

Cop's in Cleveland state morale plummets as job stress grows and pay dwindles

This year's annual Pay and Morale survey undertaken by the Police Federation of England and Wales (PFEW) was completed by 37% of officers in Cleveland. More than 30,000 officers nationally, equivalent to 25% of all federated ranks, took part in this year's survey.

65% of the rank and file police officers in Cleveland who responded to the survey stated their morale is currently low, and 84% felt that morale within the force is currently low. This compares to the national average of 60.2% officers reporting low morale.

Results showed that the reasons for low morale in Cleveland ranged from 76.2% stating pay and benefits (including pension) and 84.8% officers cited it was due to the way the police are treated as a whole.

Andrea Breeze, Chair of the Cleveland Police Federation, said: *"These figures give an insight as to how Cleveland Police Officers feel and should make the public of Cleveland reflect on how they treat Police Officers."*

It is important that police officers feel valued. The work they do is tough, demanding, and never-ending. With budget cuts have come fewer officers, diminished resources, and increasing crime. Our members are feeling the strain – and want to be adequately rewarded. This survey is an important source of evidence to help understand the impact that changes to pay and conditions have on our officers.

73.7% of Cleveland officers felt they were financially worse off than they were 5 years ago.

The local results also found that 34.1% of officers felt they were not treated fairly by the organisation, with a further 45.7% officers stated that this was due to poor decision making that affected them.

14.6% of Cleveland Police officers which is more than the double the national average state they intend to leave the service in the next two years. The reasons for this range from morale to the impact the job has on their health and wellbeing.

Andrea Breeze added: *"It is of great concern that the number of officers intending to leave the force in the next 2 years year's is double the national average. The executive team in Cleveland Police need to reflect on these figures and ensure that officers can have access to appropriate wellbeing services to support our officers. They need to reduce the waiting times for access to occupational health services and offer other professional support services"*

The survey results will be used as evidence in PFEW's submission to the Police Remuneration Review Body at the end of the year, as well as providing information to Her Majesty's Inspectorate of Constabularies (HMIC), the College of Policing, the Home Office, politicians and other stakeholders to open debate, contribute to consultations and reflect members' views on a range of topics.

Note to Editors

- A Pay and Morale Survey 2017 Force Report is attached to this email and should be treated as under embargo until 00.01 hrs on Wednesday 30 August 2017.
- A copy of the Pay and Morale Survey 2017 National Headline Statistics is available in [Dropbox](#). This is again under embargo until 00.01 hrs on Wednesday 30 August 2017.
- The headline statistics have been broken down by force region, and all reports will be available on our website www.polfed.org from 00:01 on Wednesday 30 August.
- The PFEW survey is the only police workforce survey to gather consistent data on officers' experiences across all 43 forces.
- The Police Federation of England and Wales, represents 123,000 police officers up to and including the rank of Chief Inspector. Established by statute, it is responsible not only for the welfare of our members, but also ensuring that their views on all aspects of policing, including relevant legislation, are relayed to government, opinion formers and key stakeholders. The Police Federation's membership status currently stands at 98%. For more information visit www.polfed.org