

8. Summary of Results from the PSA December 2022 Pay Survey

Title: PSA/SANI Pay Survey Initial Findings

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Please note, these findings represent Superintendents and Chief Superintendents from all Home Office forces across England and Wales, the British Transport Police, the Police Service of Northern Ireland and the Civil Nuclear Constabulary.

1. Demographics

	<u>2022</u>	<u>2021</u>
<u>Superintendent</u>	<u>74%</u>	<u>76%</u>
<u>Chief Superintendent</u>	<u>26%</u>	<u>24%</u>
<u>Male</u>	<u>70%</u>	<u>72%⁵</u>
<u>Female</u>	<u>30%</u>	<u>28%</u>
<u>Ethnic Minority Background</u>	<u>4%</u>	<u>4%</u>
<u>White</u>	<u>96%</u>	<u>96%</u>
<u>Under 40 years old</u>	<u>4%</u>	<u>4%</u>
<u>40 - 44 years old</u>	<u>23%</u>	<u>23%</u>
<u>45 - 49 years old</u>	<u>40%</u>	<u>39%</u>
<u>50 – 55 years old</u>	<u>30%</u>	<u>30%</u>
<u>Over 55 years old</u>	<u>3%</u>	<u>4%</u>
<u>One year or less in rank</u>	<u>39%</u>	<u>38%</u>

⁵ Please note - the 2021 PSA/SANI Pay Survey findings included all forces, whereas this year, Bermuda, Gibraltar and the Isle of Man have been removed from analysis at request of the PSA. To ensure 2022 findings are comparable with 2021, 2021 analysis has been rerun without Bermuda, Gibraltar and the Isle of Man. As such, this figure differs from that in the 2021 Headline Report/Data Warehouse when 71% of respondents said that they were male.

	<u>2022</u>	<u>2021</u>
<u>2 - 3 years in rank</u>	<u>35%</u>	<u>31%</u>
<u>4 – 5 years in rank</u>	<u>15%</u>	<u>19%</u>
<u>6 – 7 years in rank</u>	<u>7%</u>	<u>6%</u>
<u>8 years or more in rank</u>	<u>5%</u>	<u>5%</u>
<u>Full-time</u>	<u>98%</u>	<u>99%</u>
<u>Part-time</u>	<u><1%</u>	<u><1%</u>
<u>Compressed hours</u>	<u>2%</u>	<u>1%</u>

<u>Have you lived with a physical or neurological condition for more than a year that has a substantial effect on your daily life, even if you do not consider yourself to be 'disabled' and manage the impact effectively?</u>	<u>2022</u>	<u>2021</u>
<u>Yes</u>	<u>21%</u>	<u>18%</u>
<u>No</u>	<u>76%</u>	<u>78%</u>
<u>Prefer not to say</u>	<u>3%</u>	<u>4%</u>

<u>Has your organisation given you the confidence to share with them the condition you have?⁶</u>	<u>2022</u>	<u>2021</u>
<u>Yes</u>	<u>56%</u>	<u>54%</u>
<u>No</u>	<u>36%</u>	<u>38%</u>
<u>Prefer not to say</u>	<u>8%</u>	<u>8%</u>

⁶ Please note – this question was only asked to respondents who answered 'yes' to the previous question.

<u>You mentioned that you shared information about your condition with your organisation. Were any reasonable adjustments agreed with your force as a result (including flexible/agile working)?⁷</u>	<u>2022</u>
<u>Yes</u>	<u>43%</u>
<u>No</u>	<u>14%</u>
<u>N/A I do not require any reasonable adjustment</u>	<u>42%</u>
<u>Prefer not to say</u>	<u>1%</u>

2. Satisfaction with pay and allowances

<u>How satisfied are you with each of the following?</u>	<u>2022</u>			<u>2021</u>		
	<u>Dissatisfied</u>	<u>Neither satisfied nor dissatisfied</u>	<u>Satisfied</u>	<u>Dissatisfied</u>	<u>Neither satisfied nor dissatisfied</u>	<u>Satisfied</u>
<u>Basic pay</u>	<u>45%</u>	<u>16%</u>	<u>39%</u>	<u>37%</u>	<u>17%</u>	<u>46%</u>
<u>Allowances</u>	<u>63%</u>	<u>17%</u>	<u>20%</u>	<u>54%</u>	<u>20%</u>	<u>25%</u>
<u>Overall remuneration (pay and allowances)</u>	<u>56%</u>	<u>18%</u>	<u>26%</u>	<u>48%</u>	<u>20%</u>	<u>32%</u>
<u>Pension</u>	<u>61%</u>	<u>13%</u>	<u>25%</u>	<u>63%</u>	<u>13%</u>	<u>23%</u>

⁷ Please note – this question was only asked to respondents who answered ‘yes’ to previous questions.

<u>Please rate the extent to which you agree or disagree that you receive the following within your role:</u>	<u>2022</u>			<u>2021</u>		
	<u>Disagree</u>	<u>Neither agree nor disagree</u>	<u>Agree</u>	<u>Disagree</u>	<u>Neither agree nor disagree</u>	<u>Agree</u>
<u>Fair pay compared to employees doing similar work in other organisations</u>	<u>82%</u>	<u>9%</u>	<u>9%</u>	<u>79%</u>	<u>10%</u>	<u>11%</u>
<u>Pay increases to maintain my standard of living</u>	<u>84%</u>	<u>8%</u>	<u>8%</u>	<u>74%</u>	<u>14%</u>	<u>12%</u>

<u>Do you currently receive any of the following?</u>	<u>2022</u>			<u>2021</u>		
	<u>Yes</u>	<u>No</u>	<u>I don't know</u>	<u>Yes</u>	<u>No</u>	<u>I don't know</u>
<u>Housing Emoluments (Allowances/Rent Allowance)</u>	<u>20%</u>	<u>80%</u>	<u><1%</u>	<u>29%</u>	<u>71%</u>	<u><1%</u>
<u>Northern Ireland Transitional Allowance⁸</u>	<u>98%</u>	<u>0%</u>	<u>2%</u>	<u>96%</u>	<u>0%</u>	<u>4%</u>
<u>Central Services Allowance</u>	<u>2%</u>	<u>97%</u>	<u><1%</u>	<u>3%</u>	<u>97%</u>	<u>1%</u>
<u>Targeted Variable Payment(s)⁹</u>	<u>13%</u>	<u>86%</u>	<u>1%</u>	<u>=</u>	<u>=</u>	<u>=</u>

⁸ Please note – the data reported here are taken from respondents saying that they currently serve within the Police Service of Northern Ireland.

⁹ Please note – There is no comparable data for 2021 as TVPs were added for the 2022 survey.

How satisfied are you with the amount of the following?	2022			2021		
	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied
Housing Emoluments (Allowances/Rent Allowance)	40%	25%	35%	34%	21%	45%
Northern Ireland Transitional Allowance¹⁰	32%	30%	38%	50%	19%	31%
Central Services Allowance	40%	45%	15%	40%	44%	16%
Targeted Variable Payment(s)¹¹	49%	20%	31%	=	=	=

What is the annual amount of your London or South East Allowance? (To the nearest amount)	2022	2021
£0 (I do not receive a London or South East Allowance)	10%	13%
£500	1%	1%
£1000	4%	10%
£1500	6%	9%
£2000	14%	23%
£2500	10%	10%
£3000	31%	11%
£5338	25%	23%

¹⁰ Please note – the data reported here are taken from respondents saying that they currently serve within the Police Service of Northern Ireland.

¹¹ Please note – There is no comparable data for 2021 as TVPs were added for the 2022 survey.

3. Cost of Living

<u>Please rate the extent to which you agree or disagree with the following:</u>	<u>2022</u>			<u>2021</u>		
	<u>Agree</u>	<u>Neither agree nor disagree</u>	<u>Disagree</u>	<u>Agree</u>	<u>Neither agree nor disagree</u>	<u>Disagree</u>
<u>I get enough money from my job to live comfortably</u>	<u>50%</u>	<u>20%</u>	<u>30%</u>	<u>61%</u>	<u>18%</u>	<u>21%</u>
<u>I am fairly paid considering the amount of experience and training I have</u>	<u>20%</u>	<u>15%</u>	<u>65%</u>	<u>25%</u>	<u>16%</u>	<u>60%</u>
<u>I am fairly paid considering the amount of responsibilities I have within my job</u>	<u>11%</u>	<u>9%</u>	<u>80%</u>	<u>15%</u>	<u>8%</u>	<u>77%</u>
<u>I am fairly paid considering the amount of effort I put into my job</u>	<u>11%</u>	<u>12%</u>	<u>78%</u>	<u>14%</u>	<u>12%</u>	<u>74%</u>
<u>I am fairly paid considering the stresses and strains of my job</u>	<u>8%</u>	<u>9%</u>	<u>83%</u>	<u>11%</u>	<u>8%</u>	<u>82%</u>
<u>I am fairly paid considering the amount of hours that I work in order to do my job</u>	<u>9%</u>	<u>11%</u>	<u>81%</u>	<u>11%</u>	<u>11%</u>	<u>78%</u>

<u>Compared to five years ago, do you feel financially...?</u>	<u>2022</u>	<u>2021</u>
<u>Worse off</u>	<u>53%</u>	<u>38%</u>
<u>About the same</u>	<u>29%</u>	<u>35%</u>
<u>Better off</u>	<u>17%</u>	<u>27%</u>

<u>Over the last month, has your cost of living...</u> ¹²	<u>2022</u>	<u>ONS</u> ¹³
<u>Increased</u>	<u>97%</u>	<u>89%</u>
<u>Stayed the same</u>	<u>2%</u>	<u>10%</u>
<u>Decreased</u>	<u>1%</u>	<u>1%</u>

<u>Over the last month, for what reasons has your cost of living increased? Please tick all that apply.</u> ¹⁴	<u>2022</u>	<u>ONS</u> ¹⁵
<u>My gas or electricity bills have increased</u>	<u>96%</u>	<u>81%</u>
<u>My rent or mortgage costs have increased</u>	<u>43%</u>	<u>16%</u>
<u>The price of my food shop has increased</u>	<u>99%</u>	<u>95%</u>
<u>The price of my fuel has increased</u>	<u>95%</u>	<u>75%</u>
<u>The price of my public transport has increased</u>	<u>19%</u>	<u>13%</u>

¹² Please note – there is no comparable data from 2021 as this question is new for the 2022 survey.

¹³ Office for National Statistics (2022). Data set: Opinion and Lifestyle survey [June-September dataset]. Retrieved from: <https://www.ons.gov.uk/peoplepopulationandcommunity/personalandhouseholdfinances/expenditure/datasets/impactofincreasedcostoflivingonadultsacrossgreatbritain> Please Note – the ONS data was not collected during the same time period as the PSA data and so please use caution when making comparisons.

¹⁴ Please note – there is no comparable data from 2021 as this question is new for the 2022 survey.

¹⁵ Office for National Statistics (2022). Data set: Opinion and Lifestyle survey [June-September dataset]. Retrieved from: <https://www.ons.gov.uk/peoplepopulationandcommunity/personalandhouseholdfinances/expenditure/datasets/impactofincreasedcostoflivingonadultsacrossgreatbritain>

<u>Which of the following are you doing because your cost of living has increased? Please tick all that apply.</u> ¹⁶	<u>2022</u>	<u>ONS</u> ¹⁷
<u>Shopping around more</u>	<u>75%</u>	<u>39%</u>
<u>Spending less on food shopping and essentials</u>	<u>65%</u>	<u>44%</u>
<u>Spending less on non-essentials</u>	<u>85%</u>	<u>62%</u>
<u>Cutting back on non-essential journeys in my vehicle</u>	<u>70%</u>	<u>44%</u>
<u>Using less fuel such as gas or electricity in my home</u>	<u>86%</u>	<u>52%</u>
<u>Using my savings</u>	<u>48%</u>	<u>26%</u>
<u>Using credit more than usual, for example, credit cards, loans or overdrafts</u>	<u>34%</u>	<u>14%</u>
<u>None of the above</u>	<u>1%</u>	<u>8%</u>

- **Impact of pension on intention to stay or leave**

<u>What impact does your pension have on your intention to stay in or leave the police service?</u>	<u>2022</u>	<u>2021</u>
<u>Increases my intention to stay</u>	<u>43%</u>	<u>41%</u>
<u>Has no effect on my intention to stay or leave</u>	<u>18%</u>	<u>21%</u>
<u>Increases my intention to leave</u>	<u>40%</u>	<u>38%</u>

¹⁶ Please note – there is no comparable data from 2021 as this question is new for the 2022 survey.

¹⁷ Office for National Statistics (2022). Data set: Opinion and Lifestyle survey [June-September dataset]. Retrieved from: <https://www.ons.gov.uk/peoplepopulationandcommunity/personalandhouseholdfinances/expenditure/datasets/impactofincreasedcostoflivingonadultsacrossgreatbritain>

<u>What is it about your pension that increases your intention to stay? (Tick all that apply)</u>	<u>2022</u>	<u>2021</u>
<u>The level of pension provided is good by comparison to other jobs</u>	<u>54%</u>	<u>60%</u>
<u>Despite the recent changes, I am still able to retire at an earlier date than most people</u>	<u>58%</u>	<u>54%</u>
<u>I know that my accrued pension is secure within a government sponsored scheme</u>	<u>40%</u>	<u>35%</u>
<u>I want to build a larger pension</u>	<u>24%</u>	<u>22%</u>
<u>The benefits provided for me should I become ill are good</u>	<u>36%</u>	<u>36%</u>
<u>The benefits provided for my surviving dependants if I die are good</u>	<u>45%</u>	<u>42%</u>
<u>I can already retire with an immediate pension but if I stay longer I will have an even bigger pension</u>	<u>10%</u>	<u>9%</u>

Proportion of respondents potentially affected by immediate detriment¹⁸.

2022

11%

¹⁸ Please note – this is the proportion of respondents who said that they have either ‘accrued 30 years continuous pensionable service in the PPS (1987/1988) and CARE Scheme (2015)’, or said that they will reach ‘30 years’ pensionable service in one or more pension schemes before 1st October 2023’. This is not the same as the proportion of respondents who provided their contact details and consent to be contacted by the PSA about this.

<u>What is it about your pension that increases your intention to leave? (tick all that apply)</u>	<u>2022</u>	<u>2021</u>
<u>The level of my pension is too low</u>	<u>13%</u>	<u>10%</u>
<u>I don't trust government not to change our pensions for the worse again in the future</u>	<u>87%</u>	<u>85%</u>
<u>Due to the recent changes the pension I will receive is different to what I was led to expect</u>	<u>76%</u>	<u>76%¹⁹</u>
<u>I have reached pension age and so I can leave with an immediate pension</u>	<u>11%</u>	<u>15%</u>
<u>I believe I can get a better pension elsewhere</u>	<u>1%</u>	<u>2%</u>
<u>I can't get an accurate forecast of the pension I can expect to receive when I retire</u>	<u>57%</u>	<u>59%</u>
<u>I have to pay too much pension tax (Annual Allowance)</u>	<u>66%</u>	<u>56%</u>
<u>I can't access the money from my pension if I need to before I retire</u>	<u>16%</u>	<u>15%</u>
<u>The contributions I have to pay are too high/unaffordable</u>	<u>20%</u>	<u>12%</u>
<u>The likelihood of breaching the Lifetime Allowance tax threshold</u>	<u>56%</u>	<u>58%</u>

¹⁹ Please note - the 2021 PSA/SANI Pay Survey findings included all forces, whereas this year, Bermuda, Gibraltar and the Isle of Man have been removed from analysis at request of the PSA. To ensure 2022 findings are comparable with 2021, 2021 analysis has been rerun without Bermuda, Gibraltar and the Isle of Man. As such, this figure differs from that in the 2021 Headline Report/Data Warehouse when 75% of respondents said that recent changes to their pension have increased their intention to leave.

- Targeted Variable Payments

<u>Do you fulfil the criteria to be eligible to apply for a TVP payment since July 2021?</u>							
<u>2022</u>				<u>2021</u>			
<u>Yes</u>	<u>No</u>	<u>I don't know</u>	<u>N/A</u>	<u>Yes</u>	<u>No</u>	<u>I don't know</u>	<u>N/A</u>
<u>61%</u>	<u>17%</u>	<u>19%</u>	<u>3%</u>	<u>56%</u>	<u>20%</u>	<u>21%</u>	<u>3%</u>

<u>You said that you fulfil the criteria to be eligible for a TVP since 1 July 2021. Have you applied to receive a TVP?</u>			
<u>2022</u>		<u>2021</u>	
<u>Yes</u>	<u>No</u>	<u>Yes</u>	<u>No</u>
<u>28%</u>	<u>72%</u>	<u>17%</u>	<u>83%</u>

<u>Was your application for a TVP successful?</u>					
<u>2022</u>			<u>2021</u>		
<u>Yes</u>	<u>No</u>	<u>I don't know (e.g. the application is still being considered)</u>	<u>Yes</u>	<u>No</u>	<u>I don't know (e.g. the application is still being considered)</u>
<u>72%</u>	<u>24%</u>	<u>4%</u>	<u>52%</u>	<u>22%</u>	<u>26%</u>

<u>You said that you fulfilled the criteria to be eligible for a TVP since 1 July 2021 but had not applied to receive one. What was your main reason for not applying? (Please select the one most relevant option from the list below)</u>	<u>2022</u>	<u>2021</u>
<u>I was put off applying as I was aware the scheme was not supported by my Chief Officers</u>	<u>41%</u>	<u>45%</u>
<u>I was not aware I was eligible</u>	<u>29%</u>	<u>25%</u>
<u>I do not agree with bonus payments as a method of payment for the superintending ranks</u>	<u>3%</u>	<u>4%</u>
<u>Applying for a bonus would be held against me by my employer</u>	<u>3%</u>	<u>3%</u>
<u>The process was too complex</u>	<u><1%</u>	<u><1%</u>
<u>I should not have to apply for a reward. If I have contributed sufficiently, I should be rewarded sufficiently.</u>	<u>8%</u>	<u>8%</u>
<u>I would prefer the extra money was spent elsewhere in policing</u>	<u>2%</u>	<u>1%</u>

<u>– Since 1 July 2021, have you been awarded a...?</u>	<u>2022</u>				<u>2021</u>			
	<u>Yes</u>	<u>No</u>	<u>I don't know</u>	<u>N/A</u>	<u>Yes</u>	<u>No</u>	<u>I don't know</u>	<u>N/A</u>
<u>Service Critical Skills Payment</u>	<u>2%</u>	<u>94%</u>	<u>2%</u>	<u>3%</u>	<u>1%</u>	<u>94%</u>	<u>2%</u>	<u>3%</u>
<u>A bonus payment</u>	<u>6%</u>	<u>91%</u>	<u>2%</u>	<u>2%</u>	<u>3%</u>	<u>93%</u>	<u>1%</u>	<u>3%</u>

- **Pay Reform Proposals**

Has your line manager made you aware of the Pay Progression Standard (PPS) process and what will be expected of you within this process?

2022²⁰

<u>Yes</u>	<u>No</u>	<u>I don't know/I can't remember</u>
<u>28%</u>	<u>67%</u>	<u>4%</u>

Have you undertaken the PPS yourself since its introduction in April 2022?

2022²¹

<u>Yes</u>	<u>No</u>	<u>I don't know/I can't remember</u>
<u>6%</u>	<u>90%</u>	<u>4%</u>

Were you successful in the PPS process?²²

2022²³

<u>Yes</u>	<u>No</u>	<u>I don't know/I can't remember</u>
<u>71%</u>	<u>2%</u>	<u>28%</u>

²⁰ Please note – there is no comparable data from 2021 as this question is new for the 2022 survey.

²¹ Ibid.

²² Please note – this question was only asked to respondents who answered 'yes' to the previous question.

²³ Please note – there is no comparable data from 2021 as this question is new for the 2022 survey.

Were you required to complete a local training requirement as part of the PPS?

2022²⁴

<u>Yes</u>	<u>No</u>	<u>I don't know/I can't remember</u>
<u>10%</u>	<u>71%</u>	<u>19%</u>

Do you have line management responsibilities?

2022²⁵

<u>Yes</u>	<u>No</u>
<u>95%</u>	<u>5%</u>

Have you been able to complete a PDR for every officer you line manage in the last 12 months?

2022²⁶

<u>Yes</u>	<u>No</u>	<u>I don't know/I can't remember</u>
<u>78%</u>	<u>22%</u>	<u><1%</u>

Have you been able to complete the PPS process for all your direct reports since April 2022?

2022²⁷

<u>Yes</u>	<u>No</u>	<u>I don't know/I can't remember</u>

²⁴ Please note – there is no comparable data from 2021 as this question is new for the 2022 survey.

²⁵ Ibid.

²⁶ Please note – there is no comparable data from 2021 as this question is new for the 2022 survey.

²⁷ Ibid.

<u>22%</u>	<u>62%</u>	<u>16%</u>
<u>You indicated that you have been unable to complete the PPS process for all your direct reports since April 2022. Have you been able to make all of your direct reports aware of the PPS process and what will be expected of them within this process?</u>		
<u>2022²⁸</u>		
<u>Yes</u>	<u>No</u>	<u>I don't know/I can't remember</u>
<u>31%</u>	<u>61%</u>	<u>7%</u>

- **The Police Remuneration Review Body (PRRB)**

<u>To what extent are you aware of how the Police Remuneration Review Body (PRRB) works?</u>					
<u>2022</u>			<u>2021</u>		
<u>Not at all aware</u>	<u>Somewhat aware</u>	<u>Very aware</u>	<u>Not at all aware</u>	<u>Somewhat aware</u>	<u>Very aware</u>
<u>23%</u>	<u>66%</u>	<u>11%</u>	<u>26%</u>	<u>67%</u>	<u>7%</u>

<u>To what extent do you feel that the PRRB process itself is fair?</u>					
<u>2022</u>			<u>2021</u>		
<u>Unfair</u>	<u>Neither fair nor unfair</u>	<u>Fair</u>	<u>Unfair</u>	<u>Neither fair nor unfair</u>	<u>Fair</u>
<u>62%</u>	<u>34%</u>	<u>4%</u>	<u>56%</u>	<u>38%</u>	<u>6%</u>

²⁸ Ibid.

- Your morale

<u>To what extent do you feel that pay awards resulting from the PRRB process have been fair?</u>					
<u>2022</u>			<u>2021</u>		
<u>Unfair</u>	<u>Neither fair nor unfair</u>	<u>Fair</u>	<u>Unfair</u>	<u>Neither fair nor unfair</u>	<u>Fair</u>
<u>75%</u>	<u>24%</u>	<u>1%</u>	<u>71%</u>	<u>27%</u>	<u>2%</u>

<u>Please rate the level of morale for each of the following:</u>	<u>2022</u>			<u>2021</u>		
	<u>Low</u>	<u>Neither high nor low</u>	<u>High</u>	<u>Low</u>	<u>Neither high nor low</u>	<u>High</u>
<u>Your own morale</u>	<u>33%</u>	<u>33%</u>	<u>34%</u>	<u>29%</u>	<u>31%</u>	<u>40%</u>
<u>Morale in your department/command/collaboration</u>	<u>39%</u>	<u>34%</u>	<u>28%</u>	<u>34%</u>	<u>37%</u>	<u>29%</u>
<u>Morale in your force</u>	<u>67%</u>	<u>26%</u>	<u>7%</u>	<u>59%</u>	<u>34%</u>	<u>7%</u>
<u>Morale in the whole police service</u>	<u>88%</u>	<u>11%</u>	<u>1%</u>	<u>79%</u>	<u>19%</u>	<u>2%</u>

<u>How does your personal level of morale compare with 12 months ago?</u>	<u>2022</u>	<u>2021</u>
<u>Lower</u>	<u>58%</u>	<u>49%</u>
<u>About the same</u>	<u>34%</u>	<u>40%</u>
<u>Higher</u>	<u>8%</u>	<u>10%</u>

<u>At the present time, what effect do the following factors have on your morale?:</u>	<u>2022</u>			<u>2021</u>		
	<u>A negative effect</u>	<u>No effect</u>	<u>A positive effect</u>	<u>A negative effect</u>	<u>No effect</u>	<u>A positive effect</u>
<u>Your pay</u>	<u>57%</u>	<u>29%</u>	<u>14%</u>	<u>43%</u>	<u>32%</u>	<u>25%</u>
<u>Your pension</u>	<u>67%</u>	<u>18%</u>	<u>16%</u>	<u>69%</u>	<u>13%</u>	<u>18%</u>
<u>Uncertainty regarding your pension</u>	<u>86%</u>	<u>14%</u>	<u><1%</u>	<u>90%</u>	<u>10%</u>	<u><1%</u>
<u>Your workload and responsibilities</u>	<u>67%</u>	<u>23%</u>	<u>10%</u>	<u>62%</u>	<u>25%</u>	<u>12%</u>
<u>Your work-life balance</u>	<u>67%</u>	<u>22%</u>	<u>11%</u>	<u>65%</u>	<u>20%</u>	<u>15%</u>
<u>Your opportunities for development and promotion</u>	<u>33%</u>	<u>42%</u>	<u>25%</u>	<u>31%</u>	<u>41%</u>	<u>28%</u>
<u>Your health and wellbeing</u>	<u>54%</u>	<u>25%</u>	<u>21%</u>	<u>51%</u>	<u>25%</u>	<u>24%</u>
<u>How the Police are treated by the public</u>	<u>72%</u>	<u>24%</u>	<u>4%</u>	<u>69%</u>	<u>24%</u>	<u>7%</u>
<u>How the Police are treated by the government</u>	<u>93%</u>	<u>6%</u>	<u>1%</u>	<u>90%</u>	<u>9%</u>	<u>1%</u>
<u>How you are treated by your line manager</u>	<u>10%</u>	<u>20%</u>	<u>70%</u>	<u>13%²⁹</u>	<u>20%</u>	<u>66%</u>
<u>Taxation policies</u>	<u>84%</u>	<u>16%</u>	<u><1%</u>	<u>85%</u>	<u>14%</u>	<u><1%</u>

²⁹ Please note - the 2021 PSA/SANI Pay Survey findings included all forces, whereas this year, Bermuda, Gibraltar and the Isle of Man have been removed from analysis at request of the PSA. To ensure 2022 findings are comparable with 2021, 2021 analysis has been rerun without Bermuda, Gibraltar and the Isle of Man. As such, this figure differs from that in the 2021 Headline Report/Data Warehouse when 14% of respondents said that how they were treated by their line manager had a negative effect on their morale.

- Intention to Leave

<u>What are your intentions with regard to staying in or leaving the Police Service?</u>	<u>2022</u>	<u>2021</u>
<u>I intend to stay beyond attaining maximum pensionable service</u>	<u>5%</u>	<u>7%</u>
<u>I intend to stay until I have 30 years' continuous pensionable service</u>	<u>46%</u>	<u>41%</u>
<u>I intend to retire before 30 years' service at 50 years of age with 25 years' service</u>	<u>3%</u>	<u>5%</u>
<u>I intend to retire at 55 years of age which is the earliest point at which I can claim my 1987 and CARE pension</u>	<u>28%</u>	<u>27%³⁰</u>
<u>I intend to retire at 60 years of age which is the earliest point at which I can claim my 1987 and CARE pension without any reduction in my CARE pension</u>	<u>3%</u>	<u>5%</u>
<u>I am intending to leave before being able to claim my pension, but do not intend to leave yet</u>	<u>2%</u>	<u>3%</u>
<u>I am intending to leave before being able to claim my pension, and will leave as soon as I can</u>	<u>1%</u>	<u>1%</u>
<u>I don't know</u>	<u>11%</u>	<u>11%</u>

³⁰ Please note - the 2021 PSA/SANI Pay Survey findings included all forces, whereas this year, Bermuda, Gibraltar and the Isle of Man have been removed from analysis at request of the PSA. To ensure 2022 findings are comparable with 2021, 2021 analysis has been rerun without Bermuda, Gibraltar and the Isle of Man. As such, this figure differs from that in the 2021 Headline Report/Data Warehouse when 28% of respondents said that they intend to retire at 55 years of age which is the earliest point at which I can claim my 1987 and CARE pension.

<u>You say that you plan to leave the Police Service before being able to claim your pension. To what extent have the following factors affected your intention to leave?</u>	<u>2022</u>			<u>2021</u>		
	<u>No effect</u>	<u>Some effect</u>	<u>A major effect</u>	<u>No effect</u>	<u>Some effect</u>	<u>A major effect</u>
<u>Will have reached full pension age</u>	<u>69%</u>	<u>16%</u>	<u>16%</u>	<u>73%</u>	<u>21%</u>	<u>6%</u>
<u>The impact of your job on your family and personal life</u>	<u>6%</u>	<u>28%</u>	<u>66%</u>	<u>6%</u>	<u>24%</u>	<u>71%</u>
<u>Your morale</u>	<u>9%</u>	<u>44%</u>	<u>47%</u>	<u>6%</u>	<u>24%</u>	<u>71%</u>
<u>Opportunities for development and promotion</u>	<u>34%</u>	<u>34%</u>	<u>31%</u>	<u>26%</u>	<u>38%</u>	<u>35%</u>
<u>Your pay and benefits</u>	<u>6%</u>	<u>34%</u>	<u>59%</u>	<u>6%</u>	<u>41%</u>	<u>53%</u>
<u>Your pension</u>	<u>19%</u>	<u>16%</u>	<u>66%</u>	<u>12%</u>	<u>29%</u>	<u>59%</u>
<u>Uncertainty regarding your pension</u>	<u>22%</u>	<u>19%</u>	<u>59%</u>	<u>12%</u>	<u>24%</u>	<u>65%</u>
<u>Better job opportunities outside the Police Service</u>	<u>13%</u>	<u>25%</u>	<u>63%</u>	<u>9%</u>	<u>35%</u>	<u>56%</u>
<u>The impact of your job on your health and wellbeing</u>	<u>3%</u>	<u>34%</u>	<u>63%</u>	<u>12%</u>	<u>24%</u>	<u>65%</u>
<u>Your relationship with your colleagues</u>	<u>50%</u>	<u>41%</u>	<u>9%</u>	<u>65%</u>	<u>24%</u>	<u>12%</u>
<u>Dissatisfaction with your day-to-day job role</u>	<u>38%</u>	<u>50%</u>	<u>13%</u>	<u>29%</u>	<u>44%</u>	<u>26%</u>
<u>Your workload and responsibilities</u>	<u>22%</u>	<u>47%</u>	<u>31%</u>	<u>15%</u>	<u>38%</u>	<u>47%</u>
<u>How the Police are treated by the public</u>	<u>44%</u>	<u>34%</u>	<u>22%</u>	<u>35%</u>	<u>41%</u>	<u>24%</u>
<u>How the Police are treated by the government</u>	<u>13%</u>	<u>31%</u>	<u>56%</u>	<u>12%</u>	<u>21%</u>	<u>67%</u>
<u>How you are treated by your line manager</u>	<u>63%</u>	<u>28%</u>	<u>9%</u>	<u>68%</u>	<u>18%</u>	<u>15%</u>
<u>How you are treated by Chief Officers</u>	<u>44%</u>	<u>31%</u>	<u>25%</u>	<u>29%</u>	<u>35%</u>	<u>35%</u>
<u>Personal reasons not linked to the Police Service or your role</u>	<u>59%</u>	<u>28%</u>	<u>13%</u>	<u>63%</u>	<u>25%</u>	<u>13%</u>

<u>How have your intentions with regard to staying in or leaving the Police Service changed in the last 12 months?</u>	<u>2022</u>	<u>2021</u>
<u>I am now more inclined to stay in the service</u>	<u>4%</u>	<u>6%</u>
<u>My intentions have not changed</u>	<u>46%</u>	<u>51%</u>
<u>I am now more inclined to leave the service</u>	<u>50%</u>	<u>43%</u>

- On-call duties

<u>Do you perform an 'on call' function outside of your core hours of duty?</u>	<u>2022</u>	<u>2021</u>
<u>Yes</u>	<u>93%</u>	<u>91%</u>
<u>No</u>	<u>7%</u>	<u>9%</u>

<u>Are you receiving on-call allowance for the on-call duties that you undertake?</u>	<u>2022</u>	<u>2021</u>
<u>Yes</u>	<u>94%</u>	<u>91%</u>
<u>No</u>	<u>5%</u>	<u>8%</u>
<u>I don't know</u>	<u>1%</u>	<u>2%</u>

- Temporary promotion and pay scales

<u>I am on temporary promotion</u>	<u>2022</u>	<u>2021</u>
<u>Superintendents</u>	<u>14%</u>	<u>17%</u>
<u>Chief Superintends</u>	<u>24%</u>	<u>24%</u>

<u>What is your current salary (Superintendents)</u>	<u>2022</u>	<u>2021</u>
<u>Pay Point 1³¹</u>	<u>29%</u>	<u>30%</u>
<u>Pay Point 2³²</u>	<u>24%</u>	<u>18%</u>
<u>Pay Point 3³³</u>	<u>14%</u>	<u>15%</u>
<u>Pay Point 4³⁴</u>	<u>30%</u>	<u>35%</u>
<u>I don't know</u>	<u>2%</u>	<u>1%</u>
<u>I prefer not to say</u>	<u><1%</u>	<u><1%</u>

<u>What is your current salary (Chief Superintendents)</u>	<u>2022</u>	<u>2021</u>
<u>Pay Point³⁵</u>	<u>33%</u>	<u>30%</u>
<u>Pay Point³⁶</u>	<u>25%</u>	<u>27%</u>
<u>Pay Point 3³⁷</u>	<u>40%</u>	<u>41%</u>
<u>I don't know</u>	<u>2%</u>	<u>2%</u>
<u>I prefer not to say</u>	<u>0%</u>	<u><1%</u>

³¹ 2021 = £70,173 and 2022 = £72,075

³² 2021 = £73,833 and 2022 = £75,735

³³ 2021 = £77,691 and 2022 = £79,593

³⁴ 2021 = £82,881 and 2022 = £84,783

³⁵ 2021 = £86,970 and 2022 = £88,872

³⁶ 2021 = £89,910 and 2022 = £91,812

³⁷ 2021 = £91,749 and 2022 = £93,651

- **Engagement**

<u>Please rate the extent to which you agree or disagree with the following:</u>	<u>2022</u>			<u>2021</u>		
	<u>Disagree</u>	<u>Neither agree nor disagree</u>	<u>Agree</u>	<u>Disagree</u>	<u>Neither agree nor disagree</u>	<u>Agree</u>
<u>I feel proud to be in the Police Service</u>	<u>9%</u>	<u>9%</u>	<u>82%</u>	<u>7%</u>	<u>8%</u>	<u>85%</u>
<u>I feel valued in the Police Service</u>	<u>58%</u>	<u>23%</u>	<u>19%</u>	<u>37%</u>	<u>22%</u>	<u>41%</u>
<u>I would recommend joining the Police Service to others</u>	<u>45%</u>	<u>20%</u>	<u>36%</u>	<u>37%</u>	<u>25%</u>	<u>38%³⁸</u>
<u>I feel a strong personal attachment to the Police Service</u>	<u>10%</u>	<u>12%</u>	<u>78%</u>	<u>11%</u>	<u>9%</u>	<u>79%</u>
<u>I feel that members of the Police Service are respected by the public³⁹</u>	<u>91%</u>	<u>7%</u>	<u>1%</u>	<u>=</u>	<u>=</u>	<u>=</u>

<u>Compared with 12 months ago, how valued do you feel for the work that you do?</u>	<u>2022</u>	<u>2021</u>
<u>Less</u>	<u>53%</u>	<u>44%</u>
<u>About the same</u>	<u>40%</u>	<u>47%</u>
<u>More</u>	<u>6%</u>	<u>10%</u>

<u>How would you describe your current level of personal motivation?</u>	<u>2022</u>	<u>2021</u>
<u>Low</u>	<u>22%</u>	<u>17%</u>
<u>Neither high nor low</u>	<u>26%</u>	<u>26%</u>
<u>High</u>	<u>52%</u>	<u>57%</u>

³⁸ Please note - the 2021 PSA/SANI Pay Survey findings included all forces, whereas this year, Bermuda, Gibraltar and the Isle of Man have been removed from analysis at request of the PSA. To ensure 2022 findings are comparable with 2021, 2021 analysis has been rerun without Bermuda, Gibraltar and the Isle of Man. As such, this figure differs from that in the 2021 Headline Report/Data Warehouse when 39% of respondents said that they would recommend joining the Police Service to others.

³⁹ Please note – there is no comparable data from 2021 as this response option is new for the 2022 survey.

<u>How does your level of personal motivation compare with 12 months ago?</u>	<u>2022</u>	<u>2021</u>
<u>Lower</u>	<u>43%</u>	<u>35%</u>
<u>About the same</u>	<u>51%</u>	<u>57%</u>
<u>Higher</u>	<u>5%</u>	<u>8%</u>