



POLICE STAFF

UPDATE

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This is UNISON's bulletin for Police Staff members in England and Wales. It aims to cover current issues facing you, our police staff members and the work UNISON is doing in forces across England and Wales on your behalf. UNISON has 32,000 police staff like you as members. Your active membership makes our work possible. We stand up for you and try to make the police service a better place to work.

Frontline Review: UNISON Members' Survey Results

In the summer of 2018 the Home Secretary announced that he was setting up a Front Line Review to better understand the work-place experience and needs of front line police staff and officers.

UNISON carried out a confidential online survey to give members the opportunity to 'tell it like it is'. 4,500 of you took us up on the opportunity, which was a fantastic response.

Thanks to all members who responded, whether front line, or not.

Nearly half of front line police staff report that work influences their wellbeing negatively. 40% have not done any work related training in the last 12 months.

The findings of the survey are of real concern to UNISON.

Key Survey Findings

The key findings of the survey for the Front Line Review are as follows:

- 47% of respondents (nearly half) indicated that their work influences their wellbeing negatively
- The line manager is a critical figure in the support network available to front line police staff and our research makes clear the importance of good line management for the wellbeing and operational effectiveness of policing
- The majority of respondents (73%) said that their line manager is supportive all, or some, of the time
- 40% of respondents have not undertaken any work related training, or study, in the last 12 months
- 79% of respondents said that there is no defined career development structure for their current job/type of work
- 53% of respondents reported that their force does not encourage them to generate ideas for improving their job, or the work of the organisation

- 72% of respondents said that they do not have their views taken into account when their force is proposing changes.

Respondents to the survey were invited to answer the question: ***What could be done better by your own force to support your wellbeing at work?***

The majority of the 2,500 front line police staff who responded to the survey took the opportunity to reply to this question by completing a short open dialogue box response.

The results show that police staff have a lot to say about their wellbeing at work and what has happened in their work places to put this wellbeing in jeopardy. Most of the responses expressed concern about workloads, failure of forces to listen, the lack of support and the stresses of shift working. We will be publishing a selection of these comments on the UNISON Police Staff Facebook page.

<https://www.facebook.com/UNISONPoliceStaff/>

Key Survey Findings (continued)

Taken as a whole these responses are a vivid, honest and at times emotional commentary on the state of front line policing. Some of the respondents concentrate on the problems being faced by staff, and many propose solutions.

These voices deserve to be heard and responded to, both by police leaders and by the government. It is UNISON's job to ensure that this happens.

As well as providing some significant material for the Front Line Review to reflect upon, the results of our survey should also, we believe, be of interest to the College of Policing. The finding that 79% of front line police staff report that there is no career structure for their current role is deeply concerning. We have offered to work with the College to better understand this particular finding and to find potential solutions to this wholly unsatisfactory state of affairs.

JOIN UNISON

Looking after police staff is UNISON's main aim and objective. The more members we have, the better we can deliver results for you and your colleagues. If you are not yet a trade union member in your force, join UNISON now to protect your job and to join our campaigns for a better deal for police staff everywhere.

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