



POLICE FEDERATION OF ENGLAND AND WALES
INSPECTORS' CENTRAL COMMITTEE

PRESS RELEASE

19 MAY 2008

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CHIEF INSPECTORS AND INSPECTORS UNDER INCREASING
PRESSURE

SURVEY IDENTIFIES NEED TO ADDRESS WORK-LIFE BALANCE

The pressure faced by Inspectors and Chief Inspectors is having a detrimental effect on their work life balance. This is the stark finding of a 'Well-Being at Work' survey, being presented to delegates at the Police Federation Inspectors' Central Committee conference today in Bournemouth.

The results of the survey, which was commissioned by the Inspectors' Central Committee, provides clear indication that there is room for improvement in the working lives of those officers tasked with managing frontline policing.

Whilst Chief Inspectors and Inspectors clearly have a strong commitment to their profession, the demands of the role and the extensive hours they have to work, is taking their toll. Excessive working hours, high demand levels and difficult working relationships need to be tackled as a priority.

Key findings of the report include:

- Respondents who reported working 61+ hours per week expressed strong concern about work relationships, work-life balance, overload, pay / benefits and reported major physical health and psychological well-being concerns
- 46% of all respondents said they had been absent from work due to illness, but opted to take leave instead whilst in the Inspecting ranks

- A lack of balance in the pay structure was an area of concern, with Sergeants working fewer hours but being paid more than Inspectors due to their paid overtime
- 13% of respondents said that they often have their rest days cancelled
- 29% reported workplace bullying whilst in the Chief Inspector and Inspector ranks

Paul Ginger, Chairman of the Inspectors' Central Committee, said: "Over a period of time, the strong levels of commitment are unlikely to be sustainable, if excessive workloads and lack of work-life balance prevail. In order to maintain resilience in the long term, it will be important that Chief Inspectors and Inspectors see improvements in their working life and have the necessary support from forces required to help cope more effectively with the pressures they face. We hope chief officers will sit up and take notice of the recommendations contained within the report."

The Inspectors' Central Committee (ICC) commissioned Robertson Cooper Limited to undertake the 'Well-Being at Work' survey. The objective was to provide an up-to-date assessment of the perceived sources of pressure, their impact on well-being and to generate recommendations for improvement.

It is likely that some of the issues reported are linked to the significant changes that have taken place in the police service during the last 10-15 years, which have placed increased demands and responsibilities on Chief Inspectors and Inspectors.

ENDS

NOTES TO EDITORS

About the survey

The ASSET survey was available (in paper and pencil format) for all Inspectors and Chief Inspectors to complete. A response rate of 55% was achieved, which enables confident generalisation of the findings across members of the Inspecting ranks.

Focal areas included;

- Perceptions of Health – Physical Health & Psychological Well-Being
- Organisational Commitment
- Potential Stressors

The findings discussed in the report are all based on comparisons between the ASSET survey responses from Inspectors and Chief Inspectors and various norm group data – good and bad results are purely determined on the basis of how responses sit in relation to typical responses in the general working population and the Police Service, rather than on an absolute basis.