



- Police Superintendents' Association
- President
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Insights from Staff Surveys and Next steps



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What's the Problem?

- Austerity since 2010...
- Role and Responsibility
- Impact
- Pay suppression



Impact on members....

- The number of Superintendents and Chief Superintendents fell from
 - 2010 – 1625
 - 2017 - 1195
 - 2019 – 1300
-
- The rank took the biggest reduction in the Police Service



Vision of predecessors

Question	2009	2011	2014
		72% response	81% response
reported some level of anxiety symptoms	Quarter – mild anxiety	Over 45%	50%
some level of depression	16% - mild depression	Over 20%	Over 25%
Received no treatment for conditions listed	Just under half	Just under half	Around half
Taken no sick days in last year	86%	88%	88%
Took rest days to avoid sickness absence	35%	37%	34%
Took leave / sick days due to caring responsibilities	22%	26%	31%
Not taken all annual leave in past year	66%	75%	79%
Worked 50-60 hours per week	Over half	57%	57%
In breach of Working Time Directive	Over half	71%	77%
Did not log working hours accurately	Over half	60%	57%
Expected to perform on-call on rest days	No exact figure but says 'respondents reported'	Three quarters	73%
Force expects them to be at work or answer the phone at unreasonable times.	As above	Over 60%	78%
Felt they did not have enough staff to do the job	Nearly 40%	Over 50%	
Reported increased demand in last year		Nearly 90%	

The pressure started to mount:

- District meetings feedback
- Resilience survey
- Pay Survey



What did the surveys show?

- **2016 Resilience Survey**
- 86% say demand increased in past year
- 75% working over 50 hours
- 82% Excessive responsibility
- 94% worked or contacted during leave
- **50% Anxiety signs / 27% depression**

What did the surveys show?

- **2019 Resilience Survey**
- Average working Hours 53 / week
- 75% not satisfied with working hours
- 73% workload increased over last year
- 77% workload too high
- **63% felt stress, low mood, anxiety, MH**
- 91% difficulties made worse through work

Pay Survey

- 2019 (73% response rate)
- Dissatisfaction risen from 35% (2016) to 53%
- More members dissatisfied with pension
- Impact of tax

Other survey data

- Public Protection
- Collaboration
- Gold Duties



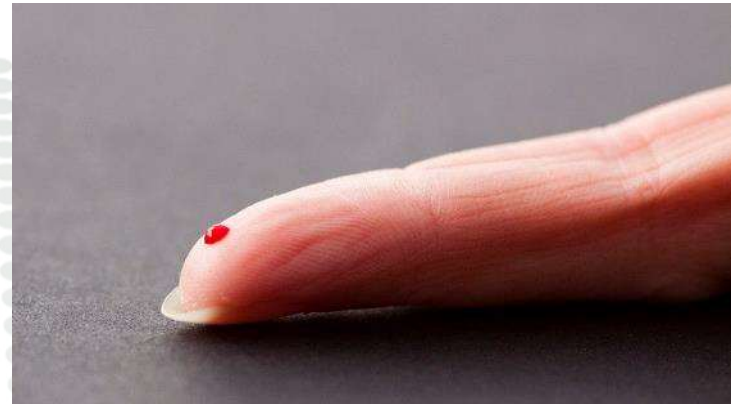
Working Time Regulations

- 330 completed
- 21 week period to secure 17 weeks
- Working with NPCC as there are significant breaches



Next steps

- Medical survey
- Proposal between PSA, Glasgow and Loughborough Universities
- Measure the physical impact of chronic stress
- Panel of indicators from blood tests for bio markers to 'age' someone.



Next steps...



- The more chronic stress you are under, the older you will be biologically
- DNA tails or telomeres in every cell become shorter when you work consistently behind the stress curve
- Leads to hardened arteries, heart disease and other chronic illnesses

Aim of Resilience work

- Increase the number of Superintendents by 300
(perspective – 1.5% of 20000 uplift)
- Assessment of demand / working hours and balance with private life



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