

# PFEW Pay and Morale Survey 2021 Norfolk Constabulary

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Police Federation of England and Wales

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# EXECUTIVE SUMMARY

## Respondents and Response Rate

- 362 responses were received from Norfolk Constabulary, representing a response rate of around 21% (based on July 2021 Home Office figures of officer headcount).

## Pay and Remuneration

- 79% of respondents from Norfolk Constabulary said that they are dissatisfied with their overall remuneration (including basic pay and allowances).
- 47% of respondents from Norfolk Constabulary reported worrying about the state of their personal finances every day or almost every day.
- 72% of respondents from Norfolk Constabulary felt that they were worse off financially than they were five years ago.
- 15% of respondents from Norfolk Constabulary reported never or almost never having enough money to cover all their essentials.

## Morale and Engagement

- 54% of respondents from Norfolk Constabulary told us that their morale is currently low.
- 77% of respondents from Norfolk Constabulary felt that morale within the force is currently low.
- 61% of respondents from Norfolk Constabulary said that they would not recommend joining the police to others.
- 97% of respondents from Norfolk Constabulary said that they do not feel respected by the government.
- 11% of respondents from Norfolk Constabulary 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

- 4% of respondents from Norfolk Constabulary said that they have never or rarely been able to take at least one rest day per week in the last 12 months.
- 67% of respondents from Norfolk Constabulary 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 Norfolk Constabulary in 2021. Where appropriate, details of overall responses for the police service as a whole are also presented<sup>1</sup>.

## RESPONSE RATE AND RESPONDENTS

362 responses were received from Norfolk Constabulary, representing a response rate of around 21% (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 Norfolk Constabulary was 22%. 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 Norfolk Constabulary), the population size (the total number of federated rank officers in Norfolk Constabulary) 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 5%.

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<sup>1</sup> 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.

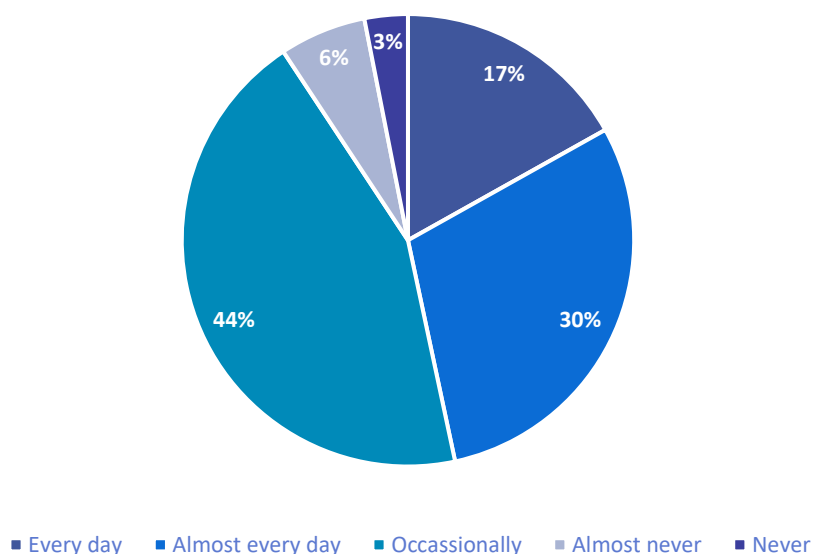
73% of responses from Norfolk Constabulary were received from male officers and 27% of responses were from female officers. 73% of respondents were Constables, 21% were Sergeants, 4% were Inspectors and 2% were Chief Inspectors.

# PAY AND REMUNERATION

## COST OF LIVING

**47% of respondents from Norfolk Constabulary reported worrying about money every day or almost every day.** This is higher than the national figure for England and Wales as a whole, where 45% of respondents reported that they worried about money every day or almost every day.

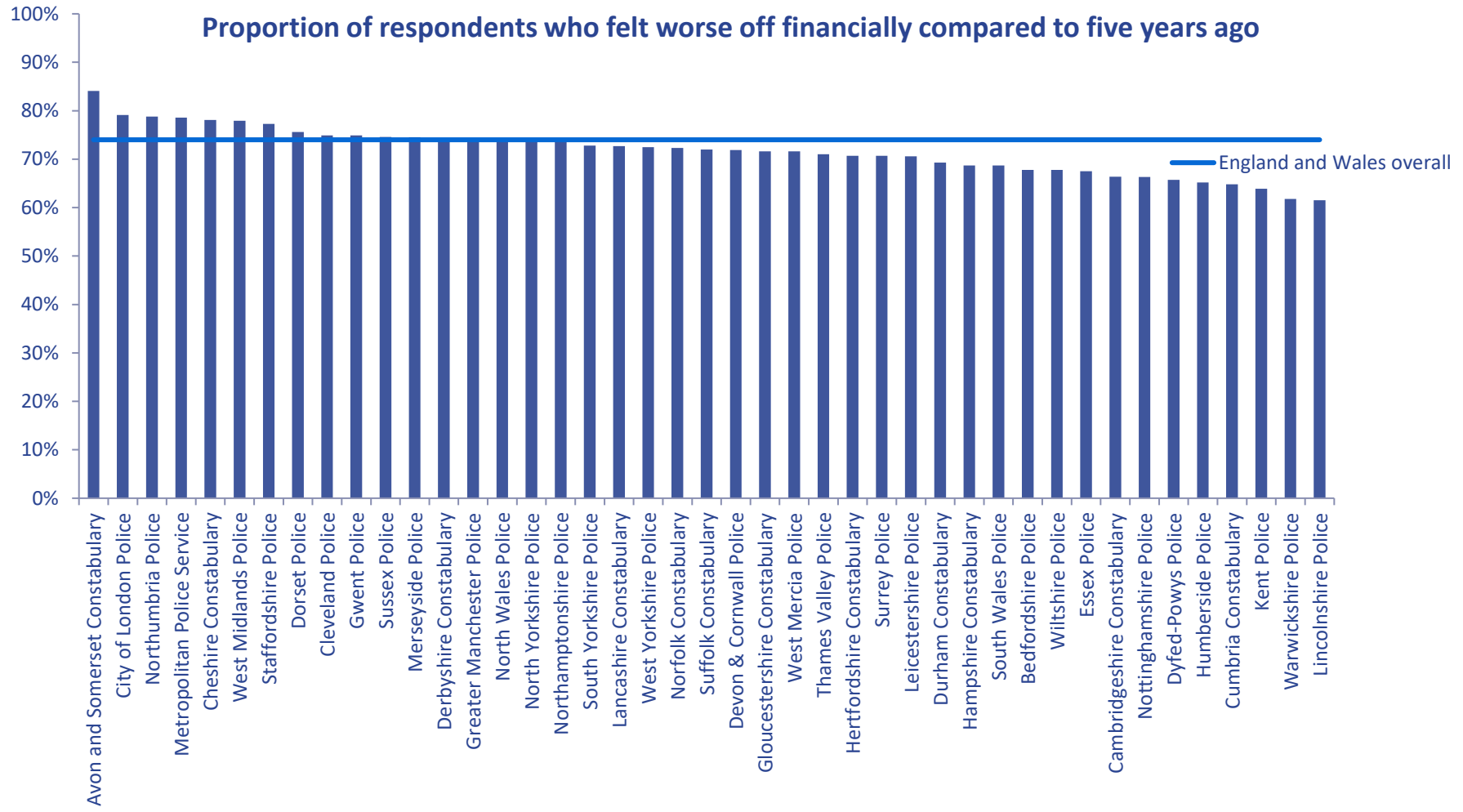
### How often do you find yourself worrying about money?



73% of respondents in Norfolk Constabulary said had that they had enough money to cover all of their essentials either every month or almost every month. In contrast, **15% reported never or almost never having enough money to cover their monthly essentials.** Nationally, the proportion of respondents who said they never or almost never had enough money to cover their essentials was 14%.

**72% of respondents from Norfolk Constabulary felt that they were worse off financially than they were five years ago.** This proportion is lower than the equivalent proportion for England and Wales as a whole, where 74% of respondents said that they were worse off financially than five years ago.

	2021
Financially worse off than 12 months ago	75%
Financially worse off than 5 years ago	72%





## SATISFACTION WITH PAY

**93% of respondents from Norfolk Constabulary told us that they do not feel that they are paid fairly for the stresses and strains they have within their job, and 86% said that they are not fairly paid for the hazards they faced within their role.** Nationally, 92% of respondents said that they were not fairly paid for the stresses and strains of their job and 86% said that they were not fairly paid for the hazards they faced.

Comparison of 2021 and 2020 figures for perceptions of fair pay in Norfolk Constabulary is provided in the table below.

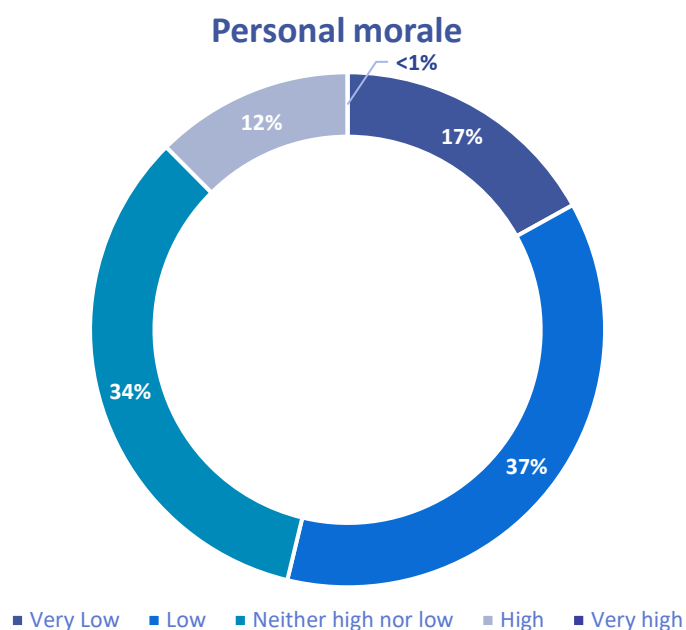
	2021	2020
<b>Do not feel fairly paid for the stresses and strains of their job</b>	<b>93%</b>	<b>84%</b>
<b>Do not feel fairly paid for the hazard faced within their job</b>	<b>86%</b>	<b>73%</b>

79% of respondents from Norfolk Constabulary said that they are dissatisfied with their overall remuneration (including basic pay and allowances) and 68% said that they are dissatisfied with their pensions. Comparison of 2021 and 2020 figures for pay and remuneration in Norfolk Constabulary is provided in the table below.

	2021	2020
<b>Dissatisfied with total remuneration</b>	<b>79%</b>	<b>61%</b>
<b>Dissatisfied with pension</b>	<b>68%</b>	<b>52%</b>

# MORALE

54% of respondents from Norfolk Constabulary told us that their morale is either low or very low. This is lower than the proportion of respondents in England and Wales as a whole who said that their personal morale was either low or very low, which this year was 58%.

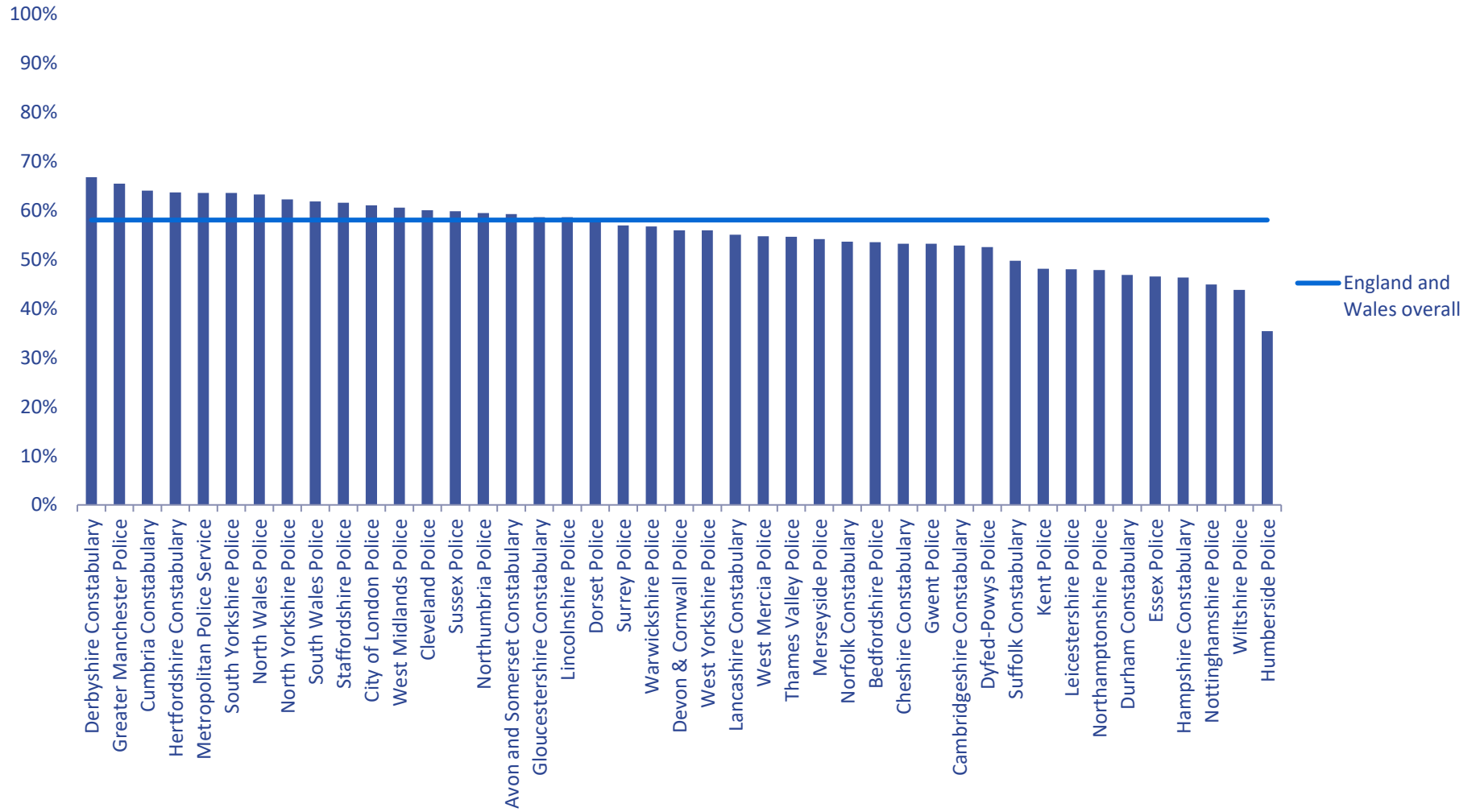


77% of respondents from Norfolk Constabulary felt that morale within the force is low or very low. Nationally, 84% of respondents said that morale within their force is low or very low.

Comparison of 2021 and 2020 figures for morale in Norfolk Constabulary are provided in the table below.

	2021	2020
Low or very low personal morale	54%	47%
Low or very low force morale	77%	66%

## 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 Norfolk Constabulary who said a particular factor has had a negative impact upon their morale compared to the national figures.

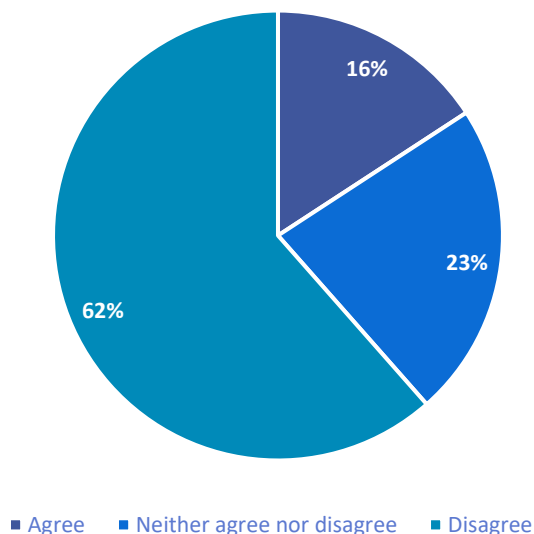
	Negative impact on morale (Norfolk Constabulary)	Negative impact on morale (England and Wales)
Pay	86%	84%
Workload and responsibilities	66%	64%
Work-life balance	66%	58%
How the police are treated by the government	98%	95%
How the police are treated by the public	84%	84%
The COVID-19 crisis	67%	61%
Your pension	70%	73%

# ENGAGEMENT

## ATTITUDES TOWARDS THE POLICE SERVICE

**62% of respondents from Norfolk Constabulary said that they did not feel valued within the police.** This compares to 64% of respondents in England and Wales as a whole.

I feel valued in the police service

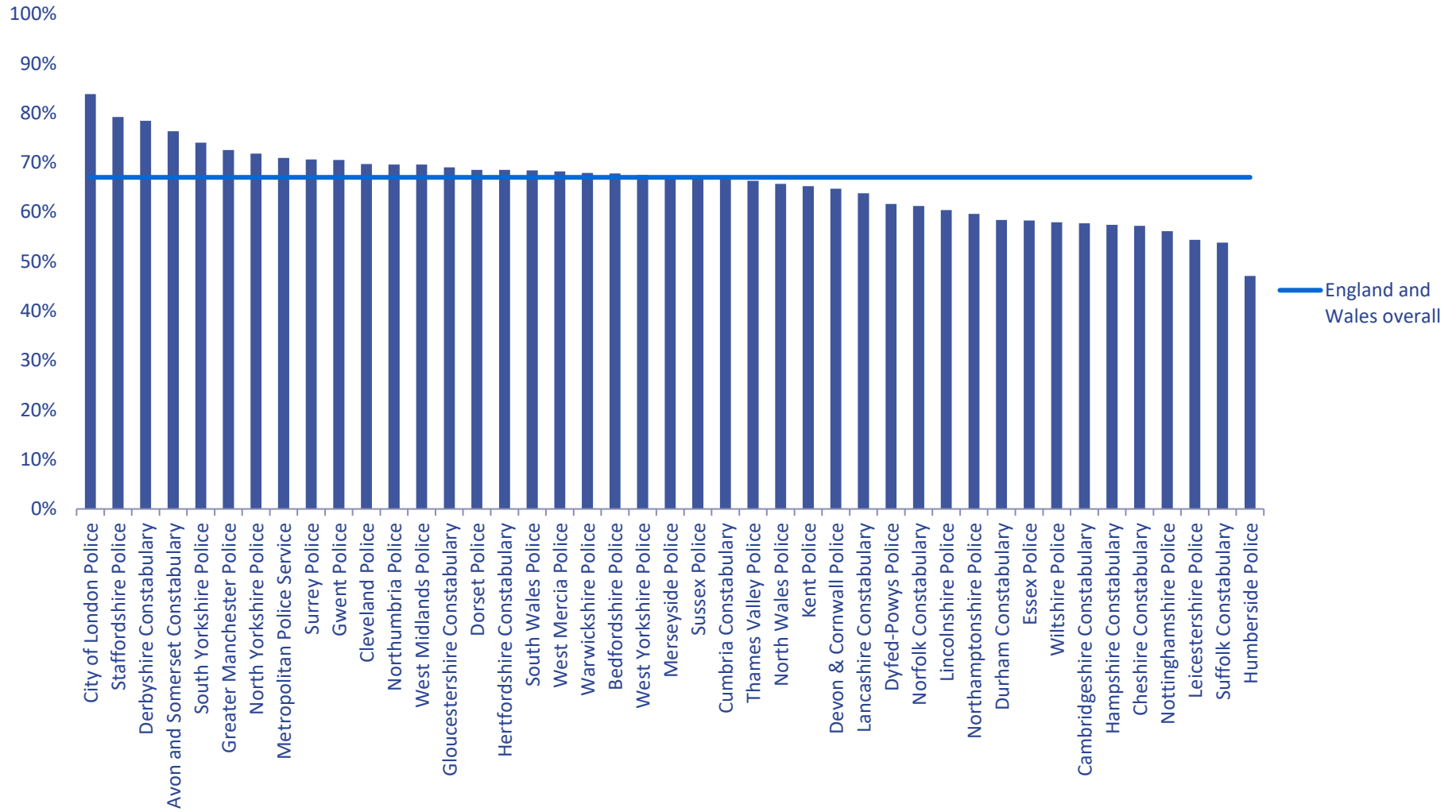


**61% of respondents from Norfolk Constabulary said that they would not recommend joining the police to others.** This is lower than the national figure, in England and Wales as a whole 67% of respondents said that they would not recommend joining the police.

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

	2021	2020
I would not recommend joining the police to others	61%	49%
I do not feel valued in the police	62%	51%

## Proportion of respondents who would not recommend the police to others



## OFFICERS' TREATMENT IN THE POLICE

**97% of respondents from Norfolk Constabulary said that they do not feel that the police are respected by the government.** This is higher than the 93% of respondents in England and Wales overall who said that they do not feel that the police are respected by the government. <1% of officers in Norfolk Constabulary said that they feel the police are respected by the government.

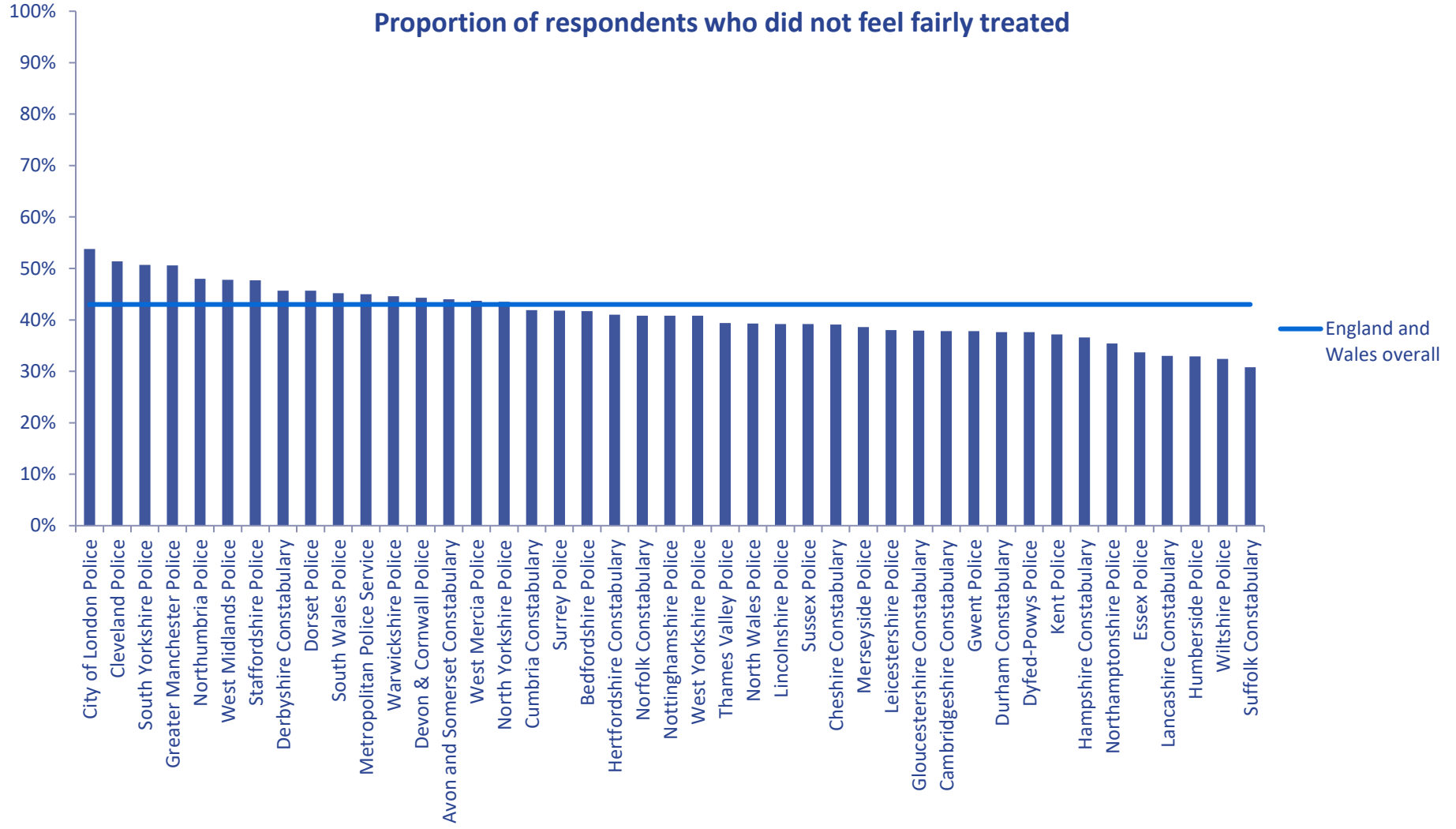
**75% of respondents from Norfolk Constabulary said that they do not feel that the police are respected by the public** compared to 8% of respondents from Norfolk Constabulary who said that they do feel that the police are respected by the public. Nationally, 78% of respondents said that they do not feel that the police are respected by the public.

**41% of respondents from Norfolk Constabulary said that they are not treated fairly** compared to 35% of respondents from Norfolk Constabulary who feel that they are treated fairly. Respondents in Norfolk Constabulary were more likely to say that they are treated fairly compared to England and Wales as a whole, where 30% said that they are treated fairly.

Comparison of 2021 and 2020 figures for fairness in Norfolk Constabulary are provided below.

	2021		2020	
	Disagree	Agree	Disagree	Agree
I am treated fairly	41%	35%	30%	44%

## Proportion of respondents who did not feel fairly treated

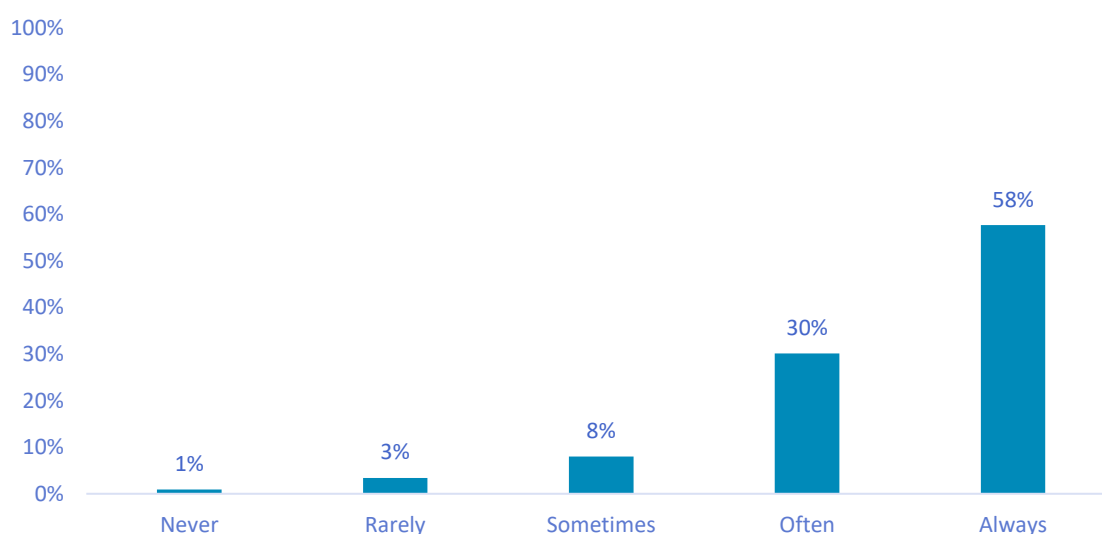




## WORKLOAD AND WORKING TIME

**4% of respondents from Norfolk Constabulary 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 in England and Wales as a whole 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.

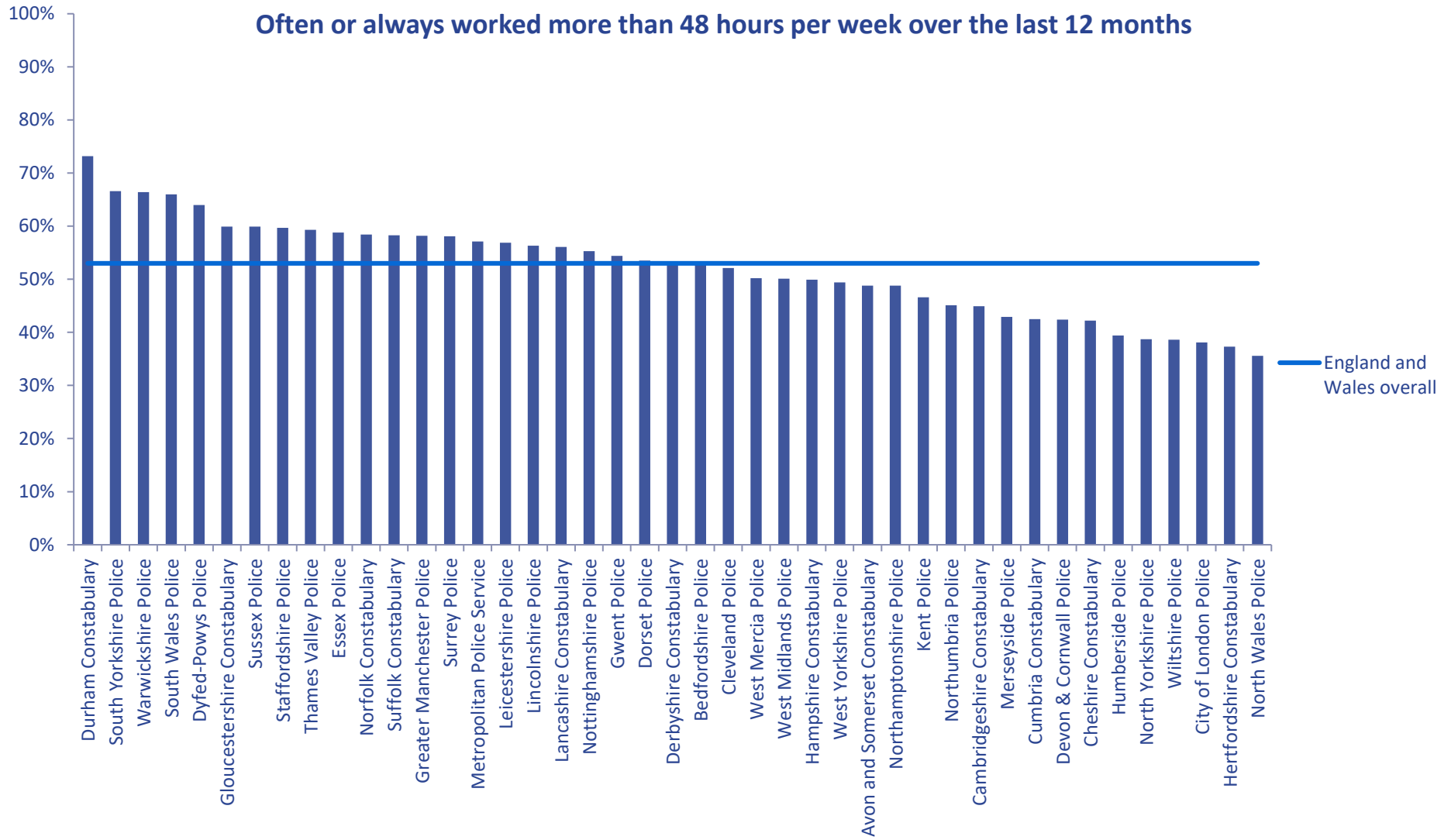
### Over the last 12 months, how often have you been able to take at least one rest day per week



**67% of respondents from Norfolk Constabulary 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 in England and Wales where 63% of respondents said that over the last 12 months their workload has been too high or much too high.

**58% of respondents from Norfolk Constabulary said that over the last 12 months they have often or always worked more than 48 hours per week.** In England and Wales overall, 53% of respondents said that over the last 12 months they have often or always worked more than 48 hours per week.

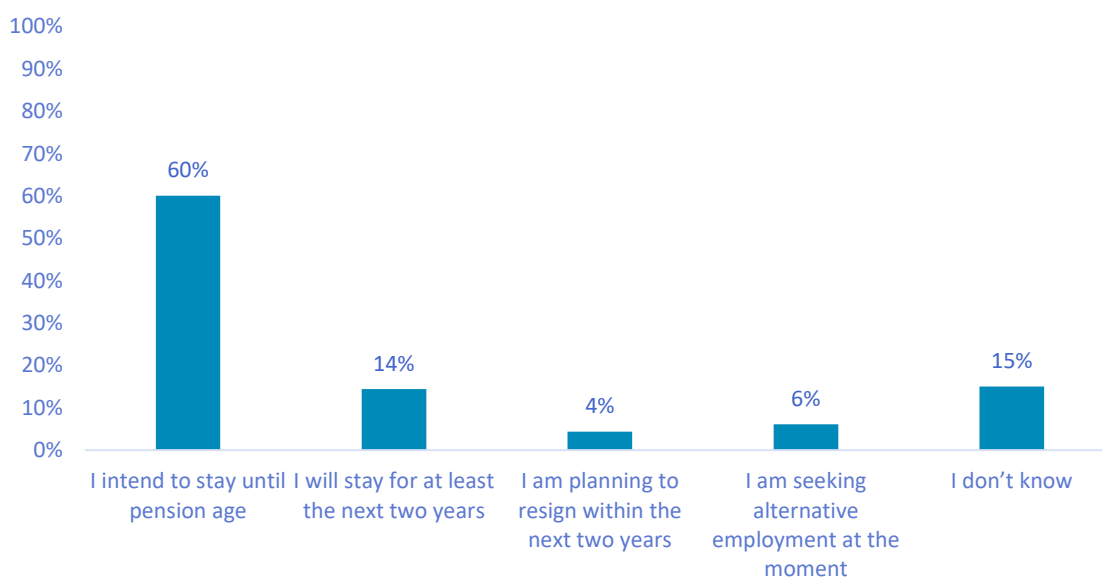
## Often or always worked more than 48 hours per week over the last 12 months



# INTENTION TO LEAVE

**11% of respondents from Norfolk Constabulary 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, in England and Wales as a whole 12% of respondents said that they intended to resign either as soon as possible or within the next two years.

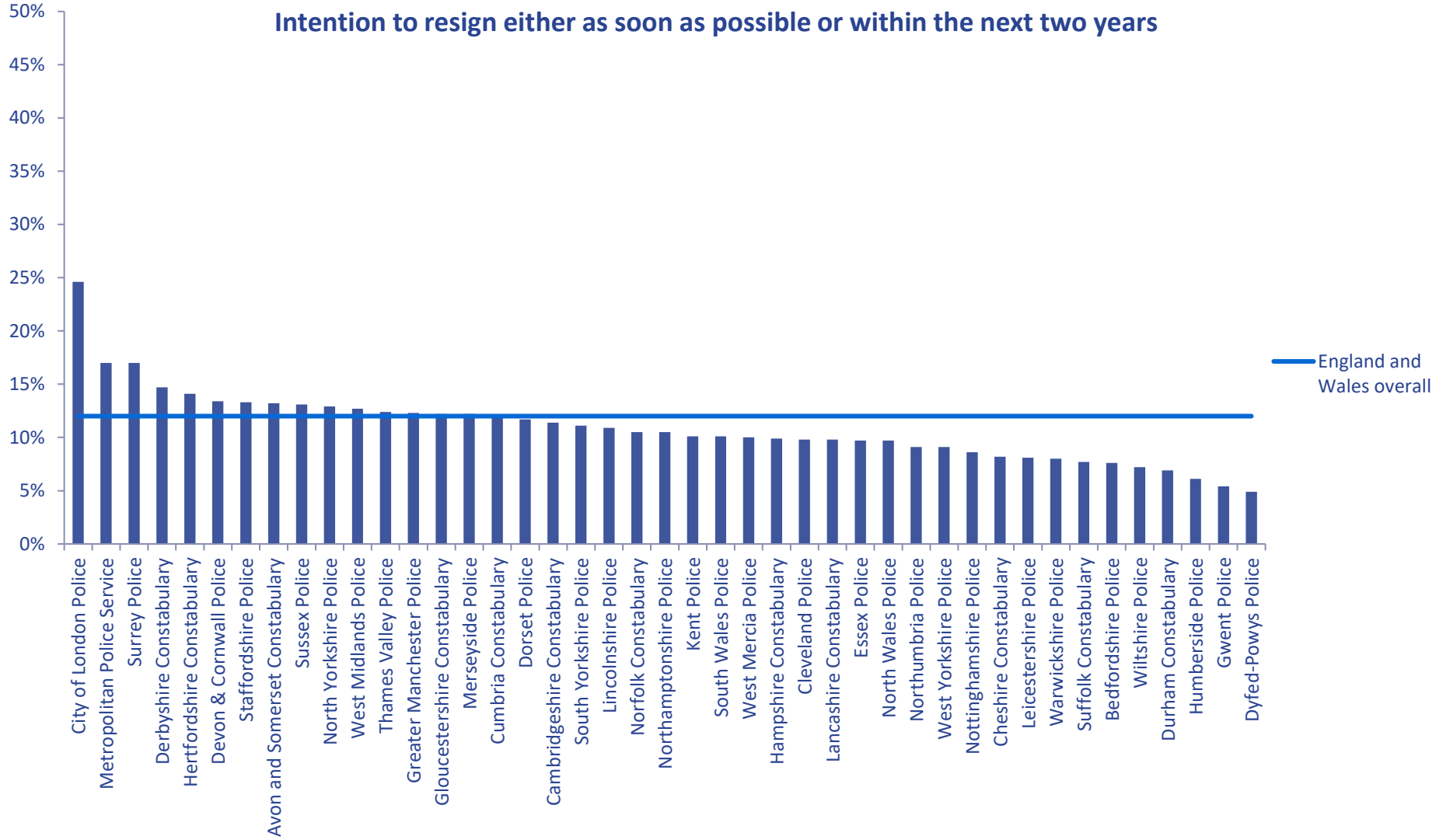
**Intention to stay in or to leave the police service**



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

	2021	2020
<b>Intention to resign from the police service within the next 2 years or as soon as possible</b>	<b>11%</b>	<b>8%</b>

## Intention to resign 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 Norfolk Constabulary who said that a particular factor has had a major effect on their intention to leave, compared to the national average.

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 (Norfolk Constabulary)	Major effect on intention to leave (England and Wales)
The impact of your job on your family/personal life	53%	56%
Your morale	82%	82%
Your pay	61%	69%
Better job opportunities outside of the Police	62%	59%
The impact of the job on your physical health and wellbeing	62%	64%
The impact of the job on your psychological health and wellbeing	66%	73%
Your workload and responsibilities	53%	48%
How the police are treated by the public	51%	55%
How the police are treated by the government	79%	77%
Your pension	47%	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](mailto: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.