

**POLICE FEDERATION  
OF ENGLAND AND WALES  
SURVEY OF MEMBERS 2006  
TOP-LINE REPORT**

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## BACKGROUND

ERS Market Research has been commissioned by the Police Federation of England and Wales to assist in conducting a survey amongst its membership. This exercise follows on from a similar piece of research conducted by ERS in 2003 which assessed opinions on the levels of threat faced by police officers, attitudes on current methods of protection and whether or not a higher proportion of officers should be trained in the use of (and issued with) firearms.

These issues have been addressed again in the 2006 survey, which also examines attitudes to many of the changes which have occurred to, and are proposed for, the police service since the time of the last survey.

The questionnaire was jointly designed by ERS Market Research and the Police Federation.

In her introductory letter, which accompanied the questionnaire, Jan Berry, Chairman of the Police Federation of England and Wales, explained the decision to conduct the research:

*“Police officer safety and protection is a core Federation aim. You may recall that at the start of 2003 we conducted an officer safety/arming survey amongst twenty per cent of our membership so that we could appropriately address any issues of concern to you.*

*Since that time we have seen a continued growth of gun culture and a greater number of gun related crimes. In view of this we assessed the need to rerun the survey but this time to ask all police officers throughout England and Wales for their opinions.*

*I am also very aware that there have been many changes to the police service in the last two years, with yet more change to come as part of the Government’s workforce modernisation and reform plans. I have therefore included several questions to accurately gauge your views on some of these areas of change. This will allow Federation colleagues nationally and locally to best ensure we promote your specific concerns about officer safety and future plans.*

ERS Market Research was responsible for sending individual sealed envelopes containing questionnaires to the relevant Joint Branch Board offices at 43 different locations. The JBB officers were then responsible for distributing the questionnaires to all officers.

In addition to the questionnaire and covering letter, each sealed envelope contained a reply-paid envelope for return of questionnaires directly to ERS Market Research. Members were also able to complete the questionnaire over the Internet. Each questionnaire had a unique survey number and security code printed on it. Those who opted to complete the survey in this manner logged on to a website and entered these numbers prior to completion of the questionnaire. No respondent could participate more than once, either by completing more than one questionnaire on the Internet or by submitting a paper questionnaire in addition to an Internet one.

## **BACKGROUND ... CONT.**

ERS Market Research is bound by the Market Research Society Code of Conduct and will neither provide participants' details to the commissioning (or indeed any other) organisation, nor include any information in reports which could lead to the identification of individuals. In her letter, Ms Berry referred to this guarantee, telling members that:

*“ERS Market Research is conducting this research for the Police Federation. They stand as a guarantor of confidentiality of your reply and there will be no attempt to trace responses to individuals.”*

In total, there are 141,248 officers of the federated ranks in the 43 forces. By the closing date of Wednesday, 19<sup>th</sup> April 2006, 47,328 completed questionnaires had been received, giving a response rate of 33.5%. This includes 1,194 questionnaires that were submitted on the Internet.

The table on the following page shows the number of officers in - and the number of completed questionnaires received from - each constabulary, together with the percentage response rate from each.

29 respondents (0.1%) did not indicate which constabulary they are employed by.

This report contains the overall response to each question. It also makes comparison, where questions are comparable, with the 2003 research. The full report will include in-depth question on question analysis.

**BACKGROUND ... CONT.**

<b>Constabulary</b>	<b>No. of officers</b>	<b>Quantity received</b>	<b>Percentage response</b>
Avon & Somerset	3,310	1,783	53.9%
Bedfordshire	1,225	150	12.2%
Cambridgeshire	1,463	723	49.4%
Cheshire	2,184	475	21.7%
City of London	890	245	27.5%
Cleveland	1,649	528	32.0%
Cumbria	1,263	612	48.5%
Derbyshire	2,050	799	39.0%
Devon & Cornwall	3,448	1,968	57.1%
Dorset	1,490	871	58.5%
Durham	1,723	859	49.9%
Dyfed Powys	1,178	484	41.1%
Essex	3,208	1,369	42.7%
Gloucestershire	1,305	588	45.1%
Greater Manchester	8,060	2,692	33.4%
Gwent	1,472	698	47.4%
Hampshire	3,800	2,016	53.1%
Hertfordshire	2,145	673	31.4%
Humberside	2,267	819	36.1%
Kent	3,633	1,762	48.5%
Lancashire	3,602	1,282	35.6%
Leicestershire	2,278	859	37.7%
Lincolnshire	1,221	527	43.2%
Merseyside	4,327	1,404	32.4%
Metropolitan	31,125	5,019	16.1%
Norfolk	1,577	593	37.6%
Northamptonshire	1,343	575	42.8%
Northumbria	4,062	1,174	28.9%
North Wales	1,644	731	44.5%
North Yorkshire	1,591	432	27.2%
Nottinghamshire	2,562	866	33.8%
South Wales	3,355	565	16.8%
South Yorkshire	3,351	1,494	44.6%
Staffordshire	2,286	1,124	49.2%
Suffolk	1,307	529	40.5%
Surrey	1,948	874	44.9%
Sussex	3,140	828	26.4%
Thames Valley	4,217	1,804	42.8%
Warwickshire	1,002	531	53.0%
West Mercia	2,398	631	26.3%
West Midlands	8,182	2,934	35.9%
West Yorkshire	5,729	1,873	32.7%
Wiltshire	1,238	536	43.3%

## SUMMARY OF KEY FINDINGS

### Among all respondents:

- ◆ 49.4% stated that, discounting initial training, they are at least fairly satisfied with the additional on-going training available to them to equip them for the needs of modern policing;
- ◆ 41.5% stated that, in the last two years, they have felt that their life was in serious danger as a result of a threat by a member of the public on at least one occasion, whilst they were on duty;
- ◆ 5.7% stated that they have personally been threatened with a firearm on at least one occasion in the last two years;
- ◆ 28.0% stated that they have personally been threatened with a knife on at least one occasion in the last two years;
- ◆ 37.7% stated that they have personally been threatened with another weapon on at least one occasion in the last two years;
- ◆ Including whilst effecting an arrest, 41.6% stated that they have personally sustained an injury as a result of an assault by a member of public whilst on duty on at least one occasion in the last two years;
- ◆ 75.1% stated that they are at least fairly satisfied with the current levels of officer safety training which is available to them;
- ◆ 36.9% stated that their force has supplied them with their own issue of *covert* body armour;
- ◆ 91.3% stated that their force has supplied them with their own issue of *overt* body armour;

### Among respondents who stated that their force has supplied them with their own issue of body armour:

- ◆ 74.9% stated that their covert body armour is made to measure;
- ◆ 71.0% stated that their overt body armour is made to measure;

### Among all respondents:

- ◆ 58.4% feel that there should be mandatory wearing of body armour for all operational duties, whilst 33.9% do not;
- ◆ 45.2% stated that, assuming appropriate training is available, electric stun guns (Taser) should be issued to an increased number of specially trained officers, whilst 43.9% indicated that they should be issued to all front-line officers;

## SUMMARY OF KEY FINDINGS ...CONT.

- ◆ 55.3% stated that *they* are at least fairly satisfied that armed support is *readily* available should they require it;
- ◆ 4.9% stated that they feel that all police officers should receive appropriate training and be armed at all times, either on or off duty, 18.5% indicated that they feel that all police officers should receive appropriate training and be armed on duty but not off duty, 13.7% feel that all police officers should receive appropriate training and firearms should be issued to them as and when necessary, 47.3% stated that they feel that firearms should not be issued to all police officers, but more officers should receive appropriate training and be issued with firearms, as and when necessary, 14.8% indicated that they feel that the present number of officers who are specially trained to carry firearms is about right;
- ◆ 18.0% stated that, if a decision was made that all police officers should be suitably trained and armed, they would be prepared to carry a firearm at all times, 26.6% indicated that they would be prepared to carry a firearm at all times on duty, 25.4% would be prepared to carry a firearm whilst on duty if necessary, 15.5% stated that they would be prepared to carry a firearm whilst on duty if ordered to do so, 13.8% stated that under no circumstances would they carry a firearm whilst on duty;

### **Among respondents who stated that under no circumstances would they carry a firearm whilst on duty:**

- ◆ 53.6% (7.2% of all respondents) stated that they would resign from the police service rather than accept an order to carry a firearm whilst on duty;

### **Among all respondents:**

- ◆ 62.7% stated that they feel that relieving sworn officers of some traditional duties, which are now undertaken by non-sworn staff, has made no difference to their workload, 20.0% feel that workload has increased as a result, whilst 7.3% feel that it has decreased;
- ◆ 50.4% stated that they feel that relieving sworn officers of some traditional duties, which are now undertaken by non-sworn staff, has had no effect on their morale, 10.9% feel that the effect has been positive and 30.8% feel that it has been negative;
- ◆ 65.1% stated that they feel that relieving sworn officers of some traditional duties, which are now undertaken by non-sworn staff, has had no effect on their ability to focus on the most important tasks, 13.9% feel that the effect has been positive and 12.0% feel that it has been negative;

## **SUMMARY OF KEY FINDINGS ...CONT.**

- ◆ 67.9% stated that they feel that relieving sworn officers of some traditional duties, which are now undertaken by non-sworn staff, has had no effect on their ability to put into practice the full range of skills they have, 10.5% feel that the effect has been positive and 12.6% feel that it has been negative;
- ◆ 55.0% stated that they feel that relieving sworn officers of some traditional duties, which are now undertaken by non-sworn staff, has had no effect on the service they provide to the public, 16.5% feel that the effect has been positive and 20.2% feel that it has been negative;
- ◆ 36.7% stated that, generally, they feel that the powers currently held by non-sworn staff in operational front-line policing duties are about right, while 27.4% stated they are less than they should be and a further 19.2% stated that they are more than they should be;
- ◆ 32.4% stated that they find that they have the need to supervise the work of non-sworn staff to some extent at least;
- ◆ 76.2% stated that years of service in the force should be an important influence in determining levels of pay in the police service;
- ◆ 73.9% stated that stress of the job should be an important influence in determining levels of pay in the police service;
- ◆ 83.3% stated that risk associated with the job should be an important influence in determining levels of pay in the police service;
- ◆ 51.2% stated that appraisal of personal performance should be an important influence in determining levels of pay in the police service;
- ◆ 29.2% stated that acquisition of qualifications should be an important influence in determining levels of pay in the police service;
- ◆ 72.3% stated that requirement to work shifts should be an important influence in determining levels of pay in the police service;
- ◆ 52.3% stated that acquisition of skills should be an important influence in determining levels of pay in the police service;
- ◆ 67.7% stated that rank should be an important influence in determining levels of pay in the police service.



## PROFILE OF RESPONDENTS

### 1. Please indicate the police constabulary for which you work.

	2006 (N=47,299)	2003 (N=12,080)
Avon & Somerset	3.8%	2.6%
Bedfordshire	0.3%	1.2%
Cambridgeshire	1.5%	1.7%
Cheshire	1.0%	1.9%
City of London	0.5%	0.8%
Cleveland	1.1%	1.3%
Cumbria	1.3%	0.8%
Derbyshire	1.7%	1.9%
Devon & Cornwall	4.2%	2.8%
Dorset	1.8%	1.6%
Durham	1.8%	1.6%
Dyfed Powys	1.0%	1.0%
Essex	2.9%	2.8%
Gloucestershire	1.2%	1.2%
Greater Manchester	5.7%	5.4%
Gwent	1.5%	1.2%
Hampshire	4.3%	2.9%
Hertfordshire	1.4%	1.4%
Humberside	1.7%	1.9%
Kent	3.7%	2.3%
Lancashire	2.7%	2.9%
Leicestershire	1.8%	1.7%
Lincolnshire	1.1%	0.9%
Merseyside	3.0%	2.6%
Metropolitan	10.6%	16.9%
NCS/NCIS	N/A	0.7%
Norfolk	1.3%	1.4%
Northamptonshire	1.2%	1.1%
Northumbria	2.5%	3.0%
North Wales	1.5%	1.2%
North Yorkshire	0.9%	1.3%
Nottinghamshire	1.8%	1.9%
South Wales	1.2%	1.7%
South Yorkshire	3.2%	2.7%
Staffordshire	2.4%	1.6%
Suffolk	1.1%	1.4%
Surrey	1.8%	1.6%
Sussex	1.8%	1.0%
Thames Valley	3.8%	2.8%
Warwickshire	1.1%	1.0%
West Mercia	1.3%	0.7%
West Midlands	6.2%	6.6%
West Yorkshire	4.0%	3.6%
Wiltshire	1.1%	0.9%

**PROFILE OF RESPONDENTS ...CONT.**

**2. Into which of the following age bands do you fall?**

	<b>2006</b> <b>(N=47,307)</b>	<b>2003</b> <b>(N=12,099)</b>
18-24	4.8%	4.8%
25-34	30.5%	28.5%
35-44	41.4%	44.7%
45-54	22.6%	21.1%
55-60	0.7%	0.8%

**3. Are you:**

	<b>2006</b> <b>(N=47,158)</b>	<b>2003</b> <b>(N=12,045)</b>
Male	78.8%	82.1%
Female	21.2%	17.9%

**4. Which of the following best describes your sexuality?**

*This question was not asked in the 2003 survey.*

	<b>(N=46,923)</b>
Bisexual	1.1%
Heterosexual	90.8%
Lesbian/Gay	1.9%
Prefer not to say	6.2%

## PROFILE OF RESPONDENTS ...CONT.

### 5. Do you consider yourself to have a disability?

*This question was not asked in the 2003 survey.*

	(N=47,121)
Yes	4.4%
No	93.0%
Prefer not to say	2.6%

### 6. For how long have you been a police officer?

	2006 (N=47,303)	2003 (N=12,093)
Up to 1 year	2.4%	3.0%
1-2 years	4.7%	5.2%
2-5 years	18.7%	11.0%
5-10 years	16.8%	16.8%
10-15 years	15.1%	17.8%
15 years or more	42.2%	46.4%

### 7. Please indicate your rank:

	2006 (N=47,286)	2003 (N=12,063)
Constable	76.2%	73.7%
Sergeant	16.7%	18.2%
Inspector	5.7%	6.7%
Chief Inspector	1.3%	1.4%

## PROFILE OF RESPONDENTS ...CONT.

### 8. Which of the following best describes your ethnic background?

*The option 'Prefer not to say' was not included in the 2003 survey.*

	2006 (N=47,105)	2003 (N=11,979)
White - British	89.9%	93.2%
White - Irish	1.2%	1.3%
White - Other	3.2%	2.6%
Mixed - White and Black Caribbean	0.3%	0.3%
Mixed - White and Black African	0.1%	0.1%
Mixed - White and Asian	0.3%	0.2%
Mixed - Other	0.3%	0.3%
Asian/Asian British - Indian	0.4%	0.4%
Asian/Asian British - Pakistani	0.3%	0.2%
Asian/Asian British - Bangladeshi	0.0%	0.0%
Asian/British - Other	0.1%	0.1%
Black/Black British - Caribbean	0.4%	0.4%
Black/Black British - African	0.1%	0.1%
Black/Black British - Other	0.1%	0.0%
Chinese	0.1%	0.0%
Other Ethnic Group	0.9%	0.7%
Prefer not to say	2.6%	N/A

### 9. From the list of roles given below, please select the *one* which best describes the duties you perform in a typical working week.

*The option 'Neighbourhood Policing' was not included in the 2003 survey.*

	2006 (N=46,869)	2003 (N=11,977)
CID	15.3%	14.3%
CID Operational Support	4.2%	4.7%
Community Liaison/Crime Prevention	2.3%	4.3%
Custody	2.4%	2.2%
Patrol	32.3%	41.5%
Specialist Patrol	5.9%	7.0%
Neighbourhood Policing	10.9%	N/A
Road Policing	5.6%	5.7%
Training	2.7%	2.3%
Headquarters/Admin.	2.7%	3.0%
Specialist Support	13.2%	12.1%
General Support	2.5%	3.1%

**PROFILE OF RESPONDENTS ...CONT.**

**10. Are you currently an authorised firearms officer (AFO)?**

*This question was not asked in the 2003 survey.*

<b>(N=47,253)</b>	
Yes	4.7%
No	95.3%

**11. Which of the following best describes your normal pattern of work?**

*This question was not asked in the 2003 survey.*

<b>(N=46,729)</b>	
Standard office hours	18.5%
Standard eight hour shift	11.6%
Variable shift pattern	57.9%
Other shift pattern	11.9%

**12. Which of the following describes the area(s) in which you regularly find yourself working?**

*Respondents could tick as many boxes as applied to them.*

	<b>2006 (N=47,113)</b>	<b>2003 (N=12,039)</b>
Inner city	33.8%	35.5%
Urban	42.4%	41.6%
Rural town	29.3%	26.1%
Rural	15.9%	14.1%
Primarily office based	17.8%	16.7%

As respondents could indicate more than one area in which they regularly find themselves working, the sum of the percentages will inevitably exceed 100.

## POST-INITIAL TRAINING

13. Discounting initial training, how satisfied are you with the additional on-going training available to you to equip you for the needs of modern policing?

*This question was not asked in the 2003 survey.*

	(N=47,162)
Very satisfied	3.9%
Fairly satisfied	45.5%
Not very satisfied	32.6%
Not at all satisfied	15.2%
No view	2.1%
Not applicable (still on initial training)	0.7%

## PERSONAL PROTECTION AND FIREARMS

14. How many times in the last two years have you felt that your life was in serious danger as a result of a threat by a member of the public, whilst on duty?

	2006 (N=47,059)	2003 (N=12,041)
None	58.4%	56.9%
One	15.0%	14.9%
Two	13.0%	13.1%
Three	5.6%	5.3%
Four	2.9%	3.1%
Five	1.4%	1.4%
Six	0.8%	0.7%
Seven to ten	1.3%	1.2%
Eleven or more	1.5%	3.5%

**PERSONAL PROTECTION AND FIREARMS ...CONT.**

**15. How many times in the last two years have you been personally threatened with:**

**A firearm?**

	<b>2006 (N=41,000)</b>	<b>2003 (N=10,205)</b>
None	94.3%	92.7%
One	4.3%	5.2%
Two	0.9%	1.2%
Three	0.2%	0.3%
Four	0.1%	0.2%
Five	0.1%	0.1%
Six	0.0%	0.1%
Seven to ten	0.0%	0.1%
Eleven or more	0.1%	0.2%

**A knife?**

	<b>2006 (N=43,681)</b>	<b>2003 (N=10,994)</b>
None	72.1%	70.0%
One	15.2%	16.4%
Two	7.8%	8.1%
Three	2.7%	2.8%
Four	1.1%	1.0%
Five	0.5%	0.6%
Six	0.2%	0.3%
Seven to ten	0.3%	0.4%
Eleven or more	0.2%	0.4%

**Another weapon?**

	<b>2006 (N=45,041)</b>	<b>2003 (N=11,375)</b>
None	62.2%	60.3%
One	15.1%	15.5%
Two	11.1%	11.7%
Three	4.7%	4.9%
Four	2.6%	2.5%
Five	1.3%	1.5%
Six	0.8%	0.8%
Seven to ten	1.0%	1.4%
Eleven or more	1.1%	1.4%

**PERSONAL PROTECTION AND FIREARMS ...CONT.**

**16. Including whilst effecting an arrest, how many times in the last two years have you personally sustained an injury, as a result of an assault by a member of the public, whilst on duty?**

	<b>2006 (N=47,186)</b>	<b>2003 (N=12,066)</b>
None	58.6%	59.9%
One	16.6%	17.2%
Two	13.1%	12.1%
Three	5.7%	5.4%
Four	2.8%	2.7%
Five	1.4%	1.2%
Six	0.7%	0.4%
Seven to ten	0.9%	0.7%
Eleven or more	0.4%	0.5%

**17. How satisfied are you with the current levels of officer safety training which is available to you?**

	<b>2006 (N=47,232)</b>	<b>2003 (N=12,064)</b>
Very satisfied	14.0%	15.3%
Fairly satisfied	61.1%	58.5%
Not very satisfied	17.3%	17.8%
Not at all satisfied	4.8%	6.3%
No view	2.8%	2.2%



**PERSONAL PROTECTION AND FIREARMS ...CONT.**

**18. Has your force supplied you with your own issue of body armour?**

**Covert**

	<b>2006</b> <b>(N=38,712)</b>	<b>2003</b> <b>(N=9,928)</b>
Yes	36.9%	30.7%
No	63.1%	69.3%

**Overt**

	<b>2006</b> <b>(N=45,527)</b>	<b>2003</b> <b>(N=11,589)</b>
Yes	91.3%	71.7%
No	8.7%	28.3%

**19. Is your body armour “made to measure”?**

**Covert**

*This question was not asked in the 2003 survey.*

*Only the 14,281 respondents who stated that their force supplied them with their own issue of covert body armour, were asked to answer this question.*

	<b>(N=13,651)</b>	<b>(N=47,328)</b>
Yes	74.9%	21.6%
No	24.3%	7.0%
N/A	0.8%	0.2%

In the table above, percentages in the first column are calculated against the number of respondents who indicated that their force supplied them with their own issue of covert body armour. Percentages in the second column are calculated against the total number of respondents who participated in the survey.

**Overt**

*This question was not asked in the 2003 survey.*

*Only the 41,585 respondents who stated that their force supplied them with their own issue of overt body armour, were asked to answer this question.*

	<b>(N=39,607)</b>	<b>(N=47,328)</b>
Yes	71.0%	59.4%
No	26.9%	22.5%
N/A	2.1%	1.8%

In the table above, percentages in the first column are calculated against the number of respondents who indicated that their force supplied them with their own issue of overt body armour. Percentages in the second column are calculated against the total number of respondents who participated in the survey.

**PERSONAL PROTECTION AND FIREARMS ...CONT.**

**20. Should there be mandatory wearing of body armour for all operational duties?**

	<b>2006 (N=46,907)</b>	<b>2003 (N=12,046)</b>
Yes	58.4%	46.6%
No	33.9%	46.1%
No view	7.7%	7.3%

**21. Assuming appropriate training is available, should electric stun guns (Taser) be issued:**

*This question was not asked in the 2003 survey.*

	<b>(N=47,104)</b>
only to authorised firearms officers	9.2%
to an increased number of specially trained officers	45.2%
to all front-line officers	43.9%
No view	1.8%

**22. How satisfied are you that armed support is readily available should you require it?**

	<b>2006 (N=47,253)</b>	<b>2003 (N=12,088)</b>
Very satisfied	9.9%	14.1%
Fairly satisfied	45.4%	45.8%
Not very satisfied	29.0%	26.0%
Not at all satisfied	13.7%	12.5%
No view	2.0%	1.6%

**PERSONAL PROTECTION AND FIREARMS ...CONT.**

**23. Which of the following options comes closest to your view on the issue and use of firearms?**

*In 2003 the option 'All police officers should receive appropriate training and firearms should be issued to them as and when necessary' was worded 'All police officers should receive appropriate training and firearms should be issued to them as and when appropriate'.*

	<b>2006 (N=47,197)</b>	<b>2003 (N=12,078)</b>
All police officers should receive appropriate training and be armed at all times, either on or off duty	4.9%	4.6%
All police officers should receive appropriate training and be armed on duty but not off duty	18.5%	17.4%
All police officers should receive appropriate training and firearms should be issued to them as and when necessary	13.7%	14.8%
Firearms should not be issued to all police officers, but more officers should receive appropriate training and be issued with firearms, as and when necessary	47.3%	42.9%
The present number of officers who are specially trained to carry firearms is about right	14.8%	19.5%
No view	0.9%	0.8%

**24. If a decision was made that all police officers should be suitably trained and armed whilst on duty (and possibly off duty), which of the options below comes closest to your view on the routine arming of police officers?**

	<b>2006 (N=47,139)</b>	<b>2003 (N=12,046)</b>
I would be prepared to carry a firearm at all times	18.0%	18.3%
I would be prepared to carry a firearm at all times on duty	26.6%	25.7%
I would be prepared to carry a firearm whilst on duty if necessary	25.4%	27.7%
I would be prepared to carry a firearm whilst on duty if ordered to do so	15.5%	14.8%
Under no circumstances would I carry a firearm whilst on duty	13.8%	12.9%
No view	0.7%	0.6%

**PERSONAL PROTECTION AND FIREARMS ...CONT.**

**25. Would you resign from the police service rather than accept an order to carry a firearm whilst on duty?**

*Only the 6,516 respondents who stated 'Under no circumstances would I carry a firearm whilst on duty', were asked to answer this question.*

	2006		2003	
	(N=6,384)	(N=47,328)	(N=1,538)	(N=12,114)
Yes	53.6%	7.2%	59.4%	7.5%
No	38.0%	5.1%	31.9%	4.0%
No view	8.4%	1.1%	8.7%	1.1%

In the table above, percentages in the first and third columns are calculated against the number of respondents who indicated that they would, under no circumstances, carry a firearm and who answered this question. Percentages in the second and fourth columns are calculated against the total number of respondents who participated in the surveys.

## USE OF NON-SWORN STAFF

### 26. What effect do you feel that relieving sworn officers of some traditional duties, now undertaken by non-sworn staff, has had on:

#### your workload

*This question was not asked in the 2003 survey.*

<b>(N=46,115)</b>	
Increased a lot	6.0%
Increased somewhat	14.0%
Has made no difference	62.7%
Decreased somewhat	6.8%
Decreased a lot	0.5%
No view	10.0%

#### your morale

*This question was not asked in the 2003 survey.*

<b>(N=45,947)</b>	
Very positive	1.5%
Fairly positive	9.4%
Has had no effect	50.4%
Fairly negative	22.9%
Very negative	7.9%
No view	7.8%

#### your ability to focus on the most important tasks

*This question was not asked in the 2003 survey.*

<b>(N=45,673)</b>	
Very positive	1.7%
Fairly positive	12.2%
Has had no effect	65.1%
Fairly negative	9.3%
Very negative	2.7%
No view	9.0%

## USE OF NON-SWORN STAFF ...CONT.

### 26. What effect do you feel that relieving sworn officers of some traditional duties, now undertaken by non-sworn staff, has had on: ...Cont.

**your ability to put into practice the full range of skills you have**

*This question was not asked in the 2003 survey.*

<b>(N=45,776)</b>	
Very positive	1.5%
Fairly positive	9.0%
Has had no effect	67.9%
Fairly negative	9.2%
Very negative	3.4%
No view	9.1%

**the service you provide to the public**

*This question was not asked in the 2003 survey.*

<b>(N=45,718)</b>	
Very positive	2.3%
Fairly positive	14.2%
Has had no effect	55.0%
Fairly negative	12.7%
Very negative	7.5%
No view	8.3%

### 27. Generally, do you feel that the powers currently held by non-sworn staff in operational front-line policing duties are:

*This question was not asked in the 2003 survey.*

<b>(N=46,185)</b>	
more than they should be	19.2%
about right	36.7%
less than they should be	27.4%
No view	16.6%

## USE OF NON-SWORN STAFF ...CONT.

### 28. To what extent do you find that you have the need to supervise the work of non-sworn staff?

*This question was not asked in the 2003 survey.*

(N=46,126)	
To a great extent	11.0%
To some extent	21.4%
A little	15.8%
(Virtually) not at all	29.2%
No view	22.6%

## POLICE PAY

### 29. What influence should the following factors have in determining levels of pay in the police service?

#### Years of service in the force

*This question was not asked in the 2003 survey.*

(N=46,876)	
Very important influence	37.1%
Important influence	39.1%
Some influence	20.2%
Little influence	2.3%
No influence	1.4%

#### Stress of the job

*This question was not asked in the 2003 survey.*

(N=46,648)	
Very important influence	38.4%
Important influence	35.5%
Some influence	17.9%
Little influence	4.3%
No influence	3.9%

## **POLICE PAY ...CONT.**

### **29. What influence should the following factors have in determining levels of pay in the police service? ...Cont.**

#### **Risk associated with the job**

*This question was not asked in the 2003 survey.*

	<b>(N=46,744)</b>
Very important influence	50.9%
Important influence	32.4%
Some influence	12.9%
Little influence	2.1%
No influence	1.8%

#### **Appraisal of personal performance**

*This question was not asked in the 2003 survey.*

	<b>(N=46,561)</b>
Very important influence	16.4%
Important influence	34.8%
Some influence	35.7%
Little influence	8.2%
No influence	4.8%

#### **Acquisition of qualifications**

*This question was not asked in the 2003 survey.*

	<b>(N=46,456)</b>
Very important influence	8.4%
Important influence	20.8%
Some influence	38.7%
Little influence	20.4%
No influence	11.6%



## **POLICE PAY ...CONT.**

### **29. What influence should the following factors have in determining levels of pay in the police service? ...Cont.**

#### **Requirement to work shifts**

*This question was not asked in the 2003 survey.*

	<b>(N=46,825)</b>
Very important influence	37.8%
Important influence	34.5%
Some influence	20.1%
Little influence	4.6%
No influence	2.9%

#### **Acquisition of skills**

*This question was not asked in the 2003 survey.*

	<b>(N=46,592)</b>
Very important influence	15.9%
Important influence	36.4%
Some influence	35.3%
Little influence	8.2%
No influence	4.3%

#### **Rank**

*This question was not asked in the 2003 survey.*

	<b>(N=46,848)</b>
Very important influence	29.4%
Important influence	38.3%
Some influence	23.2%
Little influence	4.8%
No influence	4.3%