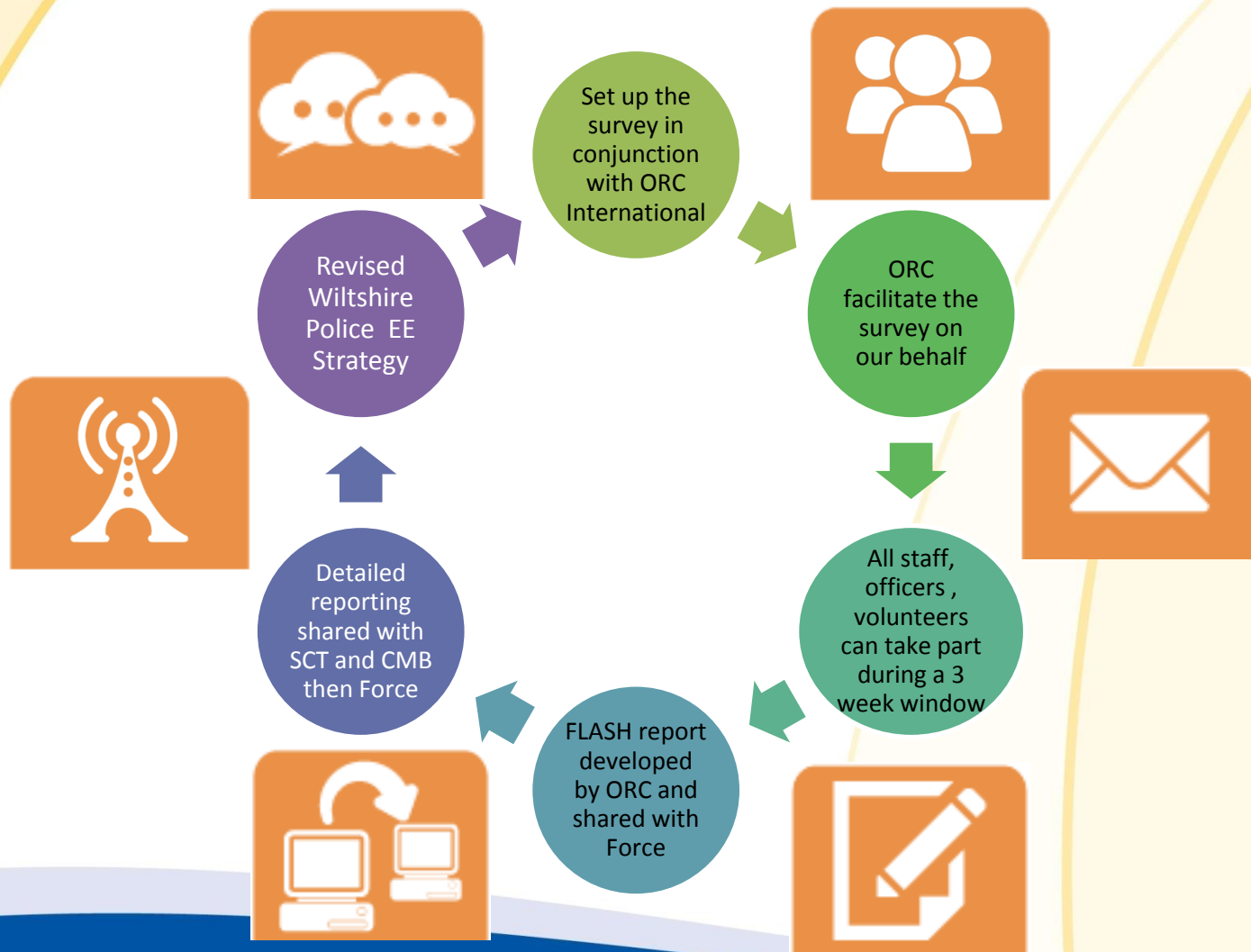




Staff Survey 2017 **Summary of findings from the** **'Pulse' survey**



Our Survey Methodology

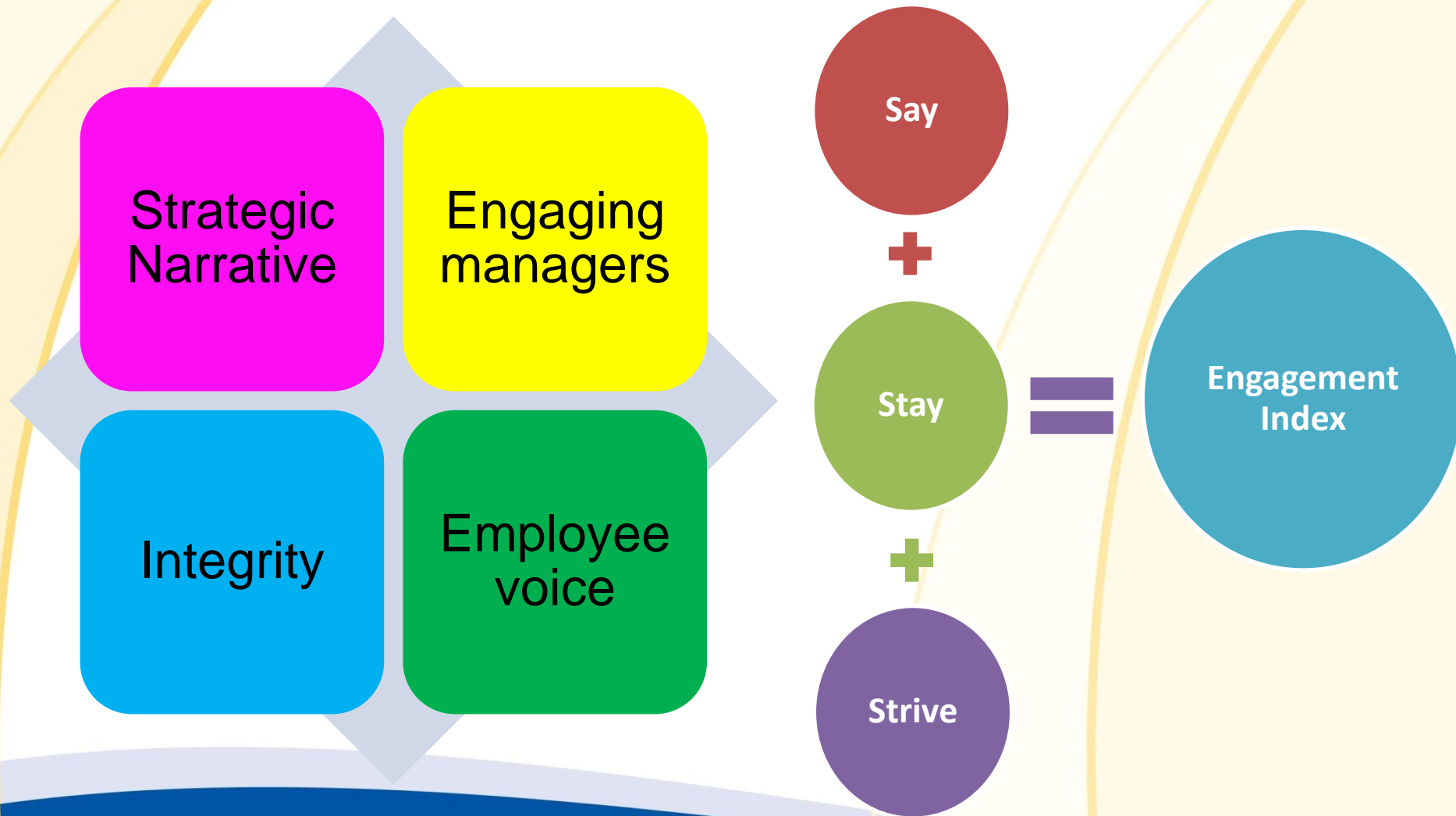


Our Purpose:

To prevent crime and protect the public

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Employee Engagement Framework



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The Overall Engagement Index

Say

- Considering everything I am happy with the work I do (76%) **+2%**
- I feel proud to work for Wiltshire Police (78%) **+4%**
- I would recommend Wiltshire Police as a great place to work (51%) **+3%**
- Considering everything I am satisfied with working for Wiltshire Police (74%) **+5%**

Stay

- I feel a strong sense of commitment to the future of Wiltshire Police (73%) **+8%**
- I feel a strong sense of belonging to Wiltshire Police (66%) **+6%**

Strive

- Working here I feel motivated to do my best (67%) **+2%**
- I go the extra mile at work when required (92%)

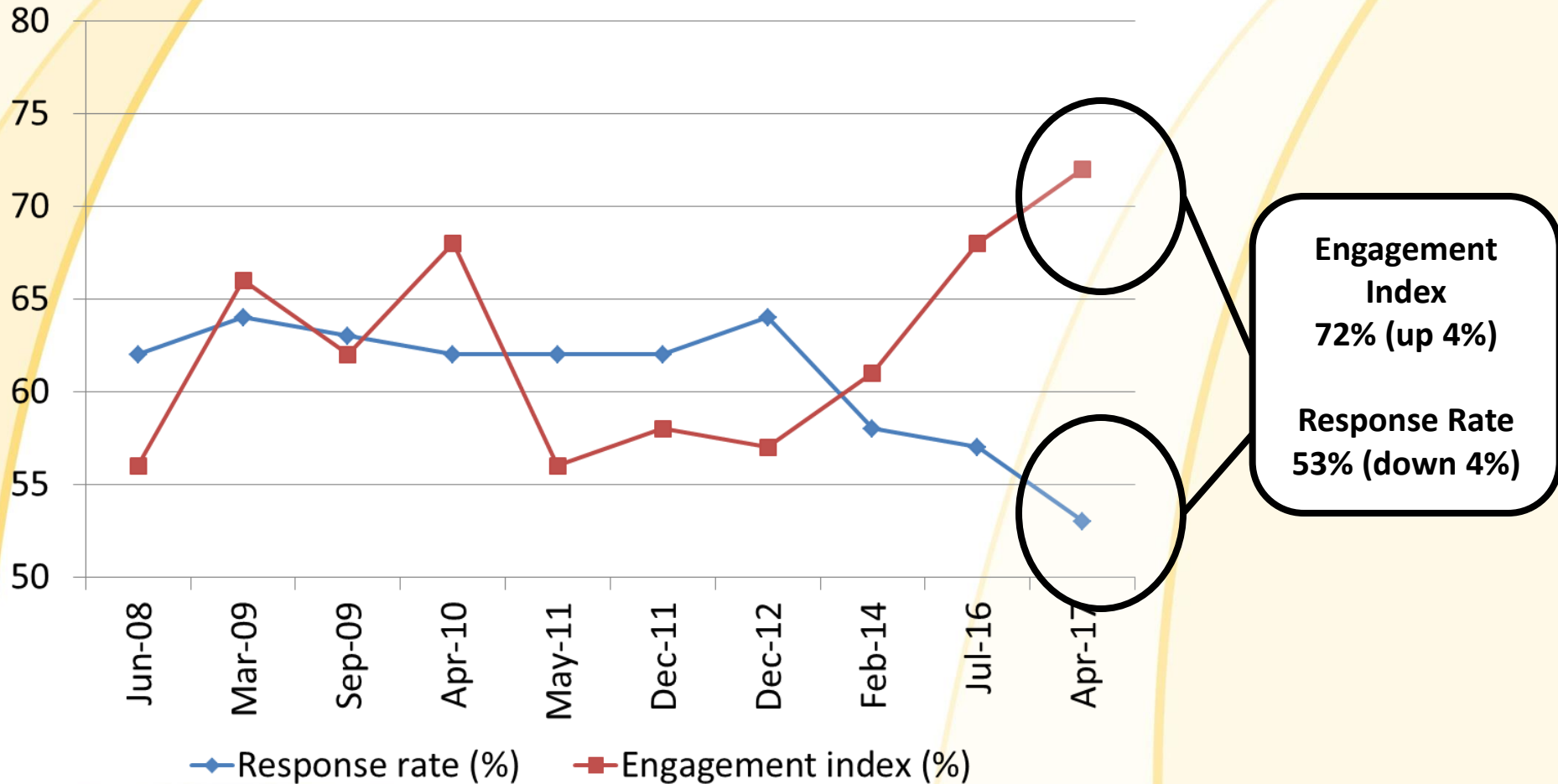
ENGAGEMENT INDEX = 72% +4%

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Top Line Figures vs Previous



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Demographics

What is your role?

Police officers
44.7%
Police Staff 48.8%
PCSO 5.1%
Specials 0.7%
Volunteers 0.1%
Partner 0.6%

What is your gender?

Male 50%
Female 47.4%
Prefer not to say
2.6%

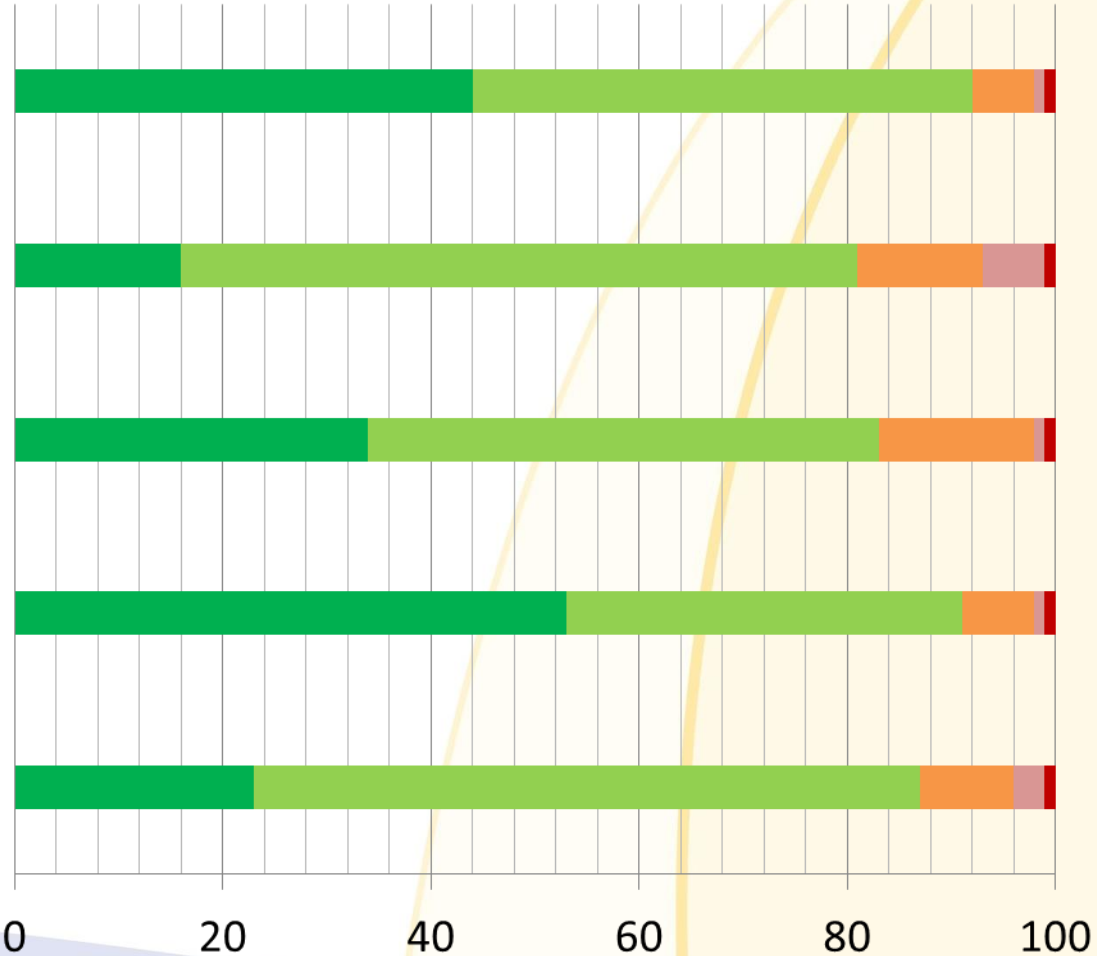
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The Top Five Positive Scores

I will go the extra mile at work when required



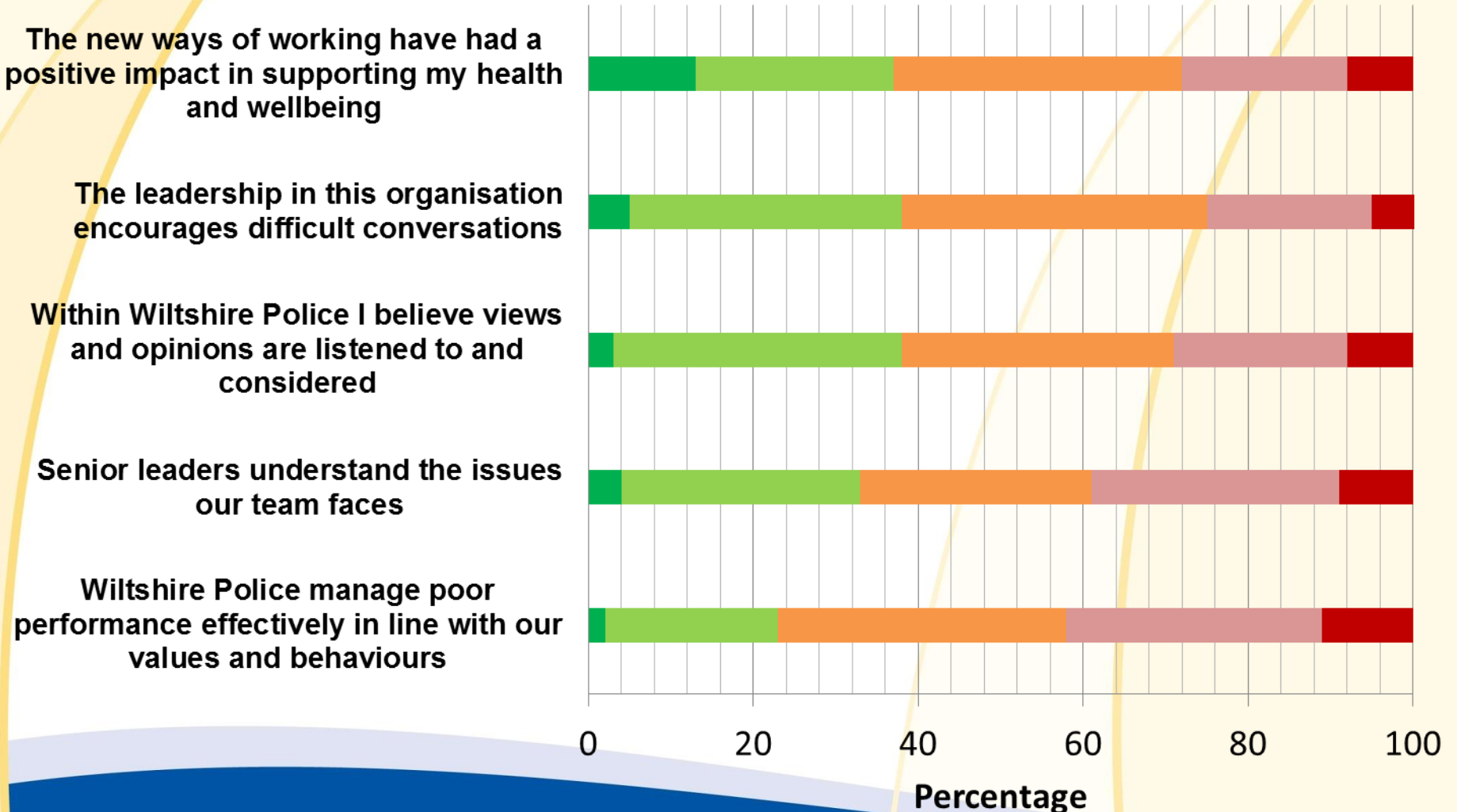
Percentage

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The Top Five Lowest Scores



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The Top Five Neutral Scores

Question	% Neutral
Our senior leaders are good at empowering others	37
The leadership in this organisation encourage difficult conversations	37
Wiltshire Police manage poor performance effectively in line with our values and behaviours	35
The new ways of working have had a positive impact in supporting my health and wellbeing	35
Within Wiltshire Police, I believe views and opinions are listened to and considered	33

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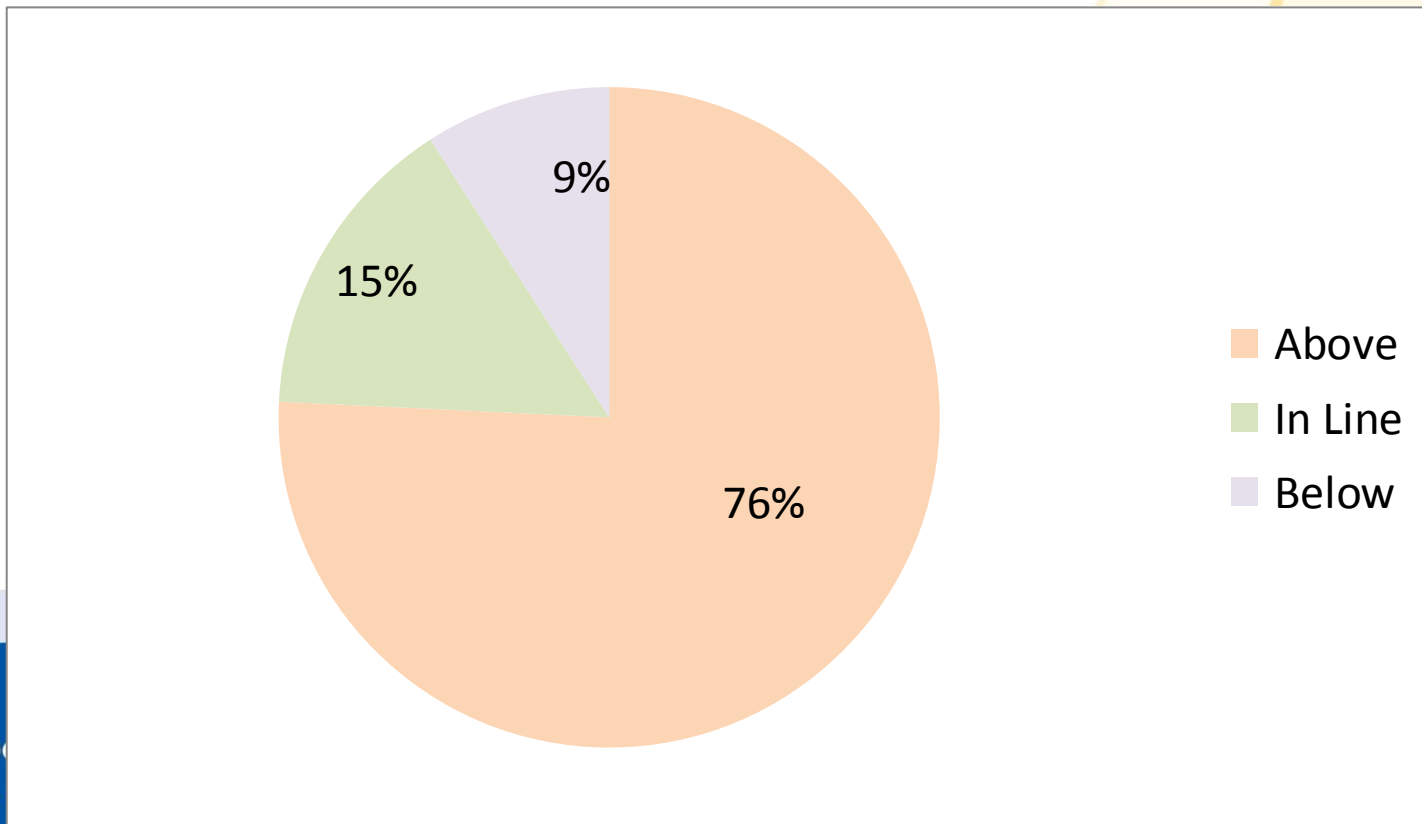
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Comparison to 2016

A total of 33 questions were asked and can be compared to the 2016 full staff engagement survey.

The below illustrates how those questions compare.

25 returned above last year, 5 are in line and 3 fall just below last year



Areas to continue understanding

Vs 2016

- Wiltshire Police manage poor performance effectively in line with our values and behaviours (23%) -4%
- I am comfortable in the pressure placed upon me in my job (61%) -3%
- I am able to meet the requirements of my job without working excessive hours (54%) -2%

- I will go the extra mile at work when required (92%)
- I believe that the organisation has enough support available to assist in my wellbeing if I need it (63%)
- My first line manager and I have set clear objectives for me (64%)
- I believe that the values and behaviours are demonstrated consistently within Wiltshire Police (47%)
- The leadership in this organisation encourages difficult conversations (38%)

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Benchmarking...

Questions above the benchmark	
Working here, I feel motivated to do my best	+22
Our senior leaders communicate in an authentic & open way	+21
I am proud to work for this organisation	+16
I feel a strong sense of belonging to this organisation	+16
I feel a strong sense of commitment to the future of Wiltshire Police	+6

Questions in line with the benchmark	
Within Wiltshire Police, I believe views and opinions are listened to and considered	+3

Questions in line with the benchmark	
Wiltshire Police manage poor performance effectively in line with our values and behaviours	-12

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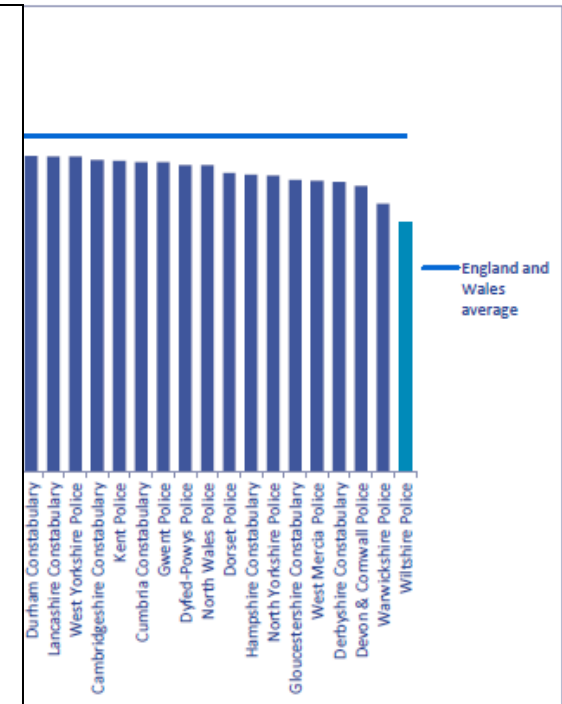
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How does Wiltshire compare to other Police Forces?

- National review by the Police Federation into Pay and Morale – July 2017
- 419 responses were received from Wiltshire Police, representing a response rate of around 43% against a national rate of 25%
- Wiltshire has the best position in the Country for morale, and recommending the Police to others.

Proportion of respondents reporting low personal morale

	Negative effect on morale (Wiltshire Police)	Negative effect on morale (England and Wales)
Pay and benefits (including pension)	64.1%	72.9%
Day-to-day job role	39.9%	48.1%
Workload and responsibilities	53.3%	61.1%
Work-life balance	63.1%	65.3%
Opportunities for development and promotion	36.3%	52.9%
Health and wellbeing	55.5%	61.5%
How the police as a whole are treated	76.7%	84.9%
Treatment by senior managers	34.7%	48.5%



Thank you for your time

Any questions?



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