

PFEW Pay and Morale Survey 2022 Welsh Report

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Police Federation of England and Wales

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EXECUTIVE SUMMARY

RESPONDENTS AND RESPONSE RATE

- 1,916 responses were received from the Welsh police forces, representing a response rate of around 25% (based on March 2022 Home Office figures of officer headcount)¹.

PAY AND REMUNERATION

- 80% of respondents from Welsh police forces said that they are 'dissatisfied' or 'very dissatisfied' with their overall remuneration (including basic pay and allowances).
- 98% of respondents from Welsh police forces reported that their cost of living had increased in the last month, with an increase in the price of their food shop being the most cited reason (98%).
- 83% of respondents from Welsh police forces felt that they were 'worse off' financially than they were five years ago.
- 18% of respondents from Welsh police forces reported 'never' or 'almost never' having enough money to cover all their essentials.

MORALE

- 51% of respondents from Welsh police forces said that their morale is currently 'low' or 'very low'.
- 84% of respondents from Welsh police forces felt that morale within the force is currently 'low' or 'very low'.

ENGAGEMENT

- 93% of respondents from Welsh police forces said that they do not feel respected by the government.
- 65% of respondents from Welsh police forces said that they would not recommend joining the police to others.
- 64% of respondents from Welsh police forces said that they did not feel valued within the police.

TRAINING AND DEVELOPMENT

- 30% of respondents from Welsh police forces reported being 'dissatisfied' or 'very dissatisfied' with opportunities for training and 48% reported being 'dissatisfied' or 'very dissatisfied' with the Professional Development Review (PDR) process.

¹ Home Office. (2022). *Police Workforce, England and Wales, 31 March 2022: data tables* [Dataset]. <https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2022>

- 85% of respondents from Welsh police forces have had a PDR in the past 12 months.
- 80% of respondents who are line managers from Welsh police forces were able to complete PDRs for all their direct reports.
- 12% of respondents from Welsh police forces have applied for promotion to the next rank up from the one they are currently in this year.

INTENTION TO LEAVE

- 12% of respondents from Welsh police forces told us that they intend to resign from the police service either ‘within the next two years’ or ‘as soon as [they] can’.
- In Welsh police forces the most frequently cited reasons for intending to leave were how the police are treated by the government, morale and impact of the job on their mental health and wellbeing (with 99%, 97% and 96% respectively).

WORKLOAD AND WORKING TIME

- 66% of respondents from Welsh police forces said that over the last 12 months, their workload has been ‘too high’ or ‘much too high’.
- 5% of respondents from Welsh police forces said that they have ‘never’ or ‘rarely’ been able to take an 11-hour break between shifts in the last 12 months.
- 33% of respondents from Welsh police forces felt ‘always’ or ‘often’ pressured into working long hours over the last 12 months.

SAFETY, VIOLENCE AND PHYSICAL INJURIES

- 45% of respondents from Welsh police forces have experienced verbal insults (e.g., swearing, shouting, abuse) at least once per week in the past 12 months.
- 15% of respondents from Welsh police forces have experienced unarmed physical attacks (e.g., struggling to get free, wrestling, hitting, kicking) at least once per week in the past 12 months.
- Only 26% of respondents from Welsh police forces reported having access to double crewing ‘at all times’ whilst on duty.
- 12% of respondents from Welsh police forces reported that they had suffered one or more injuries that required medical attention as a result of work-related accidents in the last year.
- 19% of respondents from Welsh police forces reported that they had suffered one or more injuries that required medical attention as a result of work-related violence in the last year.

HEALTH AND WELLBEING

- 76% of respondents from Welsh police forces indicated that their overall physical health is 'good' or 'very good'.
- 45% of respondents from Welsh police forces said that they find their job 'very' or 'extremely' stressful.
- 82% of respondents from Welsh police forces indicated that they had experienced feelings of stress, low mood, anxiety, or other difficulties with their health and wellbeing over the last 12 months.

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 every year since 2014.

This year, unlike previous years, the Pay and Morale survey has been combined with the Demand, Capacity, and Welfare survey. The PFEW Demand, Capacity and Welfare Survey is a biennial survey that was launched in 2016 in response to unprecedented budgetary cuts and a 14% fall in officer numbers over the previous seven years². Combining these two surveys into one allows members' views to be collected and presented in a more streamlined manner.

This report provides a summary of responses to the PFEW Pay and Morale Survey received from respondents within Welsh police forces in 2022. Where appropriate, details of overall responses for the police service as a whole are also presented³.

RESPONSE RATE AND RESPONDENTS

1,916 responses were received from Welsh police forces, representing a response rate of around 25% (based on March 2022 Home Office figures of officer headcount⁴). The national response rate for the 2022 survey was approximately 26% of all federated rank officers in England and Wales. Last year's response rate for England and Wales was 22%. Please bear this in mind when making comparisons with last year's findings.

REPRESENTATIVENESS

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

² Home Office. (2022). *Police Workforce, England and Wales, 31 March 2022: data tables* [Dataset]. <https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2022>

³ 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 2022 *Technical Annex R106/2022*.

⁴ Home Office. (2022). *Police Workforce, England and Wales, 31 March 2022: data tables* [Dataset]. <https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2022>

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%.

Overall, in England and Wales, 998 survey respondents declined to state which force they belonged to. The responses from these officers have been excluded from this analysis, as they could not be defined as from English or Welsh forces.

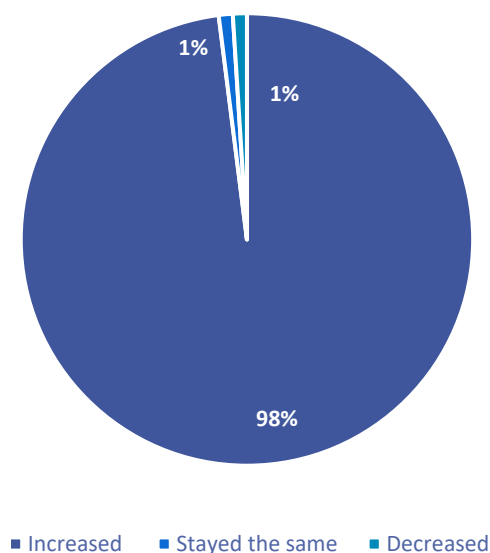
67% of responses from Welsh police forces were received from male officers and 33% of responses were from female officers. 74% of respondents were Constables, 18% were Sergeants, 7% were Inspectors and 1% were Chief Inspectors.

PAY AND REMUNERATION

COST OF LIVING

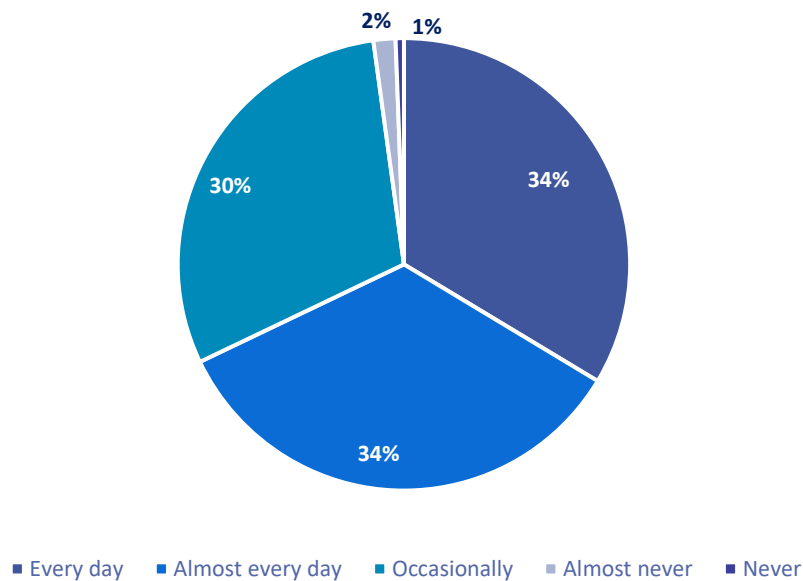
98% of respondents from Welsh police forces reported that their cost of living had increased over the month prior to completing the survey. This finding is consistent amongst English police forces too, with respondents from all forces most likely to say that their cost of living had increased over the month prior to completing the survey; in English police forces this proportion is also 98%.

Figure 1: Over the last month, has your cost of living...



68% of respondents from Welsh police forces reported worrying about the state of their finances 'every day' or 'almost every day'. This is in line with the figure for English police forces, where 69% of respondents reported that they worried about money 'every day' or 'almost every day'.

Figure 2: How often do you find yourself worrying about money?

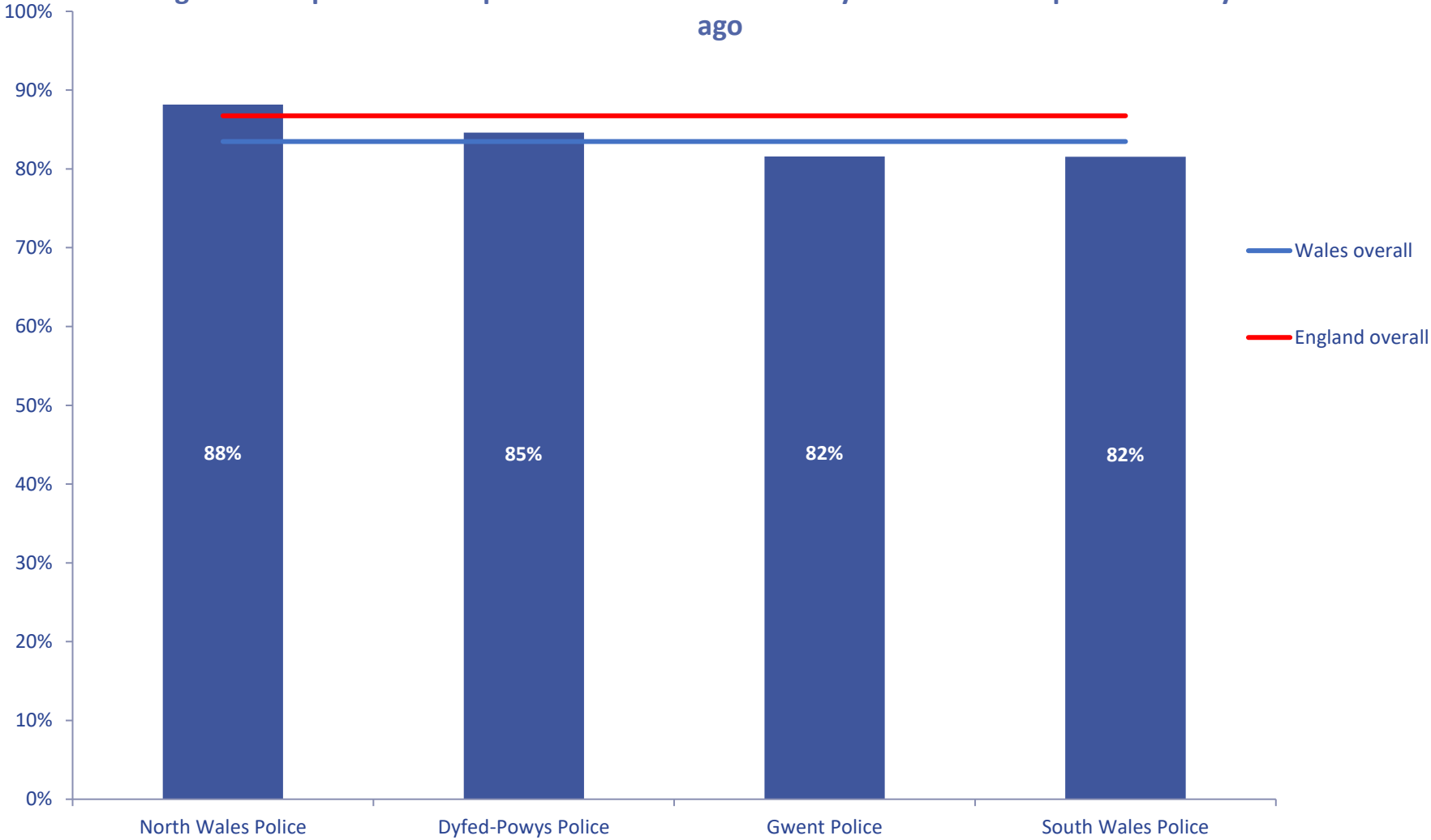


64% of respondents in Welsh police forces said that they had enough money to cover all of their essentials either ‘every month’ or ‘almost every month’. In contrast, **18% reported ‘never’ or ‘almost never’ having enough money to cover their monthly essentials**. In English police forces, the proportion of respondents who said they ‘never’ or ‘almost never’ had enough money to cover their essentials was 19%.

83% of respondents from Welsh police forces felt that they were ‘worse off’ financially than they were five years ago. This proportion is lower than the equivalent proportion for English police forces, where 87% of respondents said that they were ‘worse off’ financially than five years ago.

Table 1: Cost of living (Welsh forces)	2022	2021
Proportion of respondents who feel financially ‘worse off’ compared to five years ago	83%	70%

Figure 3: Proportion of respondents who feel financially 'worse off' compared to five years ago



REASONS FOR COST OF LIVING INCREASE

Respondents indicating that their cost of living had increased over the previous month were asked why this was the case. Respondents were presented with a predesigned list of six potential reasons (please see the table below) and asked to tick all that applied. Results from Welsh police forces can be seen in the left of Table Two below with English comparisons on the right. These data were then compared against the general population using data collected by the Office for National Statistics (ONS), however, please note that the ONS data was not collected during the same time period as the PFEW data.

Table 2: Reasons for increased cost of living	<i>Over the last month, for what reasons has your cost of living increased? Please tick all that apply⁵</i>		
	Welsh police forces	English police forces	General Public ⁶
My gas or electricity bills have increased	94%	95%	81%
My rent or mortgage costs have increased	39%	39%	16%
The price of my food shop has increased	98%	98%	95%
The price of my fuel has increased	97%	95%	75%
The price of my public transport has increased	10%	15%	13%
Other	10%	11%	6%

⁵ Please note – respondents were able to select more than one option to this question and so proportions will not total 100%

⁶ Office for National Statistics. (2022). Dataset: Opinions and Lifestyle survey [June-September dataset]. Retrieved from: <https://www.ons.gov.uk/peoplepopulationandcommunity/personalandhouseholdfinances/expenditure/datasets/impactofincreasedcostoflivingonadultsacrossgreatbritain>

PERCEPTIONS OF FAIR PAY AND SATISFACTION

94% of respondents from Welsh police forces told us that they do not feel that they are paid fairly considering the stresses and strains they have within their job, and 89% said that they are not fairly paid for the hazards they faced within their role. In England, 94% of respondents said that they were not fairly paid considering the stresses and strains of their job and 88% said that they were not fairly paid for the hazards they faced.

A comparison of 2022 and 2021 figures for perceptions of fair pay in Welsh police forces is provided in the table below.

Table 3: Satisfaction with pay (Welsh forces)	2022	2021
I am not fairly paid for the stresses and strains of my job	94%	94%
I am not fairly paid for the hazards faced within my job	89%	88%

80% of respondents from Welsh police forces said that they are ‘dissatisfied’ or ‘very dissatisfied’ with their overall remuneration (including basic pay and allowances) and 68% said that they are ‘dissatisfied’ or ‘very dissatisfied’ with their pensions. A comparison of 2022 and 2021 figures for pay and remuneration in Welsh police forces is provided in the table below.

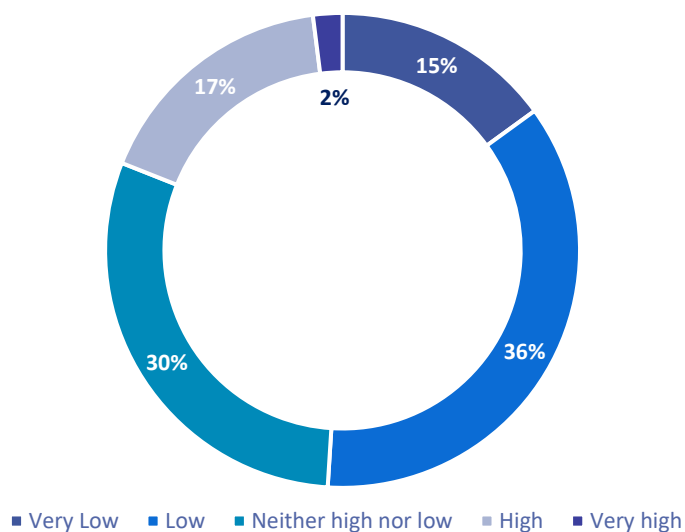
Table 4: Dissatisfaction with pension and remuneration (Welsh forces)	2022	2021
Proportion of respondents who are ‘dissatisfied’ or ‘very dissatisfied’ with their overall remuneration	80%	79%
Proportion of respondents who are ‘dissatisfied’ or ‘very dissatisfied’ with their pension	68%	74%

MORALE

OVERALL MORALE

51% of respondents from Welsh police forces told us that their own morale is either 'low' or 'very low'. This is lower 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 56%.

Figure 4: Proportion of respondents saying that their personal morale is...

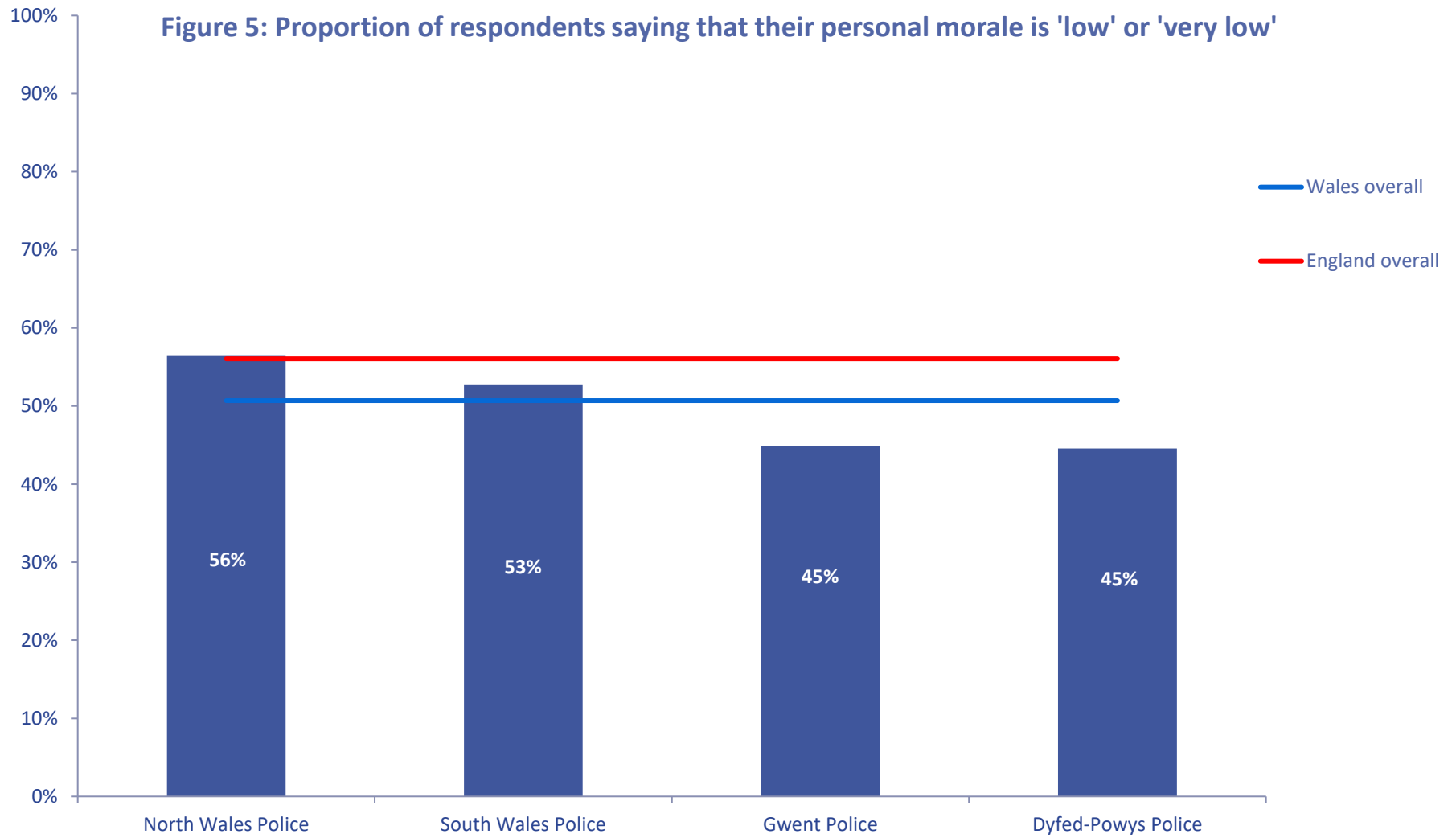


84% of respondents from Welsh police forces felt that morale within the force is 'low' or 'very low'. In English police forces, 87% of respondents said that morale within their force is 'low' or 'very low'.

Comparison of 2022 and 2021 figures for morale is provided in the table on the following page.

Table 5: Overall morale (Welsh forces)	2022	2021
Proportion of respondents saying that their personal morale is 'low' or 'very low'	51%	59%
Proportion of respondents saying that morale in their force is 'low' or 'very low'	84%	87%

Figure 5: Proportion of respondents saying that their personal morale is 'low' or 'very low'



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 on their morale compared to the English figures.

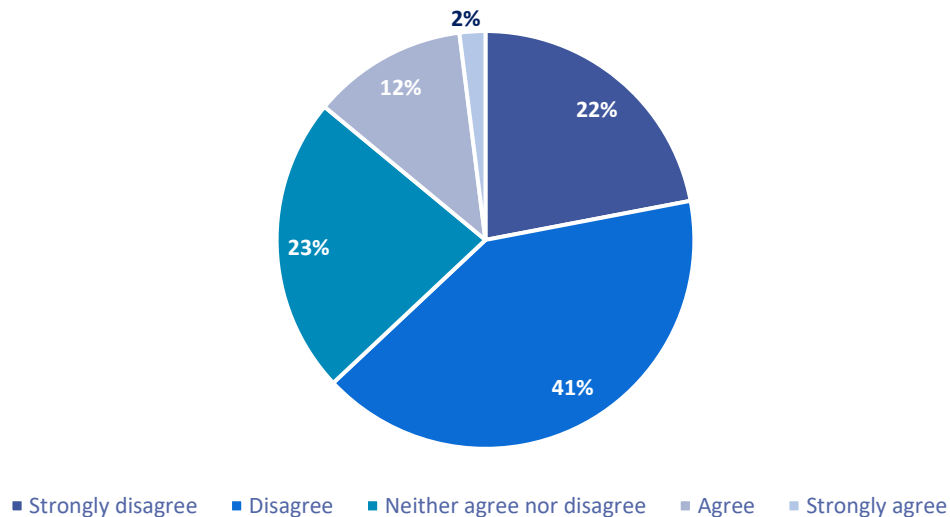
Table 6: Factors negatively impacting morale	Welsh police forces	English police forces
Pay	86%	87%
Workload and responsibilities	66%	64%
How the police are treated by the government	94%	95%
How the police are treated by the public	80%	81%
Your pension	69%	68%
Opportunities for development and promotion	32%	39%

ENGAGEMENT

ATTITUDES TOWARDS THE POLICE SERVICE

64% of respondents from Welsh police forces said that they did not feel valued within the police. This compares to 67% of respondents in English police forces.

Figure 6: I feel valued in the police service

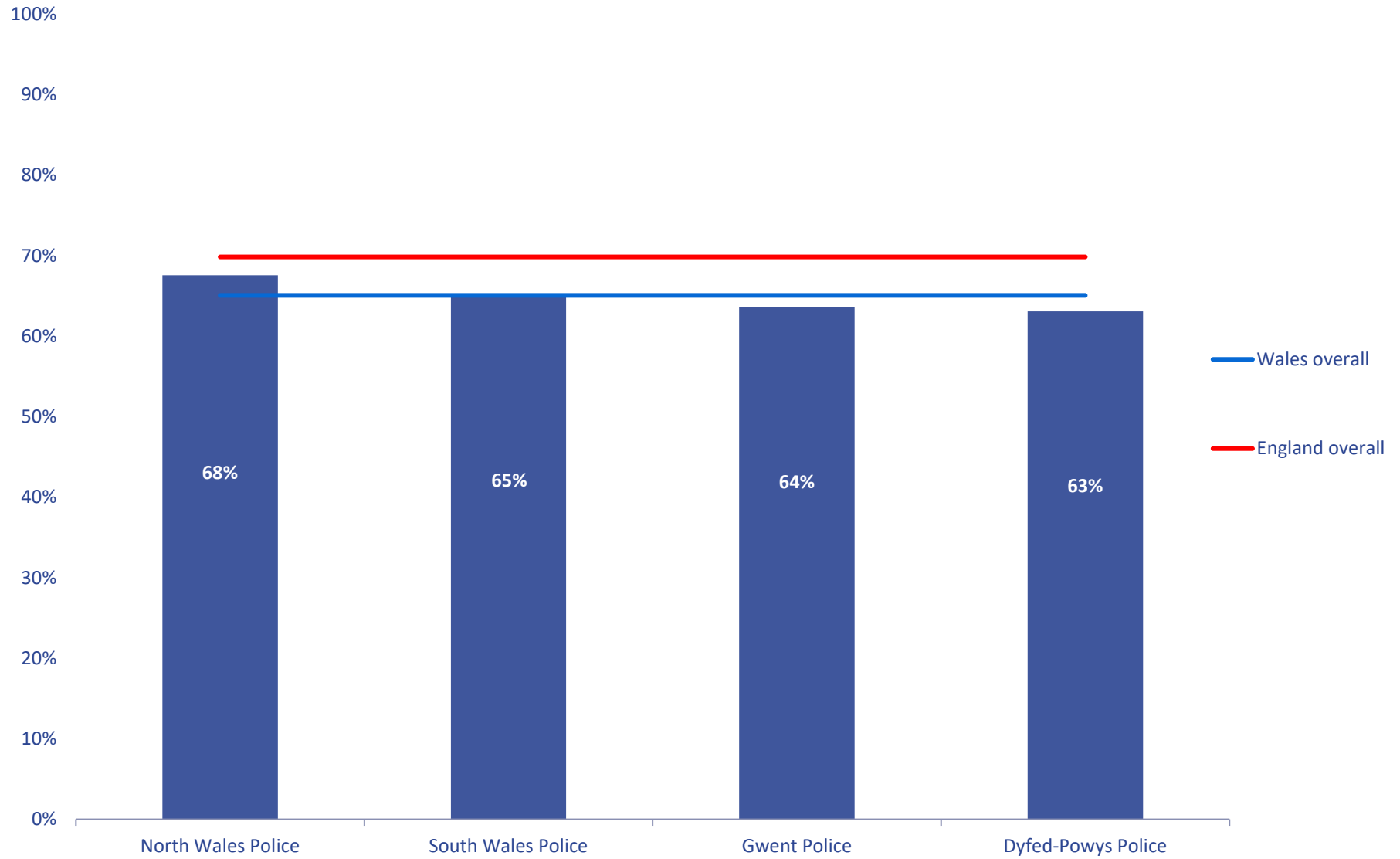


65% of respondents from Welsh police forces said that they would not recommend joining the police to others. This is five percentage points lower than the English figures. In England police forces, 70% of respondents said that they would not recommend joining the police to others.

Comparison of the 2022 and 2021 figures for attitudes towards the police in Welsh police forces are provided in the table on the following page.

Table 7: Attitudes towards working in the police (Welsh Forces)	2022	2021
I would not recommend joining the police to others	65%	67%
I do not feel valued in the police	64%	65%

Figure 7: Proportion of respondents who would not recommend joining the police to others



OFFICERS' TREATMENT IN THE POLICE

93% of respondents from Welsh police forces said that they do not feel that the police are respected by the government. This is on par with the 94% of respondents in English police forces who said that they do not feel that the police are respected by the government. 1% of officers in Welsh police forces said that they feel the police are respected by the government.

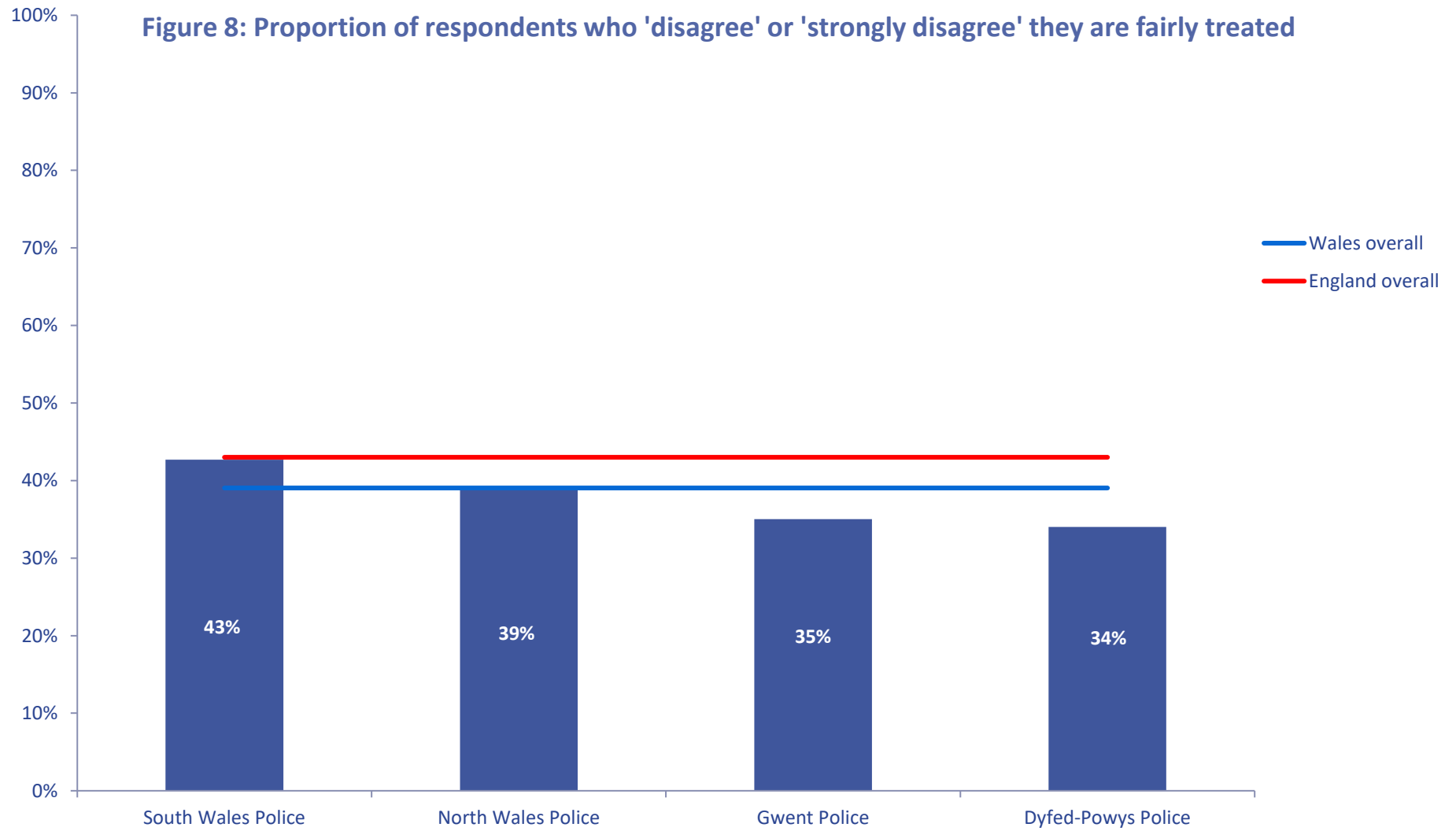
81% of respondents from Welsh police forces said that they do not feel that the police are respected by the public compared to 6% of respondents from Welsh police forces who said that they do feel that the police are respected by the public. In English police forces, 79% of respondents said that they do not feel that the police are respected by the public.

39% 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 29% said that they are treated fairly.

Comparison of 2022 and 2021 figures for fairness in Welsh police forces are provided below.

Table 8: Officers' treatment in the Police (Welsh forces)	2022		2021	
	'Agree' or 'Strongly agree'	'Disagree' or 'Strongly disagree'	'Agree' or 'Strongly agree'	'Disagree' or 'Strongly disagree'
I am respected by the government	1%	93%	<1%	95%
I am respected by the public	6%	81%	5%	83%
I am treated fairly	31%	39%	31%	41%

Figure 8: Proportion of respondents who 'disagree' or 'strongly disagree' they are fairly treated



TRAINING AND DEVELOPMENT

SATISFACTION WITH TRAINING AND DEVELOPMENT

27% of respondents from Welsh police forces said that they were ‘dissatisfied’ or ‘very dissatisfied’ with their promotion prospects and 30% said they were ‘dissatisfied’ or ‘very dissatisfied’ with their opportunities for training. This compares to 32% and 40% of respondents in English police forces.

32% of respondents from Welsh police forces said that they were ‘dissatisfied’ or ‘very dissatisfied’ with the training they are given. In English police forces, 41% of respondents said that they were ‘dissatisfied’ or ‘very dissatisfied’ with the training they are given.

Table 9: Dissatisfaction with training and development	<i>Proportion of respondents who are ‘dissatisfied’ or ‘very dissatisfied’ with...</i>	
	Welsh police forces	English police forces
Their promotion prospects	27%	32%
Their opportunities for training	30%	40%
Their opportunities for continuous professional development	28%	38%
The training they are given	32%	41%
Professional Development Review (PDR) process	48%	48%

PROFESSIONAL DEVELOPMENT REVIEWS

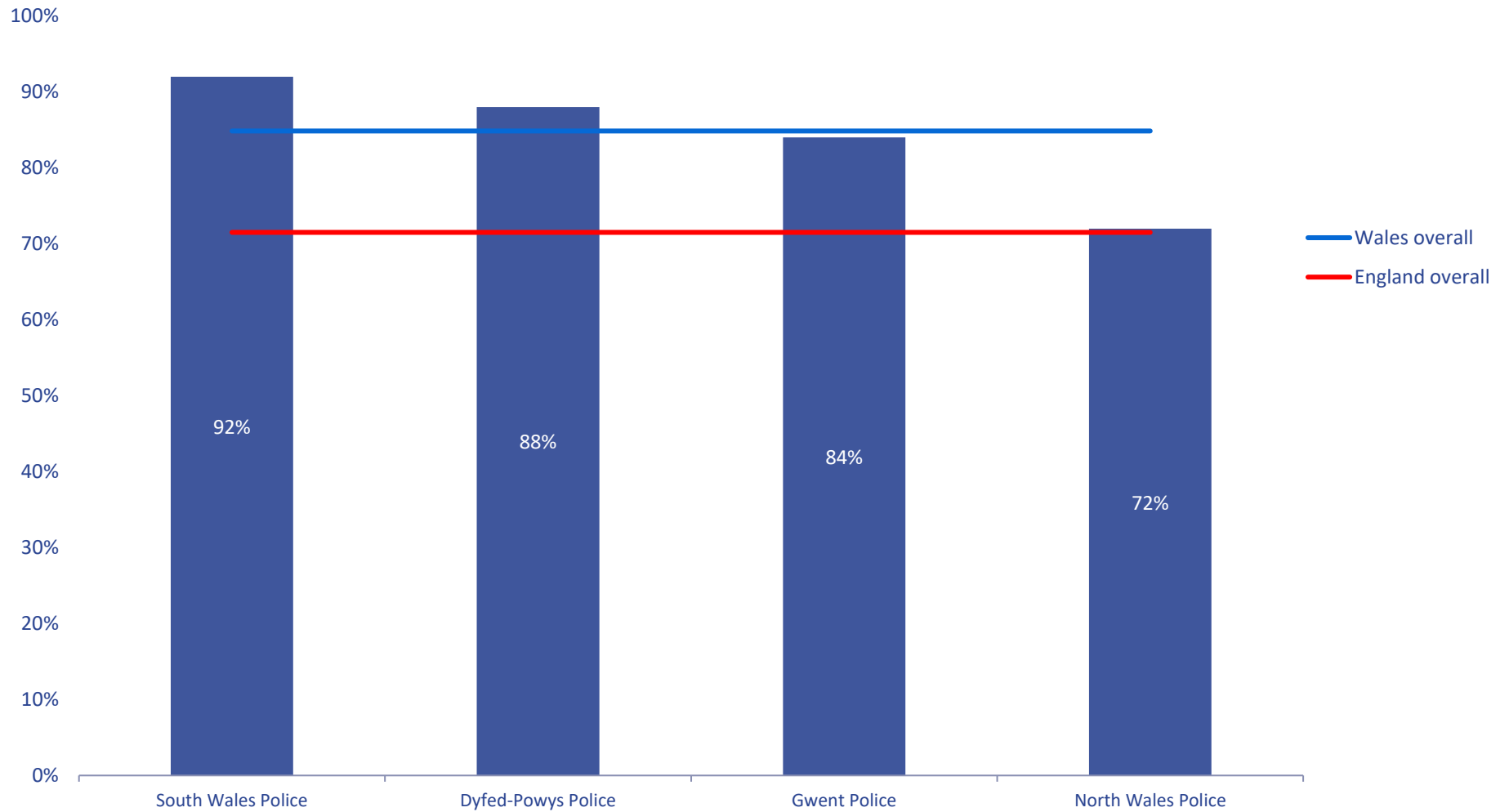
2% of respondents from Welsh police forces did not believe that their force had a PDR process, compared to 3% of those from English police forces. In addition, 85% of respondents from Welsh police forces said that they had a PDR this year and 80% of those with line management responsibilities, have completed PDRs for all their direct reports. In England, 70% have had a PDR this year and 67% of line managers have completed PDRs for all their direct reports.

Overall, 22% of respondents from Welsh police forces said that their line manager has made them aware of the Pay Progression Standard (PPS) process and what will be expected of them within this process. This compares to 15% in English police forces.

Table 10: Professional Development Reviews	<i>Proportion of respondents who said that in the last 12 months they have...</i>	
	Welsh police forces	English police forces
Had a PDR	85%	70%
Been able to complete a PDR for every officer they line manage ⁷	80%	67%

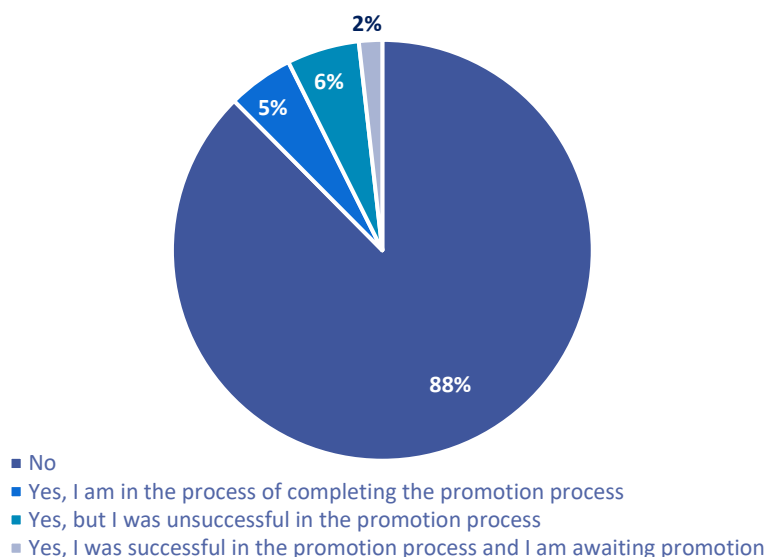
⁷ Please note: This question was only answered by respondents who indicated that they line manage other police officers

Figure 9: Proportion of respondents saying that they have had a PDR in the last 12 months



12% of respondents from Welsh police forces said that they have applied for a promotion to the next rank up from the one they are currently in this year. This is only slightly less than the proportion of respondents in English police forces who said that they have applied for a promotion this year (14%).

Figure 10: I have applied for a promotion to the next rank up in the last year



Of the 12% of respondents who said that they have applied for promotion in the last year, just 2% of respondents from Welsh police forces said that they were successful in the promotion process and 6% said that they were unsuccessful in the promotion process; 5% of respondents said that they are in the process of completing the promotion process. In comparison, of the 14% from English police forces who had applied for promotion in the past year, 2% of respondents were successful in the promotion process, while 5% were unsuccessful, and 6% said they are still in the process of completing the promotion process.

Table 11: Promotions (Welsh forces)	<i>In the last year, have you applied for promotion to the next rank up from the one you are currently in?</i>	
	2022	2021
Yes, I am in the process of completing the promotion process	5%	7%
Yes, but I was unsuccessful in the promotion process	6%	7%

**Table 11: Promotions
(Welsh forces)**

In the last year, have you applied for promotion to the next rank up from the one you are currently in?

	2022	2021
Yes, I was successful in the promotion process, and I am awaiting a promotion	2%	3%
No	88%	83%

**Table 12: Promotions
by force (Welsh
forces)**

In the last year, have you applied for promotion to the next rank up from the one you are currently in?

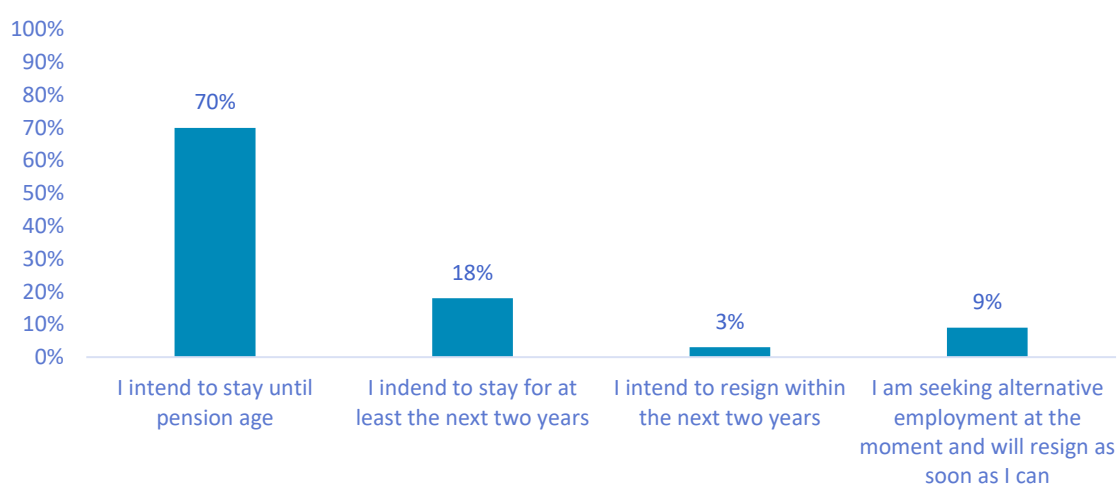
	North Wales Police	South Wales Police	Gwent Police	Dyfed-Powys Police
Yes, I am in the process of completing the promotion process	5%	5%	5%	5%
Yes, but I was unsuccessful in the promotion process	5%	5%	8%	5%
Yes, I was successful in the promotion process, and I am awaiting a promotion	1%	2%	3%	1%
No	89%	87%	85%	89%

INTENTION TO LEAVE

OVERALL INTENTION TO LEAVE

12% of respondents from Welsh police forces told us that they had an intention to resign from the police service either ‘within the next two years’ or ‘as soon as [they] can’. In comparison, 18% of respondents from English police forces said that they ‘intend to resign within the next two years’ or ‘as soon as [they] can’.

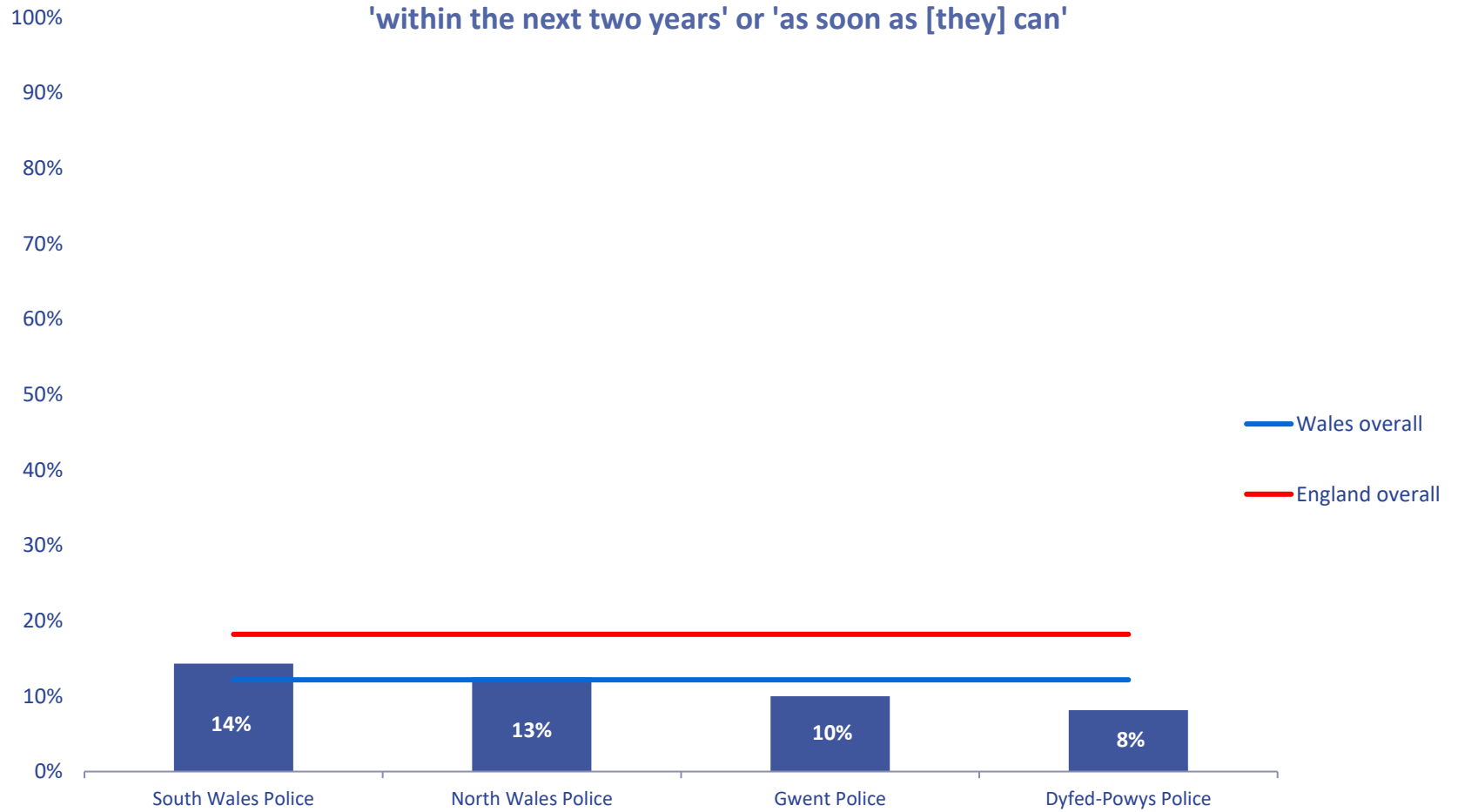
Figure 11: Respondents' intentions with regard to staying in or leaving the police service



Comparison of 2022 and 2021 figures for intention to leave ‘within the next two years’ or ‘as soon as [they] can’ in Welsh police forces are provided in the table below.

Table 13: Intention to leave (Welsh forces)	2022	2021
I intend to resign from the police service within the next two years or I am seeking alternative employment at the moment and will resign as soon as I can	12%	8%

Figure 12: Proportion of respondents who intend to resign from the police service 'within the next two years' or 'as soon as [they] can'



REASONS FOR INTENDING TO LEAVE THE POLICE SERVICE

Respondents who had said they intend to leave were asked to indicate the reasons behind this decision. 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. The average for English police forces for each factor has been included on the right for comparison.

Table 14: Reasons for intending to leave the police service ⁸	Proportion reporting a major effect on their intention to leave...	
	Welsh police forces	English police forces
I will have reached retirement	7%	8%
The impact of the job on my family/personal life	62%	55%
My morale	83%	84%
My pay	78%	77%
Better job opportunities outside of the Police	65%	65%
The impact of the job on my physical health and wellbeing	73%	60%
The impact of the job on my mental health and wellbeing	79%	71%
My workload and responsibilities	57%	51%
How the police are treated by the public	58%	52%
How the police are treated by the government	78%	78%
Personal reasons not linked to the Police Service or my role	11%	9%
My pension	49%	44%

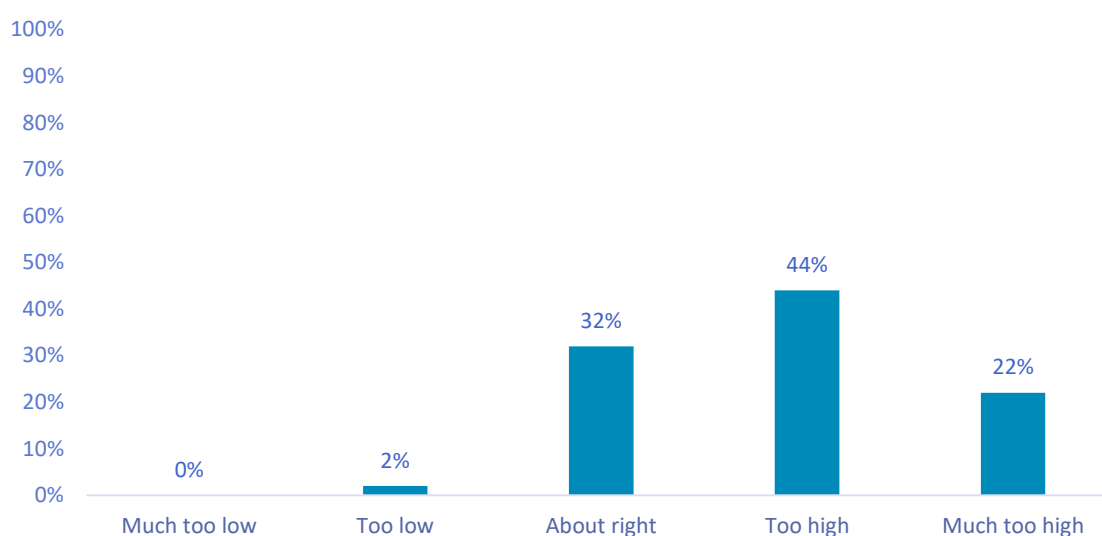
⁸ Please note – respondents were able to select more than one option to this question and so proportions will not total 100%

WORKLOAD AND WORKING TIME

WORKLOAD

When asked about their workload, 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 in line with the proportion of respondents in English police forces, where 66% of respondents also said that over the last 12 months their workload has been ‘too high’ or ‘much too high’.

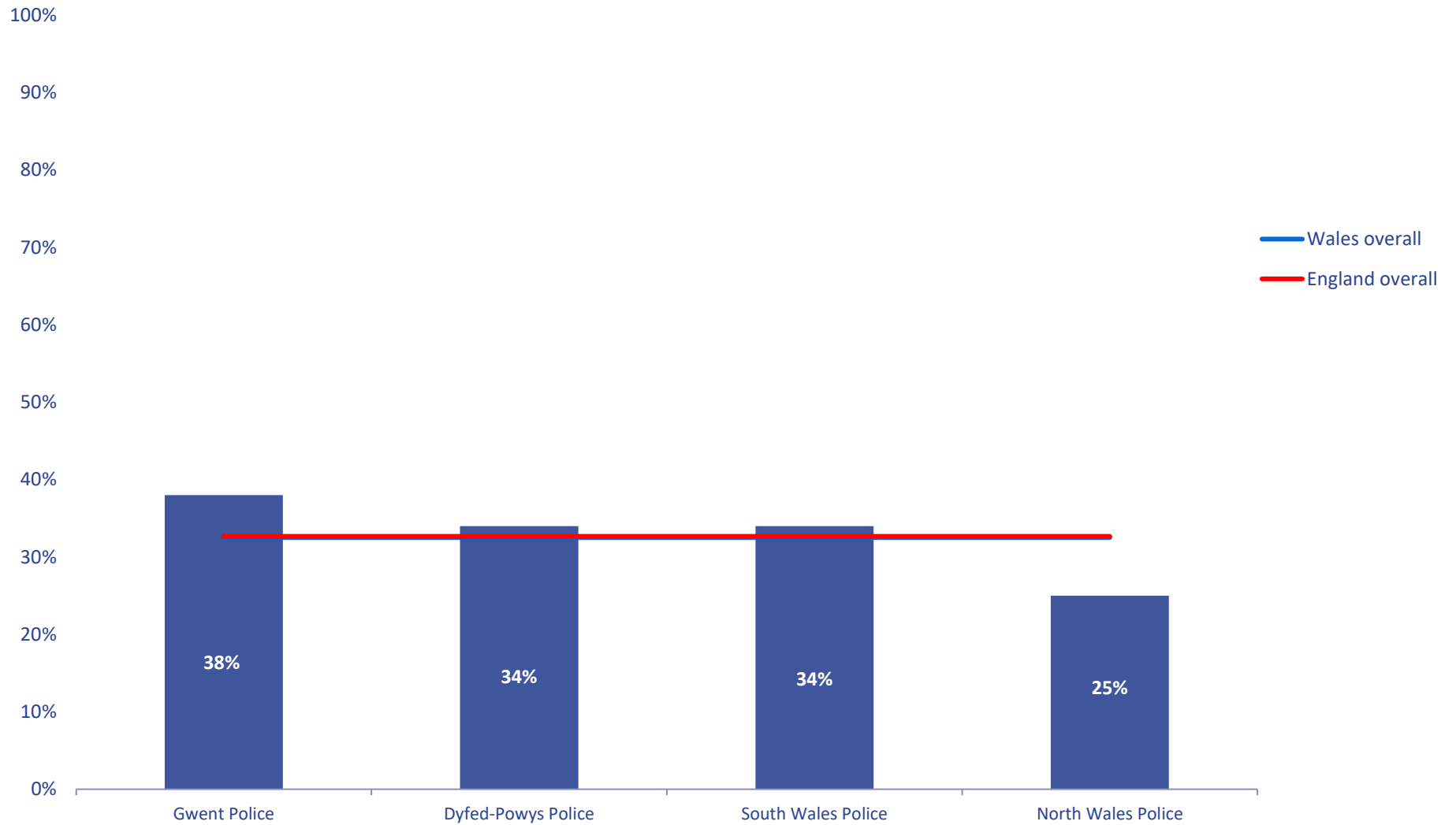
Figure 13: How would you rate your workload over the last 12 months?



WORKING HOURS

33% of respondents from Welsh police forces said that over the last 12 months they have ‘often’ or ‘always’ been pressured to work long hours. This proportion is same as the proportion of respondents in English police forces where 33% of respondents said that they are ‘often’ or ‘always’ pressured to work long hours.

Figure 14: Proportion who are 'often' or 'always' pressured to work long hours



When asked about their breaks and shift patterns 49% of respondents from Welsh police forces said they were ‘rarely’ or ‘never able’ to take their full rest break entitlement and 5% said they were ‘rarely’ or ‘never’ able to take an 11-hour break between shifts. This compares to 50% and 6% of officers respectively in English police forces who said they have ‘rarely’ or ‘never’ been able to take their full rest break entitlement or an 11-hour break between shifts over the past 12 months.

In contrast, 49% of respondents from Welsh police forces have said they ‘always’ or ‘often’ worked more than 48 hours per week over the past 12 months. This is in line with the proportion of respondents in English police forces who said that over the past 12 months they ‘always’ or ‘often’ worked more than 48 hours per week, which this year was 47%.

Table 15: Working hours (Welsh forces)	<i>In the last 12 months, I have...</i>			
	2022		2021 ⁹	
	% ‘often’ or ‘always’	% ‘never’ or ‘rarely’	% ‘often’ or ‘always’	% ‘never’ or ‘rarely’
Been able to take an 11-hour break in between shifts	81%	5%	80%	5%
Worked more than 48 hours per week	49%	22%	57%	15%

Table 16: Rest breaks (Welsh forces)	<i>In the last 12 months, I have...</i>			
	2022		2020 ¹⁰	
	% ‘often’ or ‘always’	% ‘never’ or ‘rarely’	% ‘often’ or ‘always’	% ‘never’ or ‘rarely’
Been able to take my full rest break entitlement	27%	49%	34%	38%

⁹ Please note: As previously mentioned, the Demand, Capacity and Welfare survey was combined with the Pay and Morale survey this year. These questions were taken from the Pay and Morale survey and so comparisons are made to 2021 when this survey last ran

¹⁰ Please note: As previously mentioned, the Demand, Capacity and Welfare survey was combined with the Pay and Morale survey this year. This question was taken from the Demand, Capacity and Welfare survey and so comparisons are made to 2020 when this survey last ran

90% of respondents from Welsh police forces said that during a four-week period they worked paid or unpaid overtime. Respondents who said they had worked overtime over the last 12 months were asked for their average overtime hours; those from Welsh police forces worked on average (median)¹¹ nine hours of paid overtime and five hours of unpaid overtime¹². In English police forces, 92% of respondents said that during a four-week period they worked paid or unpaid overtime amounting to an average of 10 hours of paid overtime and five hours of unpaid overtime.

Table 17: Paid and unpaid overtime (Welsh forces)	<i>Average hours spent working overtime (paid and unpaid)</i>
Average hours paid overtime (median)	9 hours
Average hours unpaid overtime (median)	5 hours

When asked what the most frequent and second most frequent reason for working overtime was, the most common responses in Welsh police forces were ‘there weren’t enough officers on shift in my team/unit’ (37%) and ‘I wanted to finish my work’ (20%). In English police forces, the most common responses were ‘there weren’t enough officers on shift in my team/unit’ (34%) and ‘I wanted to finish my work’ (21%).

The table below shows the percentage of respondents reporting each of these as the main reason for working overtime.

¹¹ **“Average” can refer to one of three statistics:** The mean is the numeric average calculated by adding all the data points together and dividing by the number of data point points. Examples a) 10+10+10+10+20+30 / 6 = 15 - the mean is 15. b) 10+20+30=60, then 60 / 4 =15. The mode is whatever data point is most often found within the data set Examples a) 10, 10, 10, 10, 20, 30 - the mode is 10. b) 10, 20, 30 – there is no mode.

The median is calculated by setting out the numbers in ascending order, and finding the number that separates the top half, from the bottom half Examples a) 10, 10, 10, 10, 20, 30, the median is 10. b) 10, 20, 30 the median is 20. The median is a more appropriate measure than the mean when there are extreme outliers. It is often used in salary or pay / conditions analysis for that reason.

¹² Please note: these findings relate only to respondents who said that they had worked overtime in the past 12 months.

Table 18: Reasons for working overtime (Welsh forces)	<i>Proportion of respondents reporting the following as their most frequent reason for working overtime over the past 12 months...</i> 2022
There weren't enough officers on shift in my team/unit	37%
There weren't enough officers on shift in another team/unit	15%
There was an emergency situation	17%
I enjoy my work	1%
I wanted to finish my work	20%
I get rewarded for it (e.g., money, recognition)	10%

SAFETY, VIOLENCE AND PHYSICAL INJURIES

VIOLENCE FROM CITIZENS

Verbal and physical violence was assessed by presenting respondents with examples of violence and asking them to indicate the frequency with which they had experienced each in the previous 12 months. This included: verbal insults, verbal threats, spitting assaults, unarmed physical attacks, and attacks with a deadly weapon from members of the public. Findings for Welsh police forces are presented in the Table below, which displays the percentage of those who experience these types of violence once a week or more. The findings are presented beside the figures for 2020 for comparison.

Table 19: Violence from citizens (Welsh forces)	<i>Proportion of respondents reporting that they have experienced the following at least once a week over the previous 12 months...</i>	
	2022	2020
Verbal insults (e.g., swearing, shouting, abuse)	45%	35%
Verbal threats (e.g. threat of hitting, threat of kicking)	27%	24%
Spitting assaults (i.e., being deliberately spat upon)	2%	2%
Unarmed physical attacks (e.g., struggling to get free, wrestling, hitting, kicking)	15%	17%
Use of a deadly weapon (e.g., stick, bottle, axe, firearm)	1%	1%

ACCESS TO EQUIPMENT (PROTECTION)

Respondents were asked to indicate how regularly they had access to various protective safety measures and equipment. The answer options ranged from 'never' to 'at all times' whilst on duty.

26% of respondents from Welsh police forces said that they have access to double crewing 'at all times' whilst they are on duty. This is compared to 25% of respondents in English police forces who said that they have access to double crewing 'at all times' whilst on duty. In comparison, most respondents from Welsh police forces have access to a baton (92%) and incapacitant spray (92%) 'at all times' whilst they are on duty. This is compared to 91% of respondents in English police forces who have access to a baton and 90% who have access to incapacitant spray 'at all times' when they are on duty.

Table 20: Access to Equipment (Protection)	<i>I have access to the following 'at all times' when on duty...</i>	
	Welsh police forces	English police forces
Double crewing	26%	25%
Body worn cameras	85%	81%
Incapacitant spray	92%	90%
Baton	92%	91%
Body Armour, including stab vests	91%	90%

Most commonly, 95% of respondents from Welsh police forces said that they would like to have access to a baton and 95% of respondents would like to have access to incapacitant spray 'at all times' whilst on duty. This is compared to 92% of respondents in English police forces who would like to have access to a baton and 92% who would like to have access to incapacitant spray 'at all times' when on duty.

INJURIES

19% of Welsh police forces respondents reported that they had suffered one or more injuries that required medical attention as a result of **work-related violence** in the last year. This is on par with the proportion reporting one or more injuries as a result of **work-related violence** in English police forces (18%) and larger than the proportion reported by Welsh police forces in 2020 (15%).

12% of Welsh police forces respondents reported that they had suffered one or more injuries that required medical attention as a result of **work-related accidents** in the last year. This is on par with the proportion reporting one or more injuries as a result of **work-related accidents** in English police forces (13%) and larger than the proportion reported by Welsh police forces in 2020 (10%).

HEALTH AND WELLBEING

OVERALL PHYSICAL HEALTH

76% of respondents from Welsh police forces told us that their overall physical health was 'good' or 'very good'. In comparison, in English police forces, 73% of respondents said that their overall physical health was 'good' or 'very good'.

Comparison of 2022 and 2020 figures for overall health are provided in the table below.

Table 21: Overall physical health (Welsh forces)	2022	2020
Proportion of respondents reporting that their physical health is 'good' or 'very good'	76%	71%

ABSENCE, PRESENTEEISM, AND LEAVEISM

When asked about absence from work, 49% of respondents from Welsh police forces reported one or more days of sickness absence and 34% of respondents indicated that at least one day of their sickness absence was attributable to stress, depression, or anxiety. In English police forces, 59% said they had taken one or more days of sickness, and 28% indicated at least one day of their sickness absence was attributable to stress, depression, or anxiety.

Presenteeism is the act of attending work while ill. Leaveism is a term to describe hidden sickness absence and work undertaken during rest periods. A core dimension of leaveism includes using allocated time off such as annual leave entitlements to take time off when they are in fact unwell. The proportion of respondents from Welsh police forces who reported experiencing presenteeism or using annual leave in this manner are presented in the table below.

Table 22: Absence and Presenteeism (Welsh forces)		<i>Proportion of respondents reporting the following absence behaviour once or more over the previous 12 months...</i>	
		2022	2020
Presenteeism	Due to physical health	63%	70%
	Due to psychological health	67%	71%
Using annual leave to take time off due to health	Due to physical health	30%	31%
	Due to psychological health	41%	40%

MENTAL HEALTH AND WELLBEING

45% of respondents in Welsh police forces said that they find their job ‘very’ or ‘extremely’ stressful. This compares to 42% in English police forces. When removing those who said they are ‘very’ or ‘extremely’ stressed outside of work, this falls to 42% of respondents in Welsh forces, and 41% of respondents in English forces. A further 82% of respondents indicated that they had experienced feelings of stress, low mood, anxiety or other difficulties with their health and wellbeing over the last 12 months. This compares to 82% in English police forces.

Table 23: Mental health and wellbeing (Welsh forces)	2022	2020
Proportion of respondents reporting that they find their job ‘very’ or ‘extremely’ stressful	45%	30%
Proportion of respondents reporting that they have experienced feelings of stress, low mood, anxiety, or other difficulties with my health and wellbeing over the last 12 months	82%	77%

ANXIETY, HAPPINESS, LIFE SATISFACTION AND WORTHWHILENESS

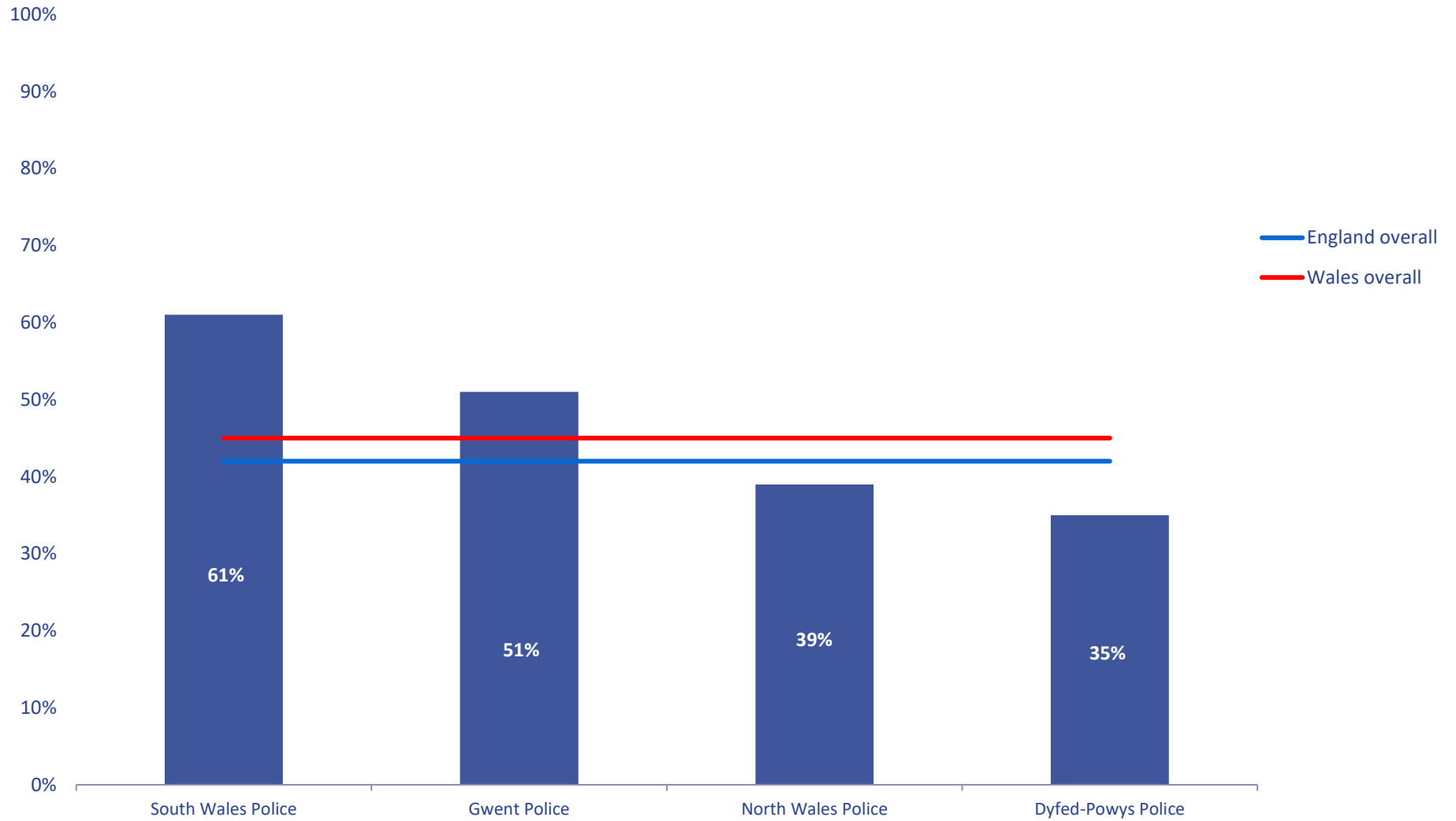
Respondents were asked to rate their overall life satisfaction, their anxiety levels, how happy they were, and how worthwhile they felt the things they do in their lives were. Each of these questions was answered on a scale of 0 to 10, where 0 represented 'not at all' and 10 equated to 'completely.' For example, in regard to anxiety, 0 would represent 'not at all anxious' and 10 equated to 'completely anxious.' Findings are presented below alongside comparator figures from the general population.

Table 24: Measurements of wellbeing	Average scores for the following single-item measurements of wellbeing	
	Welsh police forces	General Public ¹³
Overall, how satisfied are you with your life nowadays?	5.2	7.5
Overall, to what extent do you feel the things you do in your life are worthwhile?	6.1	7.8
Overall, how happy did you feel yesterday?	5.6	7.4
Overall, how anxious did you feel yesterday?	4.2	3.2

¹³ Office for National Statistics. (2022). Dataset: Quality of information for quarterly personal well-being estimates [dataset]. Retrieved from: <https://www.ons.gov.uk/peoplepopulationandcommunity/wellbeing/datasets/qualityofinformationforquarterlypersonalwellbeingestimates> The Quarterly Personal Wellbeing Estimates asked the same four questions asked within this survey, on a scale of 0 to 10 (*Overall, how satisfied are you with your life nowadays?*, *Overall, to what extent do you feel the things you do in your life are worthwhile?*, *Overall, how happy did you feel yesterday?*, *Overall, how anxious did you feel yesterday?*)

These public figures reflect the last available data from Q1 2022 (January to March).

Figure 15: Proportion of respondents saying that their job is 'very' or 'extremely' stressful



MENTAL HEALTH AND WELLBEING SUPPORT SERVICES

Often, mental health services can be grouped into *reactive* and *proactive* services. The primary aim of reactive services is to help those who are already experiencing difficulties with their mental health and wellbeing, while proactive mental health and wellbeing support services aim to help prevent difficulties with mental health and wellbeing from developing. Examples of reactive mental health services include counselling, helpline services and peer support groups, while proactive services might include mindfulness workshops, resilience training, mental health awareness programmes, and access to mental health apps.

When asked whether they were aware of mental health and wellbeing services that their force offers, **76% of respondents in Welsh police forces reported they were aware of reactive services and 43% reported they were aware of proactive services.** In English police forces, 75% of respondents were aware of reactive and 46% were aware of proactive mental health and wellbeing services offered by their respective force.

Table 25: Awareness of mental health services	<i>Proportion of respondents reporting that they were aware of...</i>	
	Welsh police forces	English police forces
Reactive services offered by their force to support the mental health and wellbeing of its employees	76%	75%
Proactive services offered by their force to support the mental health and wellbeing of its employees	43%	46%

NOTE FOR BRANCH BOARDS

Additional findings from the 2022 Pay and Morale survey are available on request from the Research and Policy department. Additional topics include, but are not limited to:

- Dog handler and regional allowances
- Contraction of COVID-19 and long COVID
- Organisational attitudes and culture regarding mental health and wellbeing
- Recent changes to the recent changes to the CPS Director's Guidance on Charging (implemented in January 2021) and the impact on officers.

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.

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