasons for not applying for promotion. Respondents were also asked for the first time in 2021 whether they are required to undertake Officer Safety Training and First Aid Training by their force every year.

Attitudes Towards Pension

Respondents were asked about what pension scheme they are in, and what level of protection they have related to this pension, if any. Additionally, respondents were asked what their intentions are with opting out of, or staying in their pension scheme and reasons for this. More broadly, respondents are asked what affect their pension has on their intention to remain in, or leave the police service.

Uses of the survey data

The 2021 Pay and Morale survey is used as crucial evidence to support PFEW's ongoing national pay campaign in calling for fairer remuneration for police officers and in fighting for a fairer pay system. These data provide an insight into officers' attitudes towards their pay and conditions across England and Wales as well as whether pay and conditions are consistent with attracting and retaining sufficient personnel in the service, their capability, and the extent to which personnel are motivated. Data also facilitate greater understanding of the impact of recent reform to officers' pay and conditions and allows comparison of members' current experiences and attitudes against previous survey findings.

The separate topics outlined above are reported in a variety of different reports. The Headline Report presents key data on the primary topics within the survey (i.e., pay and morale). Reports will also be published on other survey data, including working time and pensions during the course of 2022.

Distribution of the survey

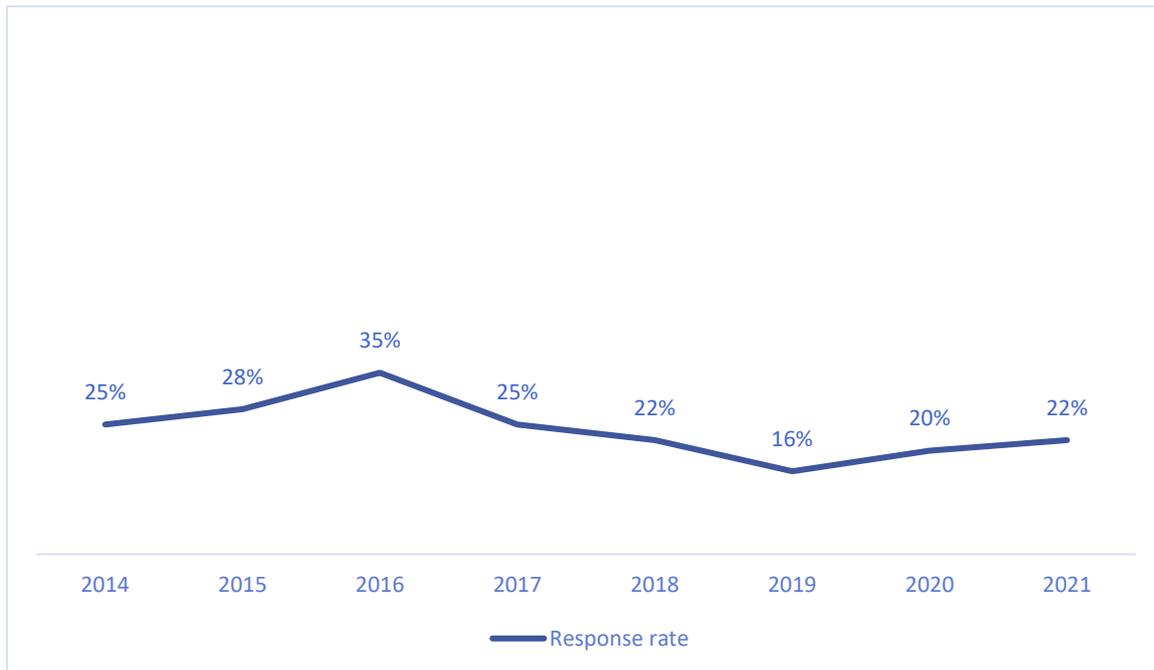
The Pay and Morale survey is distributed as an online survey to all PFEW members via PFEW's National Member Database (NMDB). The link to the survey is also distributed by PFEW Branches and at no time is placed in the public domain. This ensures the responses received are only from police officers. Prior to this process, the data processing for the survey reviewed and approved by the PFEW Data Officer in line with the General Data Protection Regulations.

Respondents and Representativeness

Respondents and response rate

This year's survey was open for the month of November 2021. During that time we had responses from 29,638 officers, which were reduced to 29,587 after data cleansing. The response rate for the Pay and Morale Survey 2021 was therefore approximately 22% of all federated rank officers in England and Wales. The response rate is comparable to previous years with the exception of 2019. This was due to the cyberattack in March 2019 meaning we were unable to make use of PFEW's National Member Database to distribute the 2019 survey.

Figure 1. Pay and Morale survey response rate since 2014¹



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 England and Wales), the population size (the total number of federated rank officers in England and Wales) and the confidence level.²

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.

¹ The 2016 response rate is likely higher than in other years as this was the first year the Pay and Morale survey was circulated using the National Member Database (NMDB) allowing the survey to be disseminated further. The 2019 response rate is lower than in other years due to two major cyber attacks affecting PFEW in March 2019. This meant the Pay and Morale survey could not be disseminated using the National Member Database, therefore affecting the number of members reached.

² A 95% confidence level is the generally accepted academic standard and means that you would expect to get the same results 95% of the time.

If the margin of error is less than 5%, it can be considered to be within the normal bounds of academic rigour.³ The margin of error for the 2020 headline reports has been calculated, and at a 95% confidence level, these reports have a <1% margin of error.

Demographics

This year, 27% of respondents to the survey were female, 73% were male, and the average age of respondents was 41 years. The majority of respondents were Constables (72%) with 19% of respondents at the rank of Sergeant, 7% at the rank of Inspector and 2% at the rank of Chief Inspector. This is broadly representative of the federated rank policing population as a whole.

Table 1. Demographics of Pay and Morale respondents compared to federated officers in England and Wales as a whole

	Pay and Morale 2021 Survey Respondents	Federated officers in England and Wales
Male	73%	67%
Female	27%	33%
Black, Asian, Mixed or Other Ethnic Minority	5%	8%
White	95%	92%
Constables	72%	80%
Sergeants	19%	14%
Inspector	7%	4%
Chief Inspector	2%	1%

Analytical approach

Weighting

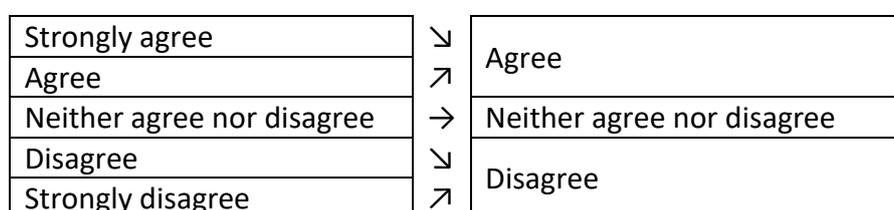
Survey responses rates across the 43 forces in England and Wales ranged from 10% to 50%. Because of this notable difference between response rates, the data were weighted on the

³ The generally accepted academic standards is a 5% (or less) margin of error with a 95% confidence level.

basis of respondents' force⁴. This allowed us to correct for any imbalances in the data and to ensure that each force is proportionally represented within the national sample.

Grouping and aggregation of response options

For ease of interpretation, the results to some questions have been aggregated into higher order answers. For example, where respondents are given a five-point scale, such as level of agreement (i.e. Strongly agree/Agree/Neither agree nor disagree/Disagree/Strongly disagree), this may be aggregated and reported on as a three-point scale (Agree/Neither agree nor disagree/Disagree) to indicate the *overall* agreement/disagreement rather than the *strength* of agreement/disagreement. This is achieved by aggregating the responses for strongly agree and agree, and similarly for those for reporting strongly disagree and disagree (please see diagram below).



Where data are available, comparisons between years (2021 and 2020) will also be presented. However, please note that any and all differences have not been tested to assess whether they are statistically significant;⁵ as such, these differences are reported for guidance only and must be treated with caution.

⁴ 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.

⁵ As all the data are derived from samples of the population, rather than the whole population, percentage figures calculated are strictly speaking estimates, rather than exact measures. This means that every figure has a margin of error associated with it. Hence percentage differences between small samples may be due to the sample, rather than to actual differences.