

PFEW Pay and Morale Survey 2021 Welsh Police Forces

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Police Federation of England and Wales

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1. Contents

EXECUTIVE SUMMARY	3
INTRODUCTION.....	4
RESPONSE RATE AND RESPONDENTS	4
REPRESENTATIVENESS	4
PAY AND REMUNERATION.....	6
COST OF LIVING.....	6
SATISFACTION WITH PAY	8
MORALE	10
REASONS FOR LOW MORALE.....	11
ENGAGEMENT.....	12
ATTITUDES TOWARDS THE POLICE SERVICE.....	12
OFFICERS' TREATMENT IN THE POLICE.....	13
WORKLOAD AND WORKING TIME	15
INTENTION TO LEAVE.....	17
REASONS FOR INTENDING TO LEAVE THE POLICE SERVICE.....	18
NOTE FOR BRANCH BOARDS.....	20

EXECUTIVE SUMMARY

Respondents and Response Rate

- 1837 responses were received from the Welsh police forces, representing a response rate of around 25% (based on July 2021 Home Office figures of officer headcount).

Pay and Remuneration

- 79% of respondents from Welsh police forces said that they are dissatisfied with their overall remuneration (including basic pay and allowances).
- 44% of respondents from Welsh police forces reported worrying about the state of their personal finances every day or almost every day.
- 70% of respondents from Welsh police forces felt that they were worse off financially than they were five years ago.
- 14% of respondents from Welsh police forces reported never or almost never having enough money to cover all their essentials.

Morale and Engagement

- 59% of respondents from Welsh police forces told us that their morale is currently low.
- 87% of respondents from Welsh police forces felt that morale within the force is currently low.
- 67% of respondents from Welsh police forces said that they would not recommend joining the police to others.
- 95% of respondents from Welsh police forces said that they do not feel respected by the government.
- 8% of respondents from Welsh police forces 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

- 7% of respondents from Welsh police forces said that they have never or rarely been able to take at least one rest day per week in the last 12 months.
- 66% of respondents from Welsh police forces 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 Welsh police forces in 2021. Where appropriate, details of overall responses for the police service as a whole are also presented¹.

RESPONSE RATE AND RESPONDENTS

1837 responses were received from Welsh police forces, representing a response rate of around 25% (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 Welsh police forces was 24%. 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 Welsh police forces), the population size (the total number of federated rank officers in Welsh police forces) 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 2%.

¹ 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.

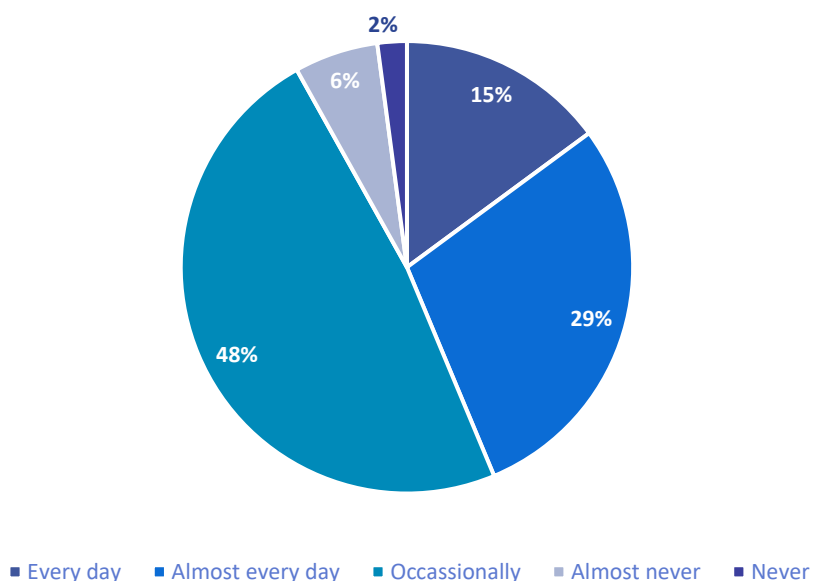
73% of responses from Welsh police forces were received from male officers and 27% of responses were from female officers. 69% of respondents were Constables, 21% were Sergeants, 8% were Inspectors and 2% were Chief Inspectors.

PAY AND REMUNERATION

COST OF LIVING

44% of respondents from Welsh police forces reported worrying about money every day or almost every day. This is slightly lower than in English police forces, where 45% of respondents reported that they worried about money every day or almost every day. Breakdowns for each force in Wales are provided below.

How often do you find yourself worrying about money? (All Welsh forces)



Force	% worrying about money every day or almost every day
Gwent Police	46%
South Wales Police	46%
North Wales Police	42%
Dyfed-Powys Police	37%

71% of respondents in Welsh police forces said had that they had enough money to cover all of their essentials either every month or almost every month. In contrast, **14% reported never or almost never having enough money to cover their monthly essentials.** In English police

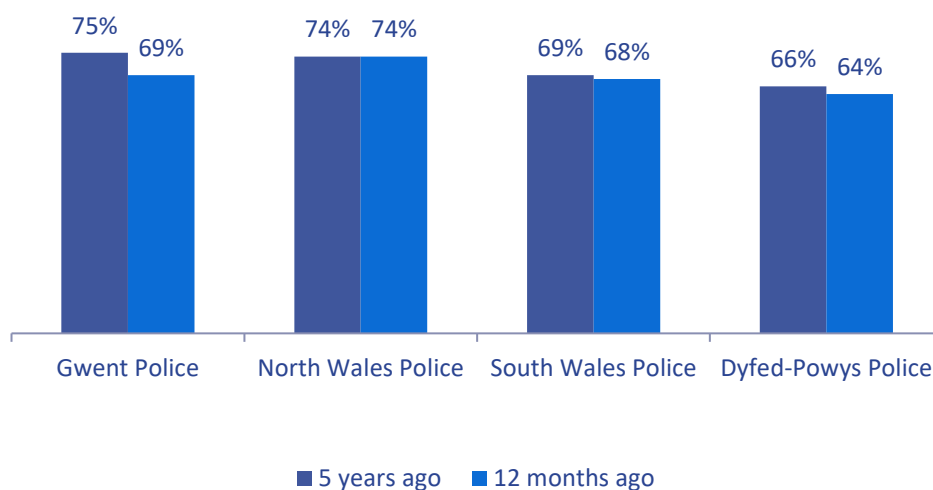
forces, the proportion of respondents who said they never or almost never had enough money to cover their essentials was also 14%.

Force	% who never or almost never had enough money to cover essentials
South Wales Police	15%
Dyfed-Powys Police	14%
Gwent Police	13%
North Wales Police	12%

70% of respondents from Welsh police forces felt that they were worse off financially than they were five years ago. This proportion is slightly lower than the equivalent proportion for English police forces, where 74% of respondents said that they were worse off financially than five years ago.

	2021
Financially worse off than 12 months ago	69%
Financially worse off than 5 years ago	70%

Proportion of respondents who felt worse off financially compared to five years ago and twelve months ago



SATISFACTION WITH PAY

94% of respondents from Welsh police forces told us that they do not feel that they are paid fairly for the stresses and strains they have within their job, and 88% said that they are not fairly paid for the hazards they faced within their role. This compares to 92% of respondents in English police forces who said that they were not fairly paid for the stresses and strains of their job and 85% said that they were not fairly paid for the hazards they faced.

Comparison of 2021 and 2020 figures for perceptions of fair pay in Welsh police forces is provided in the table below.

	2021	2020
Do not feel fairly paid for the stresses and strains of their job	94%	83%
Do not feel fairly paid for the hazard faced within their job	88%	75%

Force	% who do not feel fairly paid for the stresses and strains of their job	% who do not feel fairly paid for the hazard faced within their job
Gwent Police	96%	88%
South Wales Police	95%	90%
North Wales Police	94%	88%
Dyfed-Powys Police	89%	84%

79% of respondents from Welsh police forces said that they are dissatisfied with their overall remuneration (including basic pay and allowances) and 74% said that they are dissatisfied with their pensions. Comparison of 2021 and 2020 figures for pay and remuneration in Welsh police forces is provided in the table below.

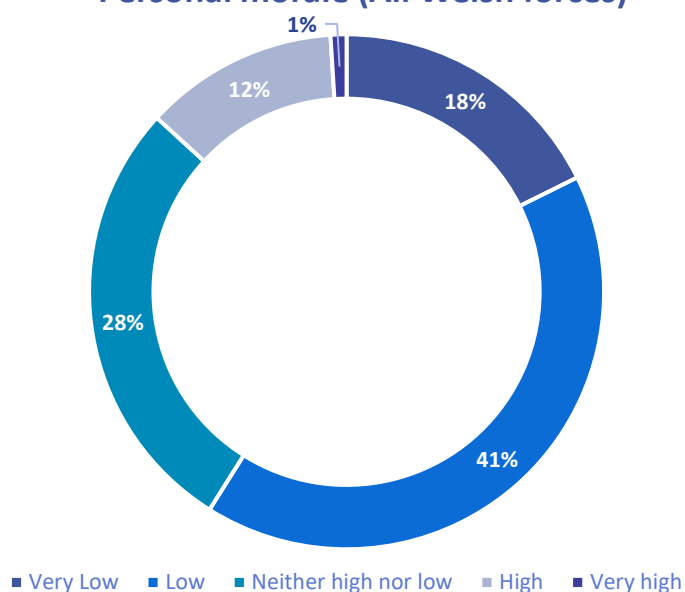
	2021	2020
Dissatisfied with total remuneration	79%	65%
Dissatisfied with pension	74%	64%

Force		% who are dissatisfied with their total remuneration	% who are dissatisfied with their pension
North Wales Police		81%	73%
South Wales Police		81%	79%
Gwent Police		79%	73%
Dyfed-Powys Police		74%	67%

MORALE

59% of respondents from Welsh police forces told us that their morale is either low or very low. This is slightly higher than the proportion of respondents in English police forces who said that their personal morale was either low or very low, which this year was 58%.

Personal morale (All Welsh forces)

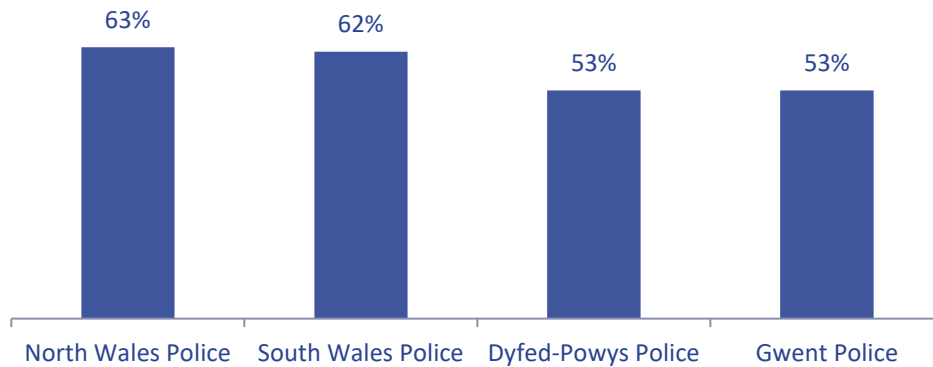


87% of respondents from Welsh police forces felt that morale within the force is low or very low. This compares to 84% of respondents in English police forces who said that morale within their force is low or very low.

Comparison of 2021 and 2020 figures for morale in Welsh police forces are provided in the table below.

	2021	2020
Low or very low personal morale	59%	44%
Low or very low force morale	87%	68%

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 Welsh police forces who said a particular factor has had a negative impact upon their morale compared to the proportion of respondents in English police forces.

	Negative impact on morale (Welsh police forces)	Negative impact on morale (English police forces)
Pay	84%	84%
Workload and responsibilities	67%	64%
Work-life balance	60%	58%
How the police are treated by the government	96%	95%
How the police are treated by the public	86%	84%

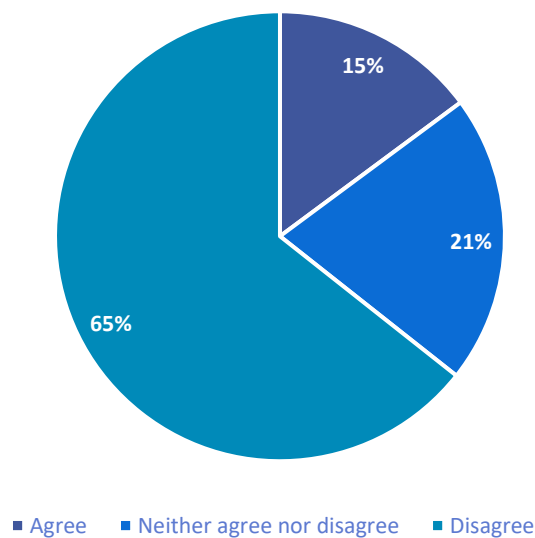
The COVID-19 crisis	74%	60%
Your pension	75%	73%

ENGAGEMENT

ATTITUDES TOWARDS THE POLICE SERVICE

65% of respondents from Welsh police forces said that they did not feel valued within the police. This compares to 64% of respondents in English police forces.

I feel valued in the police service (All Welsh forces)

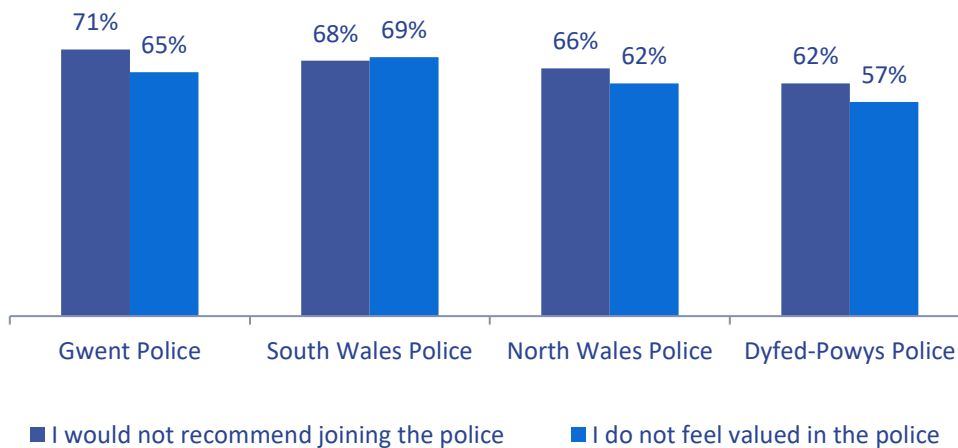


67% of respondents from Welsh police forces said that they would not recommend joining the police to others. This is the same as the figure for English police forces where 67% of respondents said that they would not recommend joining the police.

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

	2021	2020
I would not recommend joining the police to others	67%	55%
I do not feel valued in the police	65%	53%

Attitudes towards the police in Welsh police forces



OFFICERS' TREATMENT IN THE POLICE

95% of respondents from Welsh police forces said that they do not feel that the police are respected by the government. This is slightly higher than the 93% of respondents in English police forces who said that they do not feel that the police are respected by the government. Less than 1% of officers from Welsh police forces said that they feel the police are respected by the government.

83% of respondents from Welsh police forces said that they do not feel that the police are respected by the public compared to 5% of respondents from Welsh police forces who said that they do feel that the police are respected by the public. In English police forces, 78% of respondents said that they do not feel that the police are respected by the public.

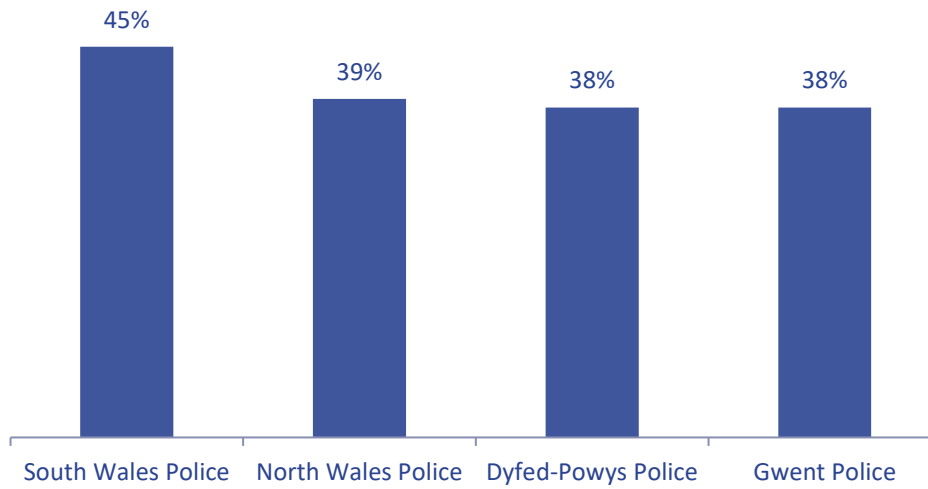
Force	% who do not feel that the police are respected by the government	% who do not feel that the police are respected by the public
Gwent Police	96%	83%
North Wales Police	95%	83%
South Wales Police	95%	86%
Dyfed-Powys Police	91%	76%

41% of respondents from Welsh police forces said that they are not treated fairly compared to 31% of respondents from Welsh police forces who feel that they are treated fairly. Respondents in Welsh police forces were more likely to say that they are treated fairly compared to English police forces, where 30% said that they are treated fairly.

Comparison of 2021 and 2020 figures for fairness in Welsh police forces are provided below.

	2021		2020	
	Disagree	Agree	Disagree	Agree
I am treated fairly	41%	31%	33%	37%

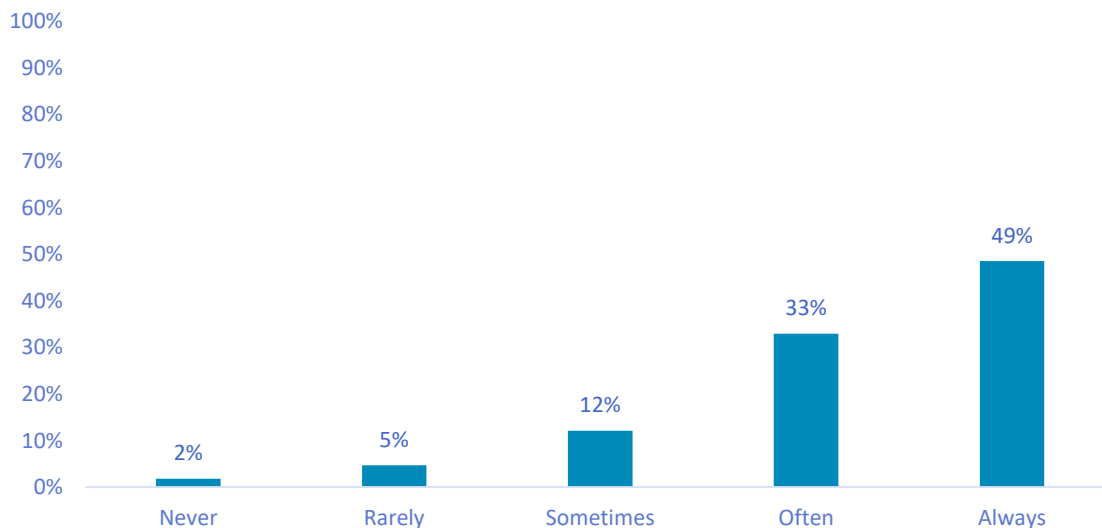
Proportion of respondents who did not feel fairly treated



WORKLOAD AND WORKING TIME

7% of respondents from Welsh police forces 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 from English police forces 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 (All Welsh forces)



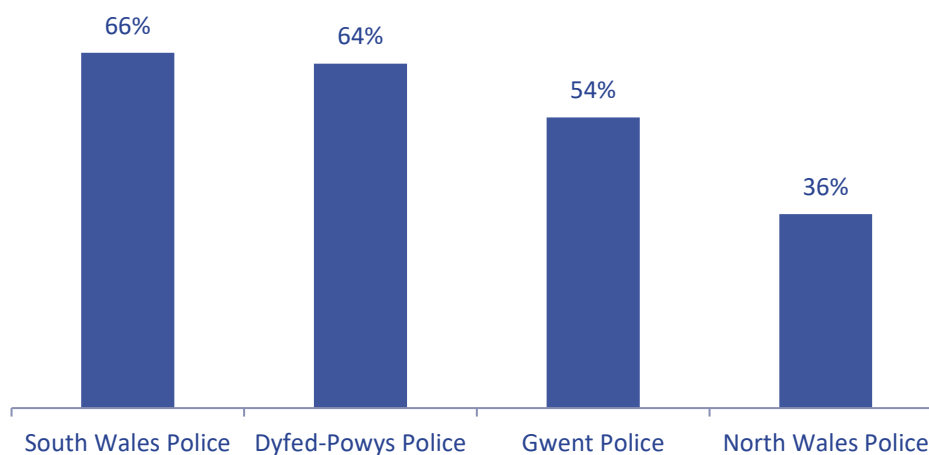
Force	% who have never or rarely been able to take at least one rest day per week in the last 12 months
North Wales Police	4%
Dyfed Powys Police	7%
Gwent Police	7%
South Wales Police	7%

66% of respondents from Welsh police forces said that over the last 12 months, their workload has been too high or much too high. This proportion is higher than the proportion of respondents for English police forces where 63% of respondents said that over the last 12 months their workload has been too high or much too high.

Force	% who reported that their workload has been too high or much too high over the last 12 months
Dyfed Powys Police	72%
Gwent Police	68%
South Wales Police	66%
North Wales Police	59%

57% of respondents from Welsh police forces said that over the last 12 months they have often or always worked more than 48 hours per week. In English police forces, 53% of respondents said that over the last 12 months they have often or always worked more than 48 hours per week.

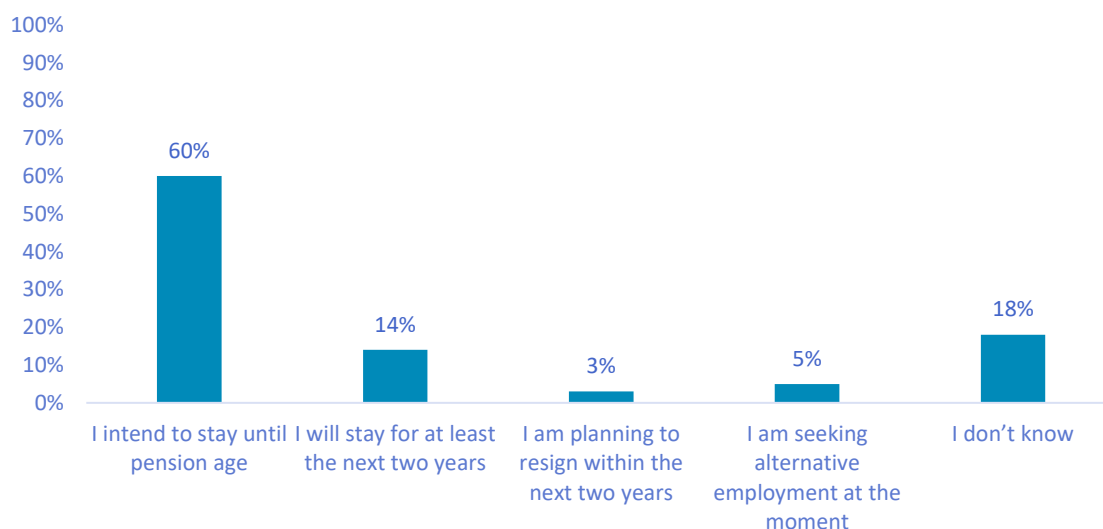
Proportion of respondents who often or always worked more than 48 hours per week over the last 12 months



INTENTION TO LEAVE

8% of respondents from Welsh police forces 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, 13% of respondents from English police forces said that they intended to resign either as soon as possible or within the next two years.

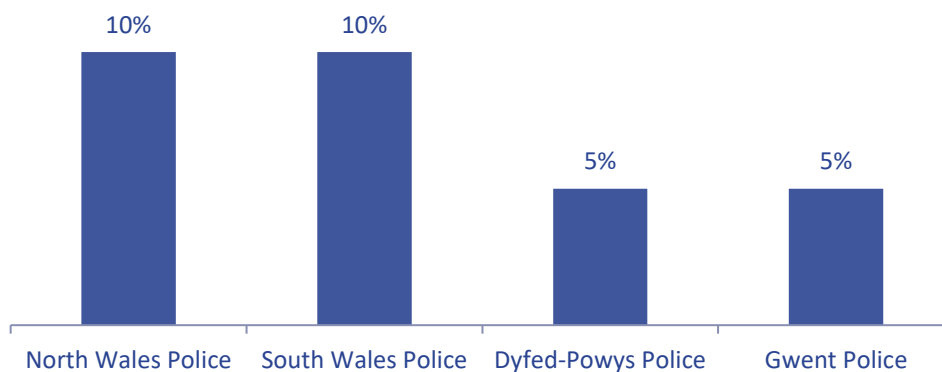
Intention to stay in or to leave the police service (All Welsh forces)



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

	2021	2020
Intention to resign from the police service within the next 2 years or as soon as possible	8%	8%

Intention to leave 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 Welsh police forces who said that a particular factor has had a major effect on their intention to leave, compared to respondents in English police forces.

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 (Welsh Police Forces)	Major effect on intention to leave (English Police Forces)
The impact of your job on your family/personal life	64%	56%
Your morale	87%	82%
Your pay	71%	69%

Better job opportunities outside of the Police	56%	59%
The impact of the job on your physical health and wellbeing	72%	63%
The impact of the job on your psychological health and wellbeing	79%	73%
Your workload and responsibilities	58%	47%
How the police are treated by the public	59%	54%
How the police are treated by the government	77%	77%
Your pension	57%	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 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.