



Police Dependants' Trust
& The National Police Fund



**UNIVERSITY OF
SURREY**

INJURY ON DUTY PROJECT FORMER POLICE OFFICERS FINAL REPORT

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For additional information on this project, please contact Professor Nigel Fielding (n.fielding@surrey.ac.uk).

2 Executive Summary

This report sets out the findings of a survey, commissioned by the Police Dependents' Trust, which aimed to examine the well-being of former police officers. The survey, which was hosted on the Police Dependents' Trust's website, was available to be completed by all former police officers who had left or retired within the last 5 years. It examined the reasons why individuals decided to leave or retire, and aspects of their life since leaving the police service. Participants who said they had retired from or left the police due to an injury on duty were also asked additional questions about their experiences.

2.1 Findings

2.1.1 Former officers experience of injury

- One fifth of participants indicated that their reason for leaving or retiring from the police was an injury or illness sustained whilst on duty.
- The most common cause of injury reported by participants was a psychological injury or mental health issue due to their work. This accounted for just under half of the injuries reported. The next most commonly reported injuries were the outcomes of physical assault (no weapon involved), road traffic collisions (RTC) and physical assaults involving a weapon.
- The most frequently reported physical injuries included fractures to the lower and upper limbs and head injuries. In relation to psychological injuries or mental health issues, the majority reported experiencing depression. The next largest psychological injuries were anxiety and post-traumatic stress disorder (PTSD).
- Whilst still in service, the majority of participants accessed in-force healthcare assistants/Force Medical Advisors/doctors, GPs/practice nurses and occupational health services. Having left the police service, the support services accessed most frequently by participants were GPs/practice nurses, out-patient clinics for physical injuries, private physiotherapy and counsellors and NHS community mental health services.
- In general, participants were less satisfied with the support they received in relation to their injuries once they had left the police service.
- Those whose decision to leave or retire from the police service was related to an injury obtained on duty rated their state of health lower than those who did not leave or retire due to an injury. Those who said they had experienced a psychological injury reported the lowest overall ratings of state of health.
- Just over two-thirds of participants who had experienced an injury said that they were in receipt of at least one form of benefit, financial aid or injury award immediately following their injury.
- Free text comments indicated a number of concerns about the nature of support available to injured officers. These included:
 - The level of support available after leaving the police service compared to that available whilst in service.
 - The lack of support, understanding and sympathy from immediate line management or supervisors.
 - The use of disciplinary procedures to remove injured officers who were unable to fulfil frontline duties.
 - The limited availability and poor timeliness of support for psychological injuries.

- The impact of organisational changes and lack of resources within the police service on support available for injured officers.
- Injured officers raised a number of concerns about leaving the police service. The most frequently selected concern was their ability to access support regarding second careers or re-training to find alternative employment once leaving the police service. Other concerns related to their ability to access support groups for former police personnel, having enough money for unexpected expenses, not feeling ready to retire or leave the police, and accessing ongoing support for mental health needs following an injury.

2.1.2 Leaving the police service

2.1.2.1 *Preparing for leaving*

- The majority of participants said that they retired from the police having reached their retirement age/30 years' service although, as noted, one fifth of participants said that they had left the police due to medical or ill-health retirement as a result of an injury obtained on duty.
- Two-thirds of participants said that they had received advice or support about retiring or leaving the police service.
- Just over half said that they were satisfied with the advice and support they received, whilst just over one fifth said they were dissatisfied.
- All participants were asked to rate how prepared they felt in terms of retiring from or leaving the police service. Overall, 45% said that they were either prepared or very prepared, whilst 35% said that they were either very unprepared or unprepared.
- Those who left the police service having reached retirement age/30 years' service were more likely to state that they were prepared for retirement compared to those who retired on ill health grounds.
- Those who had left/retired from the police due to an injury or illness were less satisfied with the advice and support received about retirement than did those who had not experienced an injury (though this was not statistically significant).
- Free text responses revealed officers had a number of concerns about leaving the police service. These included:
 - The psychological impact of retiring from the police service, which was compared by some to a process of bereavement.
 - The challenges associated with the transition from officer to civilian life.
 - The need for comprehensive retirement planning, rather than a focus on financial planning, including support in developing new skills and finding employment.
 - The timing of retirement planning, which was sometimes thought to be too early in the process.
 - Feeling let down by the lack of support and contact from their forces following their retirement.

2.1.2.2 *Life since retirement/leaving the police*

- The majority of former police officers said that they had secured some form of paid employment.
- About two-thirds of participants said that they were either prepared or very prepared for their new work following their retirement or decision to leave the police.

- Those who had said their retirement or decision to leave the police service was related to an injury obtained on duty were less likely to say that they felt prepared for their employment, compared to those whose retirement or decision to leave the police service was not related to an injury on duty.
- The majority of participants were in receipt of a police pension, which was the primary source of income for just under a half of participants. There were some differences between male and female former officers and between officers who had retired due to ill-health/injury and those who had not.
 - Male former officers were more likely to report that their main source of household income was a police pension and more likely to report that their main household income was from full or part-time employment than former female officers. Female former officers were more likely than males to say that their main source of household income was from a spouse, partner or family member.
 - Those who had retired or left the police due to an injury on duty were more likely to state that their primary source of income was either a police pension or income from a spouse, partner or family member, and less likely to state that their primary source of income was from full or part-time employment, than those whose retirement or decision to leave the police service was not related to an injury on duty.
- Whilst most former officers were 'living comfortably' or 'doing alright', those who had retired or left the police due to an injury suffered on duty said they were finding it more difficult to manage financially.
- Participants rated how helpful they felt forms of support would have been if they had been offered immediately before retiring or leaving the police and if they were offered to them now, taking into account the participant's current circumstances.
 - Participants said they would have found financial support towards career retraining, having a local support network, support for mental health needs for those about to retire/leave the police, and financial support at times of crisis towards unexpected expenses, most helpful immediately before retirement.

Participants said a local support network, career advice, financial support towards career retraining, emotional support and health advice provided by a formal network of trained advisors, and better access to mental health services, would be helpful or very helpful now; that is after their retirement.

3 Introduction

The Police Dependants' Trust (PDT) provides welfare support to injured police officers and their families, mainly through financial support in the event that an officer is killed or seriously incapacitated while on duty. The research project was designed to respond to the PDT's desire to identify gaps in support provision for injured officers, and this report examines the experiences of former police officers who have retired from the police service within the last five years.

The purpose of the study was to investigate the experiences of those working in police forces who experience injury in the course of their duties. The research aimed to:

- Develop a map of typical pathways following an injury whilst on duty.
- Identify points of risk along the pathway which may create vulnerability for either the individual, their force, or dependants.
- Map the current services that are typically available to mitigate the risks at force level and to address the needs of injured police employees.
- Identify gaps in provision which could be used to inform the development of the PDT grants programme.

To achieve these objectives the research utilised both quantitative and qualitative research techniques in a mixed method research design and engaged with a broad range of stakeholders including those who have been injured on duty to gain an in-depth understanding of officer experience. The study was inclusive, addressing both physical and psychological injury (including the psychological effects of physical injury and the physical effects of psychological injury), and incorporating responses not only from police officers but former police officers, police civilian staff and Special Constables.

The former officers' survey provides a useful point of comparison to the study of current police personnel, offering insights into the circumstances of former officers once they have left the police service. It also addresses any injury experiences former officers may have had during their career and provides their perspective on the adequacy of forces' processes for preparing people for life after the police service.

The main stages of the research involved:

- Desk-based research to map the level of service provision, appraise policy context and review academic and practitioner literature bases.
- An online survey of police officers, PCSOs, staff and special constables.
- Semi-structured interviews with police officers, PCSOs, staff and special constables who have experienced an injury whilst on duty.
- A survey of former police officers.

4 Methodology

This section of the report describes the methodology used to examine the experiences of former police officers in relation to any injuries they may have experienced whilst working for the police, as well as their circumstances since leaving the police service. The procedures outlined in this section refer specifically to the design, implementation and delivery of a survey of former police officers, one of two online surveys delivered as part of a wider programme of research. Readers interested in the procedures used to examine the experiences of current police personnel should refer to the Current Police Personnel Final Report.

4.1 Survey of former police officers

Following consultations with practitioners working in fields such as mental healthcare provision, police occupational health departments, as well as Police Federation representatives, serving police officers/staff and members of charities and other organisations providing support to the police, an online survey was developed to explore the experiences of former police officers. This was subsequently scripted into the Qualtrics online survey platform and piloted with former police officers.

The link to the survey was hosted on the Police Dependants' Trust's website. This was advertised via social media, professional associations and personal connections with former police officers. The survey was launched on 11th February and was available throughout that month for completion.

The survey was available to be completed by all former police officers who had left or retired from the police within the last 5 years and examined the reasons individuals decided to leave or retire, their life since leaving the police service and their awareness of charities and organisations that might provide support to former police officers. Participants who said they had retired from or left the police due to an injury on duty were also asked additional questions about their experiences. A copy of the survey, as well as a survey flow diagram charting the ordering and routing of questions, can be found in the Appendices.

4.1.1 Survey data analysis

The online survey data was downloaded from Qualtrics and then entered into SPSS (Version 22). Before conducting further data analysis the dataset was cleaned. This involved the removal of respondents who had responded 'other' when selecting their role (e.g. police officer) or the police service they worked for. These participants would have been screened out of the survey and would therefore not have answered any further questions.

The report examines issues around leaving the police service, including any injuries sustained on duty. It also focusses on the retirement process and participants' circumstances since leaving the police, before going on to examine their awareness of charities and other organisations and support provided to former police officers. Finally the report considers any additional support that former police officers would like to see offered. The analysis provides mainly descriptive statistics (percentages and mean scores) of survey responses. However, in the case of mean score data (where applicable) comparisons of different groups (e.g. injured vs. non-injured) are considered. In such instances, statistical analysis is conducted using independent samples *t*-tests to determine any significant differences between the mean scores of the different groups. Where relevant, free-text

responses to open-ended questions have also been analysed and grouped into themes, for example in relation to the range of injuries experienced by participants or the reasons former officers gave for leaving the police service.

4.2 Sample characteristics

A series of screening questions were used to ensure that only former police officers who had retired or left the police service within the last 5 years went on to complete the online survey. A total of 647 responses to the online survey were received, of which 593 were from former regular police officers. Of those, 483 participants had retired or left the police service within the last five years whilst a further 12 participants were screened out when asked which police force they previously worked for¹. In total, there were 460 responses from former police officers who had left the police service within the last five years. One fifth (20.4%) of participants had retired or left the police within the last 12 months, whilst a further 56.0% left or retired between one and three years ago and 23.5% of participants between four and five years ago.

Responses to the online survey were received from 41 of the 43 territorial police services of England and Wales as well as from officers who had previously worked at the British Transport Police and the Civil Nuclear Constabulary. The forces with the highest level of participation in the online survey included the Metropolitan Police Service (12.4%, n=57), West Yorkshire Police (7.4%, n=34), Leicestershire Police (7.2%, n=33) and Merseyside Police (6.5%, n=30).

Over three quarters of participants were male (80.9%), whilst 93.4% reported their ethnicity as White British. Over three quarters of participants were married (78.5%), with just under half (47.5%) indicating that they had dependent children (0-16) living with them. Participants were more likely to be aged 45 years or older (89.8%), and 94.6% reported their sexual orientation as heterosexual.

Over half of the participants had previously held the rank of constable (52.8%), whilst 21.1% were sergeants, 17.5% inspector or chief inspector and 7.5% superintendent or chief superintendent. Just over half (50.7%) of the participants had worked for the police service for 30 years or longer, whilst 25.7% had worked for the police between 25 and 29 years and 11.0% between 20 and 24 years. The remaining 12.7% of participants had retired or left the police service having worked less than 20 years.

Participants who had experienced an injury were asked to select from a list of roles the one that best reflected their position at the time of their injury. 25.4% said that they were working in local policing, 21.1% on operational support, 18.3% on incident response and 14.1% on investigations. Those who had not experienced an injury were asked to select the role that best reflected their position at the time they retired from the police service. Those who had not experienced an injury reported a wider range of roles within the police service including investigations (21.5%), local policing (13.0%), operational support (10.2%), incident response (9.9%), national policing roles (8.5%), criminal justice arrangements (5.8%) and road policing (5.8%).

¹ Eligible participants were those who had previously worked for either the 43 territorial police service in England and Wales, or the Civil Nuclear Constabulary or British Transport Police.

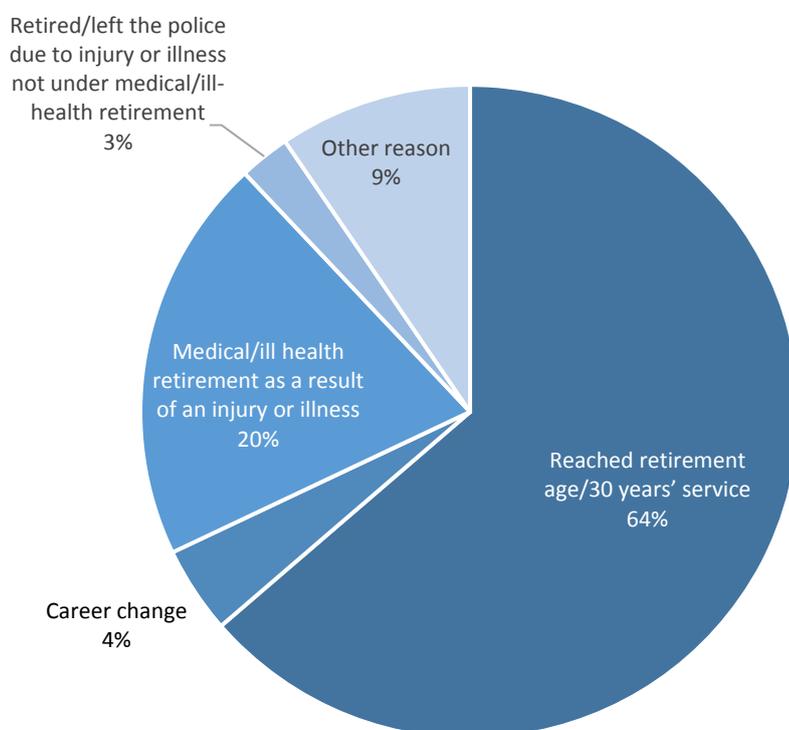
5 Findings: survey of former police officers

This section of the report presents the findings of an online survey examining the experiences of former police officers who have retired or left the police service within the last five years. First consideration is given to the general reasons individuals gave for leaving, after which the report examines the experiences of those who retired or left the police service due to an injury on duty. This section examines the causes and types of injuries sustained, the types of support available as well as participants' concerns about leaving the police service. The remaining sections of this report examine issues around the retirement/leaving process, participants' life experiences since leaving the police and finally the awareness of different charities and sources of support available to former police officers. Where relevant, comparison between those who had retired or left the police service due to an injury on duty and those who had not are also made.

5.1 Leaving the police service

Participants were asked to state their main reason for leaving the police service. As indicated in Figure 5.1, the majority of participants said that they retired from the police having reached their retirement age/30 years' service. One fifth of participants said that they had left the police due to medical or ill-health retirement as a result of an injury on duty, whilst 2.5% said that they had left due to to an injury or illness outside of any formal ill-health retirement process. Finally, 4.3% indicated that they had left to change their careers and a further 9% of participants gave 'other' reasons.

Figure 5.1: Reasons for leaving the police



Base: all participants

Of those who provided 'other' reasons for retiring from/leaving the police, eight participants referred to compulsory retirement under regulation A19², six made reference to ill-health or injury, whilst three indicated that they had been required/forced to resign. Other free-text responses provided by participants in relation to their reason for leaving the police service suggested general dissatisfaction with the way in which they were treated,

"I was treated badly and wasn't supported by managers." (1497)

"Job didn't care anymore." (1219)

"Lack of development opportunities and progression." (1147)

Just under three quarters of participants (74.0%) said that their decision to leave or retire from the police service was voluntary. Those who indicated that their decision to leave or retire from the police service was not voluntary were asked to provide further details concerning the circumstances of their departure. The most common non-voluntary circumstances referred to included 41 participants who cited reasons due to ill-health or medical retirement, 16 who spoke of compulsory retirement due to Regulation A19, 14 who felt that they were forced to leave the police service (but who described a variety of different circumstances), and 7 who mentioned issues around austerity and the reduction in police service strength. Participants also provided other reasons for leaving and some examples of these are presented below,

"I had completed 32 years' service and wished to remain in the police. However, employment uncertainty around the future of my career and policing generally led me to voluntarily retire." (1017)

"Voluntary but probably could not have done my new job and remained in the police service and in current circumstances didn't want to test that... [I] would have liked to stay in [my] role part time. I loved my job!" (1457)

"My role was to be civilianised and my time was up so decided to retire and apply for the new role." (1411)

"I had reached 30 years' service but had been involved in a serious RTC 2 years prior to retiring that long term would have impacted on my ability to pass the officer protection course if I had elected to extend my service so took the decision to retire" (1389)

These examples suggest that for some the reason for leaving was in fact *voluntary*, however, many describe circumstances in which they felt compelled to leave. Other examples of this nature include those who were concerned about the direction of the police service and those who said they wanted a career change.

5.2 Injury experience

Participants were asked whether their reason for leaving the police service was related to an injury or illness sustained whilst on duty, which could also include those that occurred whilst reporting for/returning home from duty, or when responding to incidents whilst off duty. Additional guidance was also provided to participants to ask them to consider both physical and psychological injuries.

² A19 refers to the compulsory retirement of a police officer (up to the rank of Chief Superintendent) on the grounds of efficiency of the Force, where the officer has accrued full pension entitlement.

Overall, 93 participants (21.4%) indicated that their reason for leaving or retiring from the police was due to an injury or illness sustained on duty. These participants were then asked a series of questions about the nature of their injury or illness, the support they received in relation to this and any long-term health implications they may be experiencing due to injury or illness they sustained. This section of the report therefore considers the experiences of those who who left or retired from the police service due to an injury on duty.

5.2.1 Injury cause

Participants were asked how their injury occurred. Just under half (47.2%) said that they had experienced a psychological injury or mental health issue due to their work, 24.7% said their injury was the result of a physical assault (no weapon involved), 14.6% said they were injured in a road traffic collision (RTC) and 13.5% as a result of a physical assault involving a weapon.

Table 5.1 Reported causes of unjuries

	N*	Per cent
Experienced a psychological injury or mental health issue due to work	42	47.2%
Physical assault (no weapon involved)	22	24.7%
Injured in road traffic collision	13	14.6%
Physical assault (weapon involved e.g. knife)	12	13.5%
Slip, trip, fall same level (e.g. during a pursuit)	7	7.9%
Struck by a moving/flying/falling object	5	5.6%
Lifting and handling injuries	4	4.5%
Injured by regular wearing of personal protective equipment (e.g. body armour)	4	4.5%
Fall from height (e.g. during a pursuit)	3	3.4%
Injured during training session	3	3.4%
Struck against (e.g. walked into something)	2	2.2%
Injured by animal	2	2.2%
Trapped by something collapsing/overturning	1	1.1%
Exposure to fire/explosion	1	1.1%
Injured by sharp object	1	1.1%
Firearms injury, including gunshot wound	1	1.1%
Repetitive Strain Injury	1	1.1%
Another kind of injury (please specify)	6	6.7%
Total number of responses to question	130	
Number of participants answering question	89	
<i>Missing</i>	371	
TOTAL	460	

Base: all those who had left or retired from the police service due to an injury on duty. * Participants were able to select more than one injury cause

5.2.2 Injury type

As indicated in Table 5.2, the most frequently reported physical injuries included fractures to the lower (15.7%) and upper (6.7%) limbs, and head injuries (13.5%). Some 37.1% of participants who experienced a physical injury said 'another type of injury' and went on to specify the nature of this.

Further analysis of these free text responses revealed 16 references to back, neck or shoulder injuries and 5 to knee injuries.

In relation to psychological injuries or mental health issues, 42.7% of those who retired or left the police due to an injury reported experiencing depression, 34.8% anxiety, whilst 34.8% reported post-traumatic stress disorder (PTSD).

Table 5.2 Nature of injury

	N	Per cent
Fracture, dislocation or sprain to lower limb (leg, hip or pelvis)	14	15.7%
Head injury	12	13.5%
Fracture, dislocation or sprain to upper limb (arm or hand)	6	6.7%
Other fracture (e.g. rib)	4	4.5%
Stabbing	3	3.4%
Laceration (open wound, cut or bite)	2	2.2%
Amputation/loss of limb	1	1.1%
Impaired hearing	1	1.1%
Other type of physical injury, please state	33	37.1%
Depression	38	42.7%
Anxiety	31	34.8%
Post-traumatic stress disorder (PTSD)	31	34.8%
Other type of psychological distress/injury, please state	2	2.2%
Sleeping disorder	8	9.0%
Addiction/problematic use of alcohol/drug use	2	2.2%
Infection	2	2.2%
Cardio-vascular problems	2	2.2%
Other, please state	1	1.1%
Total number of responses to question	193	
Number of participants answering question	89	
<i>Missing</i>	371	
TOTAL	460	

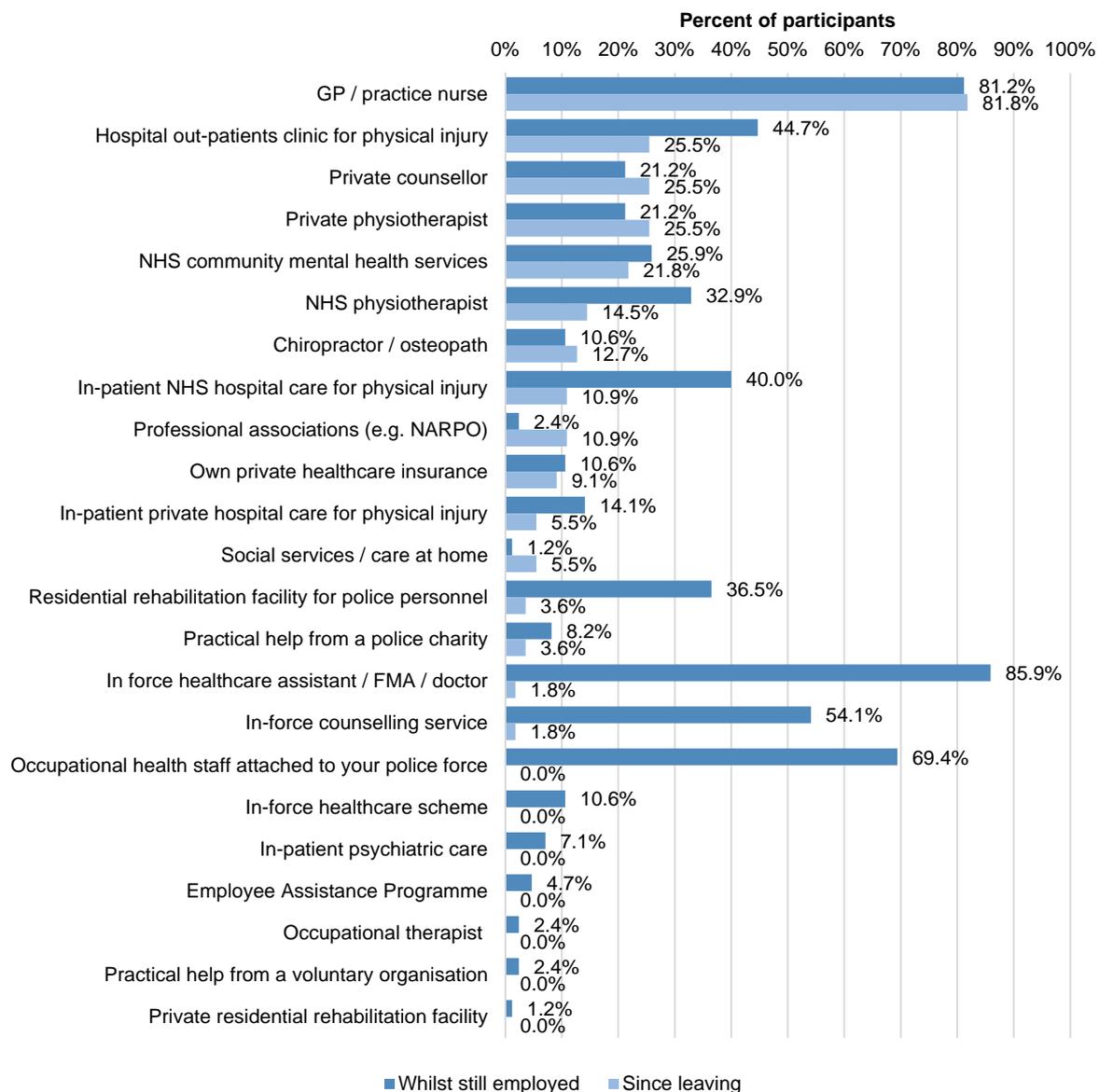
Base: all those who had left or retired from the police service due to an injury on duty. * Participants were able to select more than one injury cause

To understand more about the nature of police injuries, responses to the injury-type question were recoded into broader categories. Here participants were recoded as having experienced either a physical, psychological, physical and psychological, or other type of injury. Overall, 41.6% of those who had left or retired from the police due to an injury reported experiencing a physical injury, 31.5% said that they had experienced a psychological injury, whilst 24.7% said they had experienced both a physical and psychological injury.

5.2.3 Injury support

Participants were asked about the types of support they accessed in relation to their injuries, whilst still employed by, and since leaving, the police service (Figure 5.2). The majority of participants accessed in-force healthcare assistants/FMAs/doctors (85.9%), GPs/practice nurses (81.2%), occupational health services (69.4%) and in-force counselling services whilst still employed when seeking support in relation their injury. Having left the police service, the support services accessed by participants in relation to their injuries included GPs/practice nurses (81.8%), out-patient clinics for physical injuries (25.5%), private physiotherapy (25.5%), private counsellors (25.5%), NHS community mental health services (21.8%). Perhaps as expected, participants were more likely to access professional associations such as NARPO after they had left the police service.

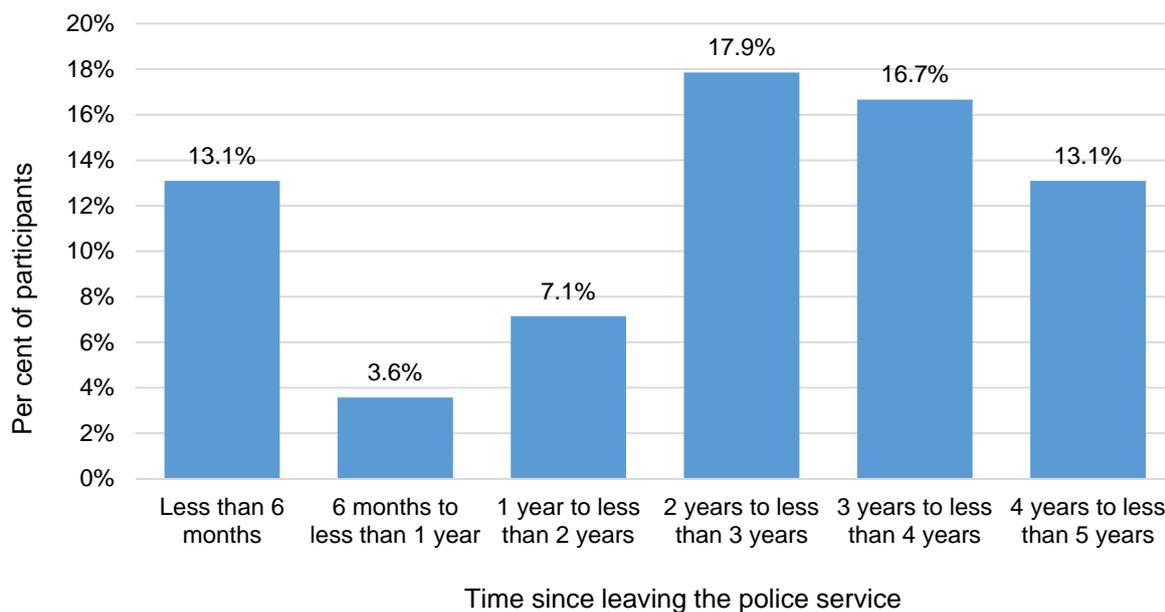
Figure 5.2 Support services used



Base: all those who had left or retired from the police service due to an injury on duty. * Participants were able to select more than one injury cause

There was evidence to suggest that injuries and illnesses sustained at work could have long-term effects, even after participants had left their roles within the police service. Of those who had reported leaving or retiring from the police service due to an injury on duty, 71.4% said that they were still receiving ongoing support. Responses to this question were analysed by the length of time since the participant had left the police service (Table 5.3). This analysis reveals that just under one quarter (23.8%) of those who had left or retired from the police service due to an injury on duty within the last two years were still seeking ongoing support. Clearly, the support needs of former officers extended well beyond their initial retirement from the police service.

Table 5.3 Receipt of ongoing support and length of time since leaving police service

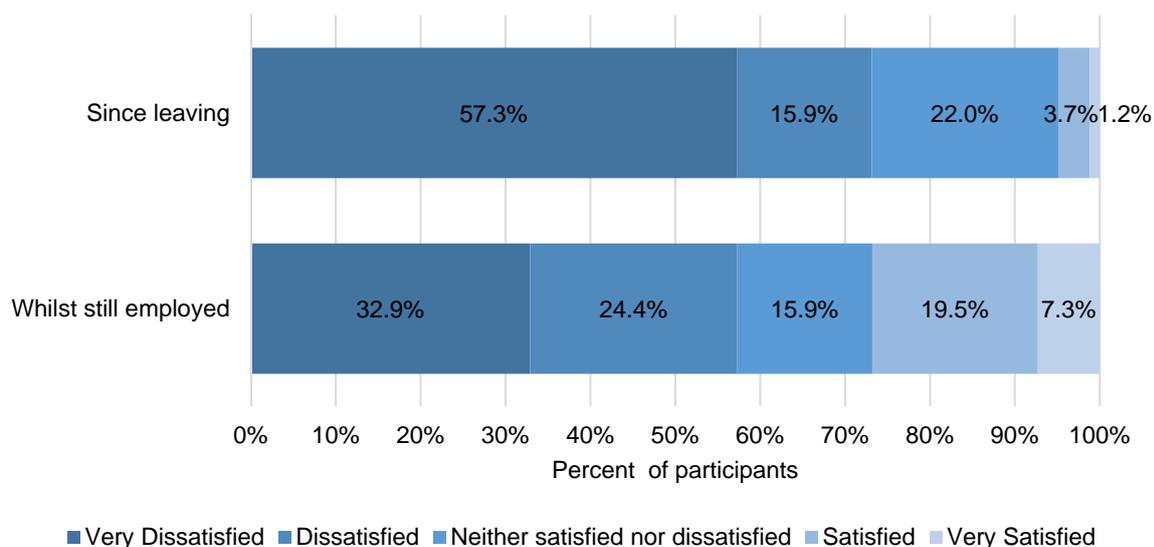


Base: all those who had left or retired from the police service due to an injury on duty.

Well over half of participants (59.5%) said that they experienced other significant health problems that they felt were related to their injury or illness sustained on duty, whilst nine out of ten (92.9%) said that their day-to-day activities were limited to some degree as a result of a health problem or disability that had lasted, or was expected to last, at least 12 months.

In general, participants were less satisfied with the support they received in relation to their injuries once they had left the police service. Some 26.8% of participants said they were satisfied with the support they received whilst still employed by the police, compared to just 3.7% with the support received since leaving the police (Figure 5.3).

Figure 5.3 Satisfaction with injury support services



Base: all who had left or retired from the police service due to an injury on duty

Comments made in free text questions regarding overall perceptions of support indicate a range of concerns raised by former police officers in relation to the help available following an injury on duty. Reflecting concerns identified in the survey findings **Error! Reference source not found.**, a number of these comments identified concerns about the amount of support available after leaving the police service,

“I was fully supported by my police service especially the health services and the force medical officer and the police federation, that understood after some time the real extent of my injury. Sadly the same support/services are not available once you exit the service as you are a retiree. This needs to change.” (1557)

“There’s no support once you leave, just feel I have been left broken by the force with no help or support in how to rebuild my life or be normal again.” (1601)

“The so-called police family is a complete misnomer. Eventually no one really cares or is proactive about a retired injured cop except for the IODPA³, the only police group to have contacted me last year.” (1436)

Another theme identified in relation to the free text responses concerned the lack of support available from line management or supervisors. It was suggested that line managers lack understanding and sympathy in relation to the injuries participants sustained,

“Terrible treatment received from a number of supervisory officers and some staff of same rank. The supervisors just did not understand or care how my illness affected me.” (1338).

“Certain supervisors treated me appallingly... I was treated as if I was making the whole thing up even though I had suffered well documented serious [injury] on duty which resulted in mental health problems. The younger in service the supervisor the worse their empathy and assistance to put it politely....” (1174)

³ IODPA = Injured on Duty Pensioners Association

"Federation were very supportive however I had no support from line managers or command team and felt very isolated. I felt bullied at work." (1285)

"Occupational health were understanding but the organisation didn't really listen to what they were saying. I had little or no support from HR or line managers which made me feel awkward and like a burden." (1018)

Another prominent theme raised by participants was the use of disciplinary procedures. Those who cited these concerns described the feeling of being pushed out of the police service, particularly where they were unable to fulfil frontline duties,

"Extremely poor, I was ill but [the] police force can only see disciplin[ary] matters" (1235)

"I don't feel that I was supported by the force at all, in fact I felt quite bullied when I was going through the ill-health retirement process. At one-point HR instructed my sergeant to start a disciplinary process due to my attendance even though I was attending in accordance to instructions from the FME." (1112)

"Returned to work but the procedures are not geared for support and although they're supposed to be supportive to be told you'll be facing discipline management action if you don't comply or can't comply with them only increases anxiety and stress.... I decided not to put myself through that and leave." (1264)

Participants also made reference to the support provided for psychological injuries and mental health issues. In general participants described a lack of support, or that it was not made available quickly enough,

"The lack of support was astounding. I initially reached out to OH for help as self-referral for counselling in relation to stress and related mental health issues. There was no help available and was on a waiting list for 4 months..." (1264)

"The system did not act quickly enough as regards referral to the force doctor etc., I am sadly to say, of the opinion [that] had a referral been quicker I may still be in work. I also had to visit with three different counsellors/experts for the purpose of assessment, having to relive my incidents on three separate occasions to strangers" (1104)

Participants made comments in relation to the operational pressures they were facing whilst dealing with the effects of their injuries, the financial restrictions affecting the police, as well as the impact this might have on the support available from occupational health (OH),

"The system is broken and I am glad I left. The operational pressures I faced meant I had two choices: ignore the lack of resources and fail. Or choose to leave." (1623)

"I was injured in 2005 and continued working until March 2014, when I was medically retired.... I was supported by the police, however when the financial restrictions affected the police, it was clear that my career was coming to an end... The injury has had a major effect on my life and I will not be able to have the active retirement I had planned for." (1077)

"[I] [f]eel very lucky to have had support from Occupational Health, not sure it would be there at the moment though..." (1262)

5.2.4 Receipt of financial aid and injury awards

To understand more about the financial aid available to former police officers following their injuries, participants were presented with a list of different benefits, financial aid and injury awards, and asked whether they were in receipt of any of these immediately following their injury or illness.

Overall, 67.1% of those who had experienced an injury said that they were in receipt of at least one form of benefit, financial aid or injury award immediately following their injury. Some 30.4% of participants said that they received sickness, disability or incapacity benefits, 26.6% a police injury pension, 17.7% a standard police pension and 16.5% an injury gratuity award (Table 5.4).

Table 5.4 Financial aid and injury awards

	N*	Per cent
Sickness, disability or incapacity benefit	24	30.4%
Police injury pension	21	26.6%
Standard police pension	14	17.7%
Injury Gratuity Award	13	16.5%
Child Benefit	8	10.1%
Unemployment-related benefits	2	2.5%
Income from any other state benefit	2	2.5%
Tax Credits	1	1.3%
Short service pension	1	1.3%
Personal private/stakeholder pension	1	1.3%
Other (please specify)	7	8.9%
None (exclusive)	26	32.9%
Total number of responses to question	120	
Number of participants answering question	79	
<i>Missing</i>	381	
TOTAL	460	

Base: all those who had left or retired from the police service due to an injury on duty

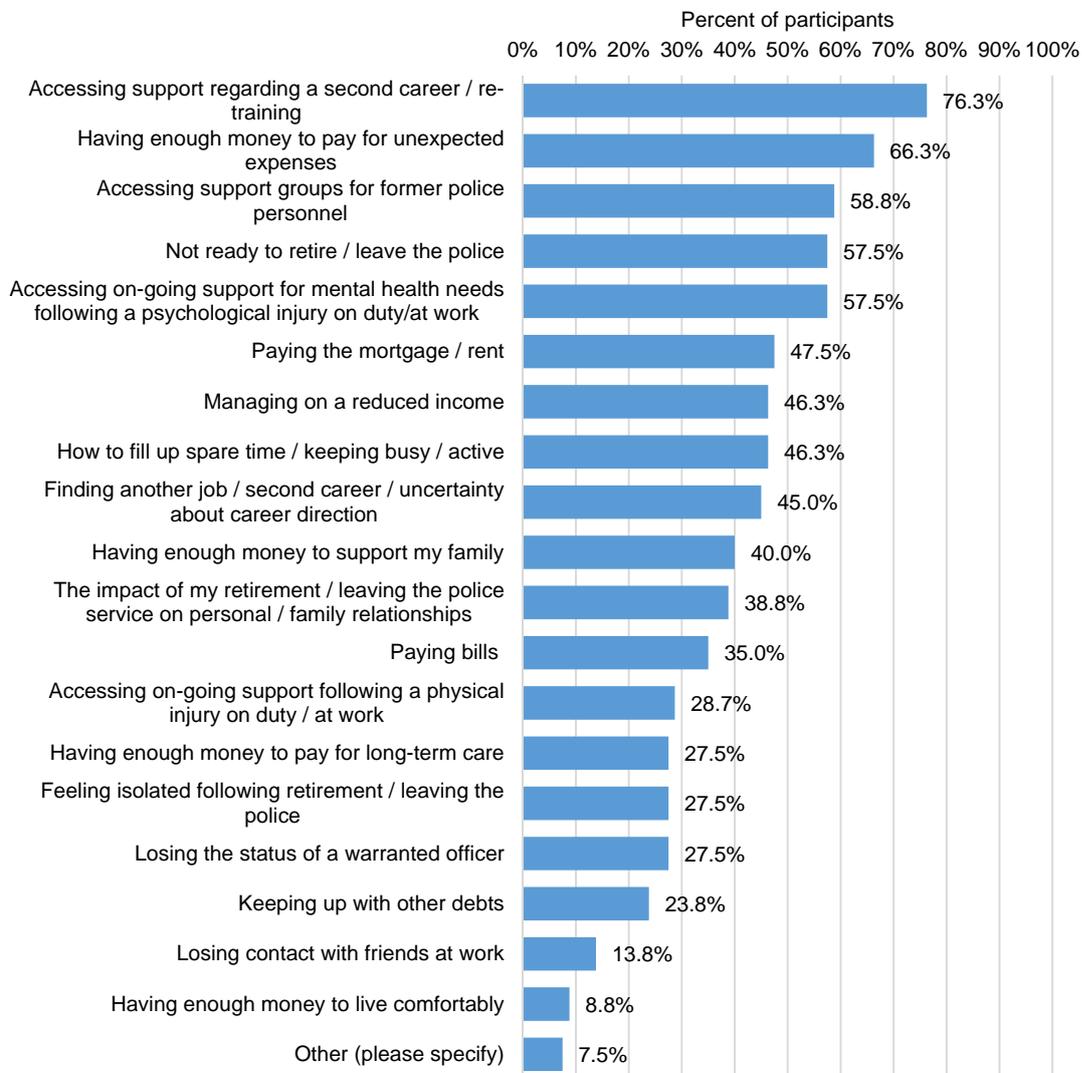
5.2.5 Concerns about retiring or leaving the police service following an injury on duty

Finally, those whose decision to leave or retire from the police was related to an injury on duty were asked about their main concerns regarding leaving the police service. Participants were presented with 20 statements outlining a range of general concerns and could select from these as many as applied to their individual circumstances.

The most frequently selected concern was the ability to access support regarding second careers or re-training (76.3%), once again highlighting the importance participants place on developing the skills required to help find alternative employment once leaving the police service (Figure 5.4). As mentioned earlier in relation to the retirement process, another concern frequently reported by participants was the ability to access support groups for former police personnel (58.3%). Other concerns frequently selected included having enough money for unexpected expenses (66.3%), not

feeling ready to retire or leave the police (57.5%), and accessing ongoing support for mental health needs following an injury (57.5%).

Figure 5.4 Retirement/leaving concerns



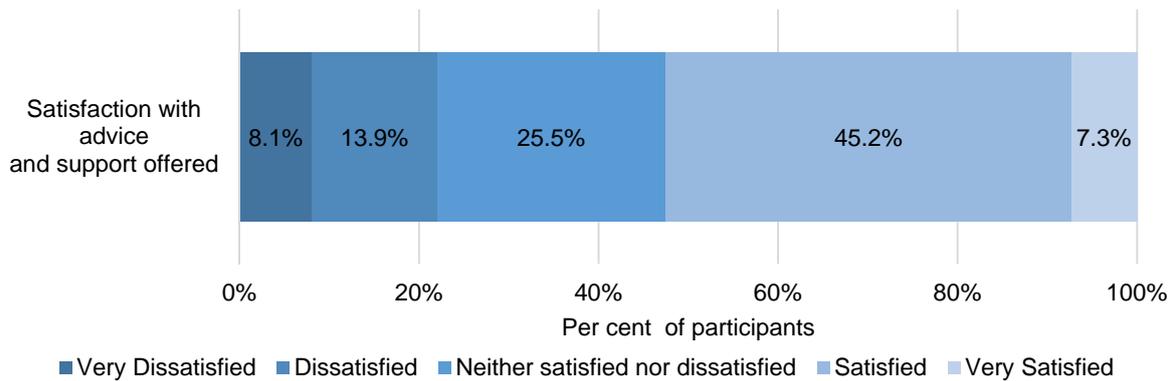
Base: all those who had left or retired from the police service due to an injury on duty

5.3 Retirement process

All participants were asked questions about their experience of the retirement/leaving process, including the advice and support they received in relation to their retirement.

62.2% of participants said that they had received advice or support about retiring or leaving the police service. Participants were then asked to rate their satisfaction with the advice and support they had received on a scale where 1 = very dissatisfied and 5 = very satisfied. Just over half (52.5%) said that they were satisfied with the advice and support they received, whilst 22% said they were dissatisfied (Figure 5.5).

Figure 5.5 Satisfaction with advice and support



Base: all those who had received advice or retirement relating to retiring from or leaving the police service

The responses to this question were then converted into mean scores to more easily allow for the comparison of different groups of participants (e.g. those who had/had not retired due to any injury or illness). The mean score values ranged from 1 (very dissatisfied) to 5 (very satisfied), therefore a higher score indicates greater satisfaction. This analysis revealed that those who had left/retired from the police due to an injury or illness ($M = 3.12, SD = 1.21$) reported lower mean score values with regards to satisfaction with the advice and support received about retirement than did those who had not experienced an injury ($M = 3.32, SD = 1.03$). Despite reporting lower levels of satisfaction the difference between those who had experienced an injury or illness and those who had not was not statistically significant ($t(251) = -0.93, p > .05$).

Participants were also invited to provide free text responses outlining their experiences concerning the advice and support they received prior to retiring from the police service. A total of 122 free text comments were received in which participants highlighted a range of different issues.

One prominent theme mentioned by former officers was the psychological impact of retiring from the police service. Participants compared their feelings with “bereavement” (1186) and highlighted the challenges associated with transition back into civilian life. Many also mentioned the importance of support provided by former police officers who had gone through the retirement/leaving process,

“Although the responsibility for ‘life after the police’ is a personal one I am not convinced that there is sufficient help or advice for the transition. There is a significant psychological impact that although mentioned is not highlighted enough and for any officers particularly those who are seeking employment more help could be provided.” (1386)

“I was told to expect no support in the form of follow-up from my employer or the Federation. I was advised that I might go through a transitional period and the most helpful people would be other retired colleagues. This was the best piece of advice I was given.” (1009)

“I felt totally unprepared for retirement. The advice given wasn't nearly enough, most of what was useful was by word of mouth from other Police Officers who had retired.” (1361)

A number of the comments highlighted the financial advice offered to retiring police officers. Whilst this was often deemed to be helpful, there was some evidence that this could be overbearing. Participants suggested that they would like advice and support on a wide range of issues (e.g. CV writing),

"Little support or advice given, other than financial. No advice or support on future career management or coming to terms with retirement. General feeling of once you are out you are out." (1412)

"Financial assistance was good. There needs to be more advice on NARPO, Federation issues after leaving. More information on CV's moving from police terms to 'outside' terms ensuring a read from prospective point of view." (1218)

"Found the pre-retirement courses to be beneficial re financial planning and in applying my skills gained from the police towards those needed in "civvy street"" (1569)

"There was a one-day seminar which effectively focussed on financial investment. At 54 years of age I was not of a mind to retire and do nothing, as such the seminar was relatively worthless." (1122)

"There was no opportunity to re-train, the advice was entirely around investments for the lump sum, in general, wholly inadequate." (1256)

Many mentioned attending pre-retirement courses and presentations or seminars, reporting mixed experiences. Those who were positive about their pre-retirement courses highlighted the importance of signposting and of covering a range of different issues, such as the skills that might help them find new employment,

"I attended a 1 day pre-retirement course which I felt was far too short. The content was excellent but rushed." (1096)

"I benefited from attending in-house 2 day course pre-retirement which was led by PMAS rep. No complaints as signposted to all I needed and 'career change' arrangements already in action at time of course." (1357).

"I was fortunate to have had a pre-retirement course which was offered to me by my force. This was a model course that covered not only financial advice but highlighted skills and opportunities which you had gained as a police officer that would enable you to find new employment, whether it be working for an employer or starting your own business." (1142)

Those who were less positive about pre-retirement courses suggested specific advice needed to be given for those leaving due to ill-health and in particular around mental health issues. There was again evidence to suggest that those courses that focussed solely on financial issues were less well received,

"I attended PMAS⁴ and Close Wealth Management Seminars organised by The Police Federation and the Superintendents Association, but these were focussed on the financial implications and not psychological well-being. The force provided very little if any advice or support." (1024)

"I attended a pre-retirement course which was only aimed at officers leaving after 30 years - no advice for retiring on ill health." (1112)

"I attended one so called retirement road show which was a complete waste of time... I wanted advice on CV writing and interview techniques also financial advice from organisations not wanting a percentage fee... Previously the force offered a one-week pre-retirement course, which should have been reintroduced. Also there should be something on going. NARPO seems aimed at pensioners and beyond, not newly retired." (1309)

⁴ Police Mutual Assurance Society (PMAS)

“There was not any practical advice regarding applying for jobs outside of the police family, CV’S etc.” (1095)

Others felt let down by the lack of support and contact from their forces following their retirement,

“Look after yourself as the force won’t. Plan your future in plenty of time.” (1558)

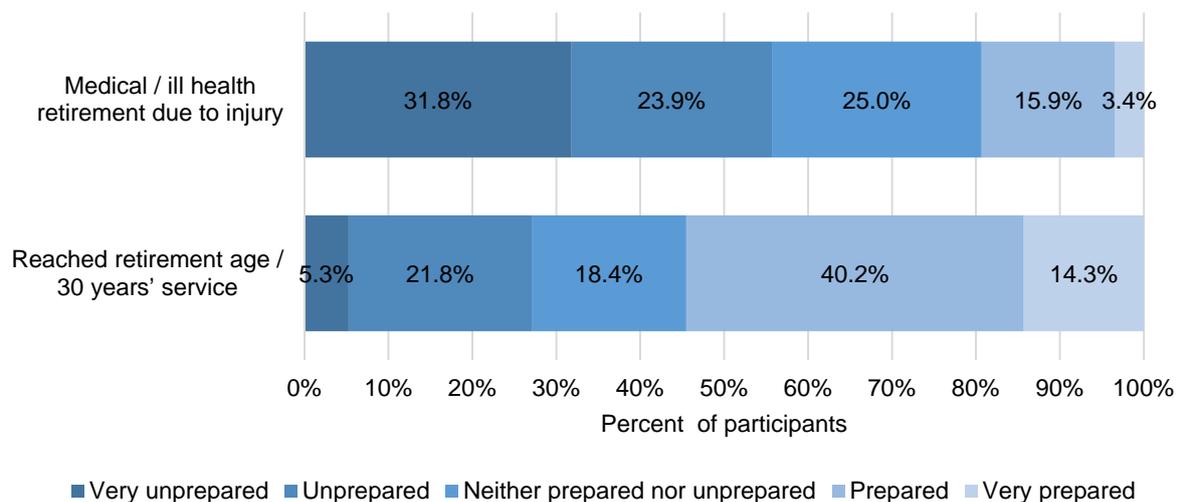
“The day you leave you cease to exist to the force” (1069)

“The day I left was as if the police washed their hands of me, a nice pat on the back thanks son. But no connection since leaving sad really” (1339)

5.3.1 Preparedness

All participants were asked to rate how prepared they felt in terms of retiring from or leaving the police service. Overall, 45.0% said that they were either prepared or very prepared, whilst 34.9% said that they were either very unprepared or unprepared. There was evidence to suggest that the process through which an officer was retired/left the police service was associated with their level of preparedness. For instance, 54.5% of those who retired having reached retirement age/30 years’ service said they were either prepared or very prepared for retirement compared to 19.3% of those who indicated that they were retired on health grounds (Figure 5.6).

Figure 5.6 Preparedness for retirement



Base: all those who retired after reaching retirement age/30 years’ service or retired from the police on medical grounds.

Participants’ responses to this question were converted to mean scores, the values of which ranged from 1 (very unprepared) to 5 (very prepared). Therefore a higher score indicates a greater level of preparedness for retirement. These mean scores were then compared against other questions in the survey to gain a greater understanding of the factors that might be associated with levels of preparedness. The overall mean score for retirement/leaving preparedness was 3.09.

First the analysis was conducted to test whether those who retired having reached retirement age/30 years' service were more prepared for their retirement than those who left on medical grounds. This analysis revealed that those who had been medically retired from the police ($M=2.35$, $SE=0.13$) reported lower levels of preparedness than those who had retired after reaching their retirement age/30 years' service ($M=3.36$, $SE=0.07$). This difference was statistically significant ($t(352)=7.20$, $p<.001$).

Next the analysis tested to see whether those who said their retirement or reason for leaving was not related to an injury on duty were more prepared than those who said their retirement or reason for leaving the police was injury related. This analysis revealed that those who said that their retirement was related to an injury on duty rated their level of preparedness lower ($M=2.27$, $SE=0.12$) than those who said their retirement was unrelated to any injury ($M=3.31$, $SE=0.06$). This difference was also statistically significant ($t(399) = 7.26$, $p<.001$).

Overall, this analysis highlights the impact of injuries on duty in terms of participants' levels of preparedness for retirement. Accordingly, those who were medically retired appeared to be less prepared for retirement than those who retired having reached their retirement age/30 years' service. Similarly, those who said they had left or retired from the police due to an injury on duty also appeared to be less prepared than those who had not left or retired due to an injury.

5.4 Life since retirement/leaving the police service

Former police officers were asked questions about their life since retiring from/leaving the police, including about any employment or voluntary work they had, their income since retiring, as well as how well they felt they were coping financially.

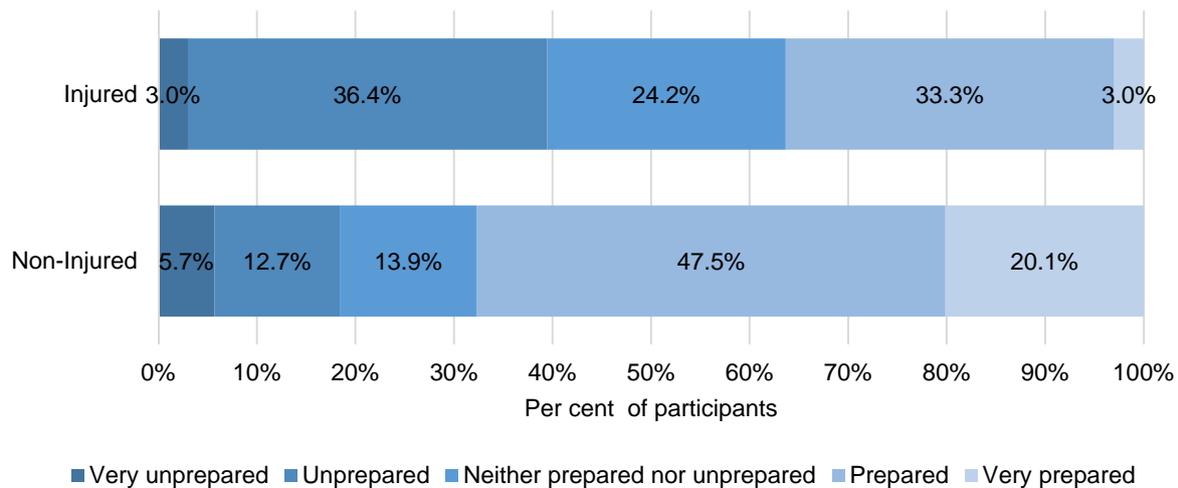
5.4.1 Employment after the police service

Participants were asked about any forms of employment they were currently engaged in and could select from multiple forms of employment⁵. The majority of former police officers said that they had some form of paid employment (73.7%), with 30.1% indicating that they had full-time employment, 23.1% saying they had part-time employment and 20.5% saying that they were either self-employed or had their own business. Some 28.9% of former officers indicated that they had retired and had no form of paid employment and 2.9% said that they were unemployed.

Participants who had some form of paid employment were asked to rate how prepared they felt to undertake this work. Overall, 63.8% of participants said that they were either prepared or very prepared for their new work following their retirement or decision to leave the police.

⁵ The categories of 'retired' and 'unemployed' were made exclusive options.

Figure 5.7 Preparedness for employment and injury on duty



Base: all those who had some form of paid employment

Further analysis of this question revealed that those who had said their retirement or decision to leave the police service was related to an injury on duty were less likely to say that they felt ‘prepared’ or ‘very prepared’ for their employment, compared to those whose retirement or decision to leave the police service was not related to an injury on duty. As indicated in Figure 5.7, whilst just 36.3% of participants who had retired or left the police due to an injury or illness said that they were either ‘prepared’ or ‘very prepared’ for their work, 67.6% of those who had not retired or left due to an injury said they felt ‘prepared’ or ‘very prepared’.

Participants answers to this question were converted to mean scores to determine whether there were any significant differences in terms of preparedness ratings between those who had not retired or left the police due to an injury and those who had. The scale ranged from 1 to 5 where 1 = very unprepared and 5 = very prepared. Therefore, a higher mean score indicates a greater level of preparedness. On average, those who had retired or left due to an injury or illness (M=2.97, SE=0.17) rated their level of preparedness lower than those who had not retired due to an injury or illness (M=3.64, SE=0.07). This difference was statistically significant ($t(3275) = 3.27, p < .01$), highlighting the impact of injuries on duty that result in retirement when considering police officers’ future employment opportunities.

5.4.2 Income

All participants were asked about their various sources of income since retiring from the police (Table 5.5). The majority of participants said that they were in receipt of police pension (93.0%), whilst just over half said that they also had a spouses’, partners’ or other family members’ income (58.8%) or wage/salary from any full or part-time employment (58.6%). Less than one quarter of participants said that they had income from other savings or investments (23.0%).

Table 5.5 Sources of income

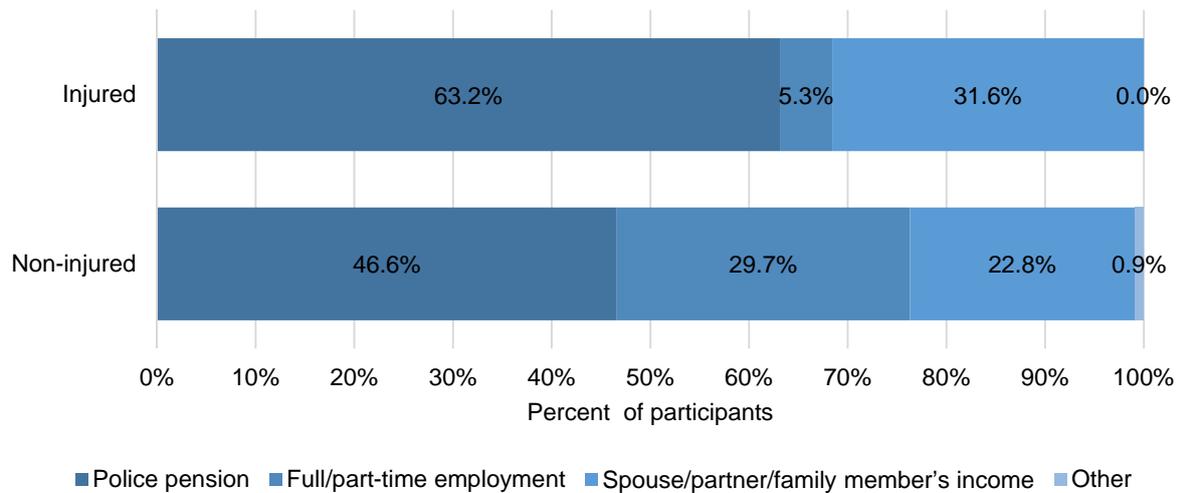
	N	Per cent
Police pension	384	93.0%
Spouse/partner/family member's income	243	58.8%
Full/part-time employment	242	58.6%
Other savings and investments	95	23.0%
Industrial Injuries Benefit	25	6.1%
Sickness, disability or incapacity benefit	16	3.9%
Private or stakeholder pension	13	3.1%
State retirement/widow's pension	5	1.2%
Other state benefit or tax credit	4	1.0%
Funding from a charity of other voluntary organisation	3	0.7%
Employment-related benefits	1	0.2%
Other source (please specify)	22	5.3%
Prefer not to say	4	1.0%
Total number of responses to question	1057	
Number of participants answering question	413	
Missing	47	
TOTAL	460	

Base: all participants

Participants were then asked which was their primary source of income out of those they had previously selected. Just under half of participants said that their primary source of income was a police pension (49.8%), with 24.5% stating income from full or part-time employment and 24.8% indicating that they depended upon the income from a spouse, partner or family member. Male former officers were most likely to report their main source of household income was a police pension (51.5%) compared to former female officers (39.4%). Former male officers (25.8%) were also more likely to report that their main household income was from full or part-time employment than former female officers (21.1%). Finally, former female officers (36.6%) were more likely to say that their main source of household income was from a spouse, partner or family member compared to former male officers (22.1%)

There was evidence that the primary source of income reported by participants varied depending on whether the participant had retired or left the police due to an injury on duty (Figure 5.8). Those who had retired or left the police due to an injury on duty were more likely to state that their primary source of income was either a police pension (63.2%) or spouse, partner or family member's income (31.6%). Only 5.3% of those who retired from/left the police due to an injury on duty said their primary source of income was from full or part-time employment, compared to 29.7% of those who had not.

Figure 5.8 Primary source of income and injury experience



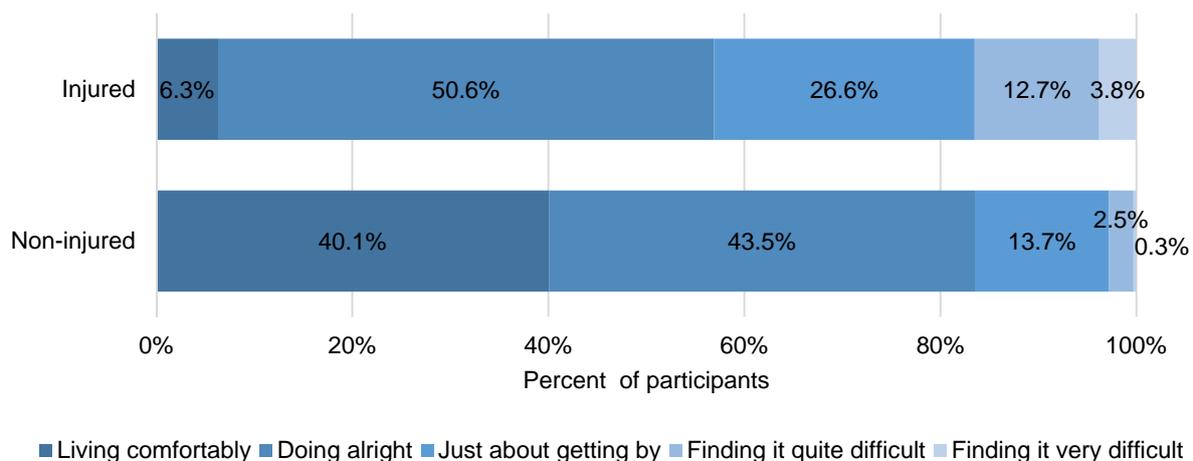
Base: all participants

Participants were asked to rate how well they were managing financially. Overall, the majority of participants said they were either 'living comfortably' (33.2%) or 'doing alright' (45.0%). Just 5.4% said they were experiencing some degree of difficulty, suggesting that their needs could substantially be addressed by targeted support.

Responses to this question varied substantially, depending on whether the individual had retired or left the police due to an injury on duty. Participants who had not retired or left the police service due to an injury on duty were more likely to say that they were 'living comfortably' (40.1%), compared to 6.3% of those who had left or retired from the police due to an injury on duty (Figure 5.9). Consequently, those who had left or retired from the police due to an injury on duty were more likely to say that they were 'finding it quite difficult' (12.7%) or 'finding it very difficult' (3.8%). Just 2.8% of those who had not retired or left the police due to an injury on duty said that they were experiencing some degree of difficulty.

Responses to this question were converted to mean scores, where 1 = 'living comfortably' and 5 = 'finding it very difficult', with higher mean scores therefore representing greater difficulty in terms of financial management. The purpose was to understand whether those who had retired or left the police due to an injury experienced any greater difficulty in terms of their financial management. The mean score for those who had left or retired from the police due to an injury on duty ($M=2.57, SE=0.11$) was higher than those who had not ($M=1.80, SE=0.04$). This difference in mean scores was statistically significant ($t(107.31) = -6.83, p<.001$), indicating that those who had retired or left the police due to an injury on duty said they were finding it more difficult to manage financially.

Figure 5.9 Managing on income and injury experience



Base: all participants

5.4.3 Engagement in other activities after retirement

In addition to any paid work participants were asked about any other activities they engaged in, including any voluntary work. When asked, 23.1% of former officers said that they volunteered for a charity or other organisation, 2.4% said that they volunteered for the police, whilst 8.7% provided other responses to this question. Examples of the types of activities former officers engaged with included sports coaches, foster carers and membership of other professional associations or organisations such as the National Association of Retired Police Officers (NARPO).

5.5 Awareness of charities and other support organisations

Participants were asked about their awareness of various charities and other organisations that might be able to provide support to former police officers. Participants were then asked a specific question about the Police Dependants' Trust (PDT).

5.5.1 General awareness of charities and other support organisations

Participants were presented with a list of charities and other support organisations and asked to first select all those they were previously aware of and then whether they had previously contacted that organisation for any reason.

The charities and other organisations that participants were most aware of included Citizens Advice (66.0%), Age UK (55.1%), Flint House (54.1%). Of those who had heard of each charity or organisation those most contacted by participants included Flint House (35.4%) and their force's own benevolent fund or trust (31.7%). Some 4.7% of those who said they were previously aware of the Police Dependants' Trust (35.9%) said they had also made contact with the charity (Table 5.6).

Table 5.6 Awareness of and contact with charities and other support organisations

	Percent previously aware*	Per cent of which contacted**
Citizens Advice	66.0%	6.6%
Age UK	55.1%	3.5%
Flint House (Police Rehabilitation Centre)	54.1%	35.4%
Mind	46.6%	5.7%
The Police Treatment Centres	45.1%	31.7%
Your force's benevolent fund or trust	44.4%	14.8%
Police Dependants' Trust (PDT)	35.9%	4.7%
PC David Rathband's Blue Lamp Foundation	24.5%	2.0%
Royal Voluntary Service	10.9%	2.2%
Police Rehabilitation Trust	7.3%	0.0%
Sane	5.1%	0.0%
Rethink Mental Illness	3.9%	12.5%
Service Dogs UK	2.7%	18.2%
None of these (exclusive)	8.0%	N/A
Total number of responses to question	1688	216
Number of participants answering question	412	169
Missing	48	291
TOTAL	460	460

*Base: all participants; **Base: all those who were previously aware of each charity/organisation

5.5.2 Awareness of the PDT

Participants who had previously indicated that they were aware of the PDT were asked to identify which groups of individuals they thought the PDT supported. The options available for selection are presented in Table 5.7 below, alongside the number and proportion of those selecting each option. The purpose of the question was to understand whether participants were aware of all of the different groups supported by the PDT. Less than one quarter of participants (22.1%) were aware that the PDT provided financial support to all four groups listed in Table 5.7. The group that participants were most aware that the PDT supported was former police officers (63.4%), whilst 13.1% thought that the PDT did not support any of these groups.

Table 5.7 Awareness of the Police Dependants' Trust

	N	Per cent
Serving police officers	92	63.4%
Former/retired police officers	66	45.5%
Partners/husbands/wives/widows of police officers	85	58.6%
Children and other dependants	76	52.4%
None of these (exclusive)	19	13.1%
Total number of responses to question	338	
Number of participants answering question	145	
Missing	315	
TOTAL	460	

Base: all those who were aware of the PDT

5.6 Additional support services

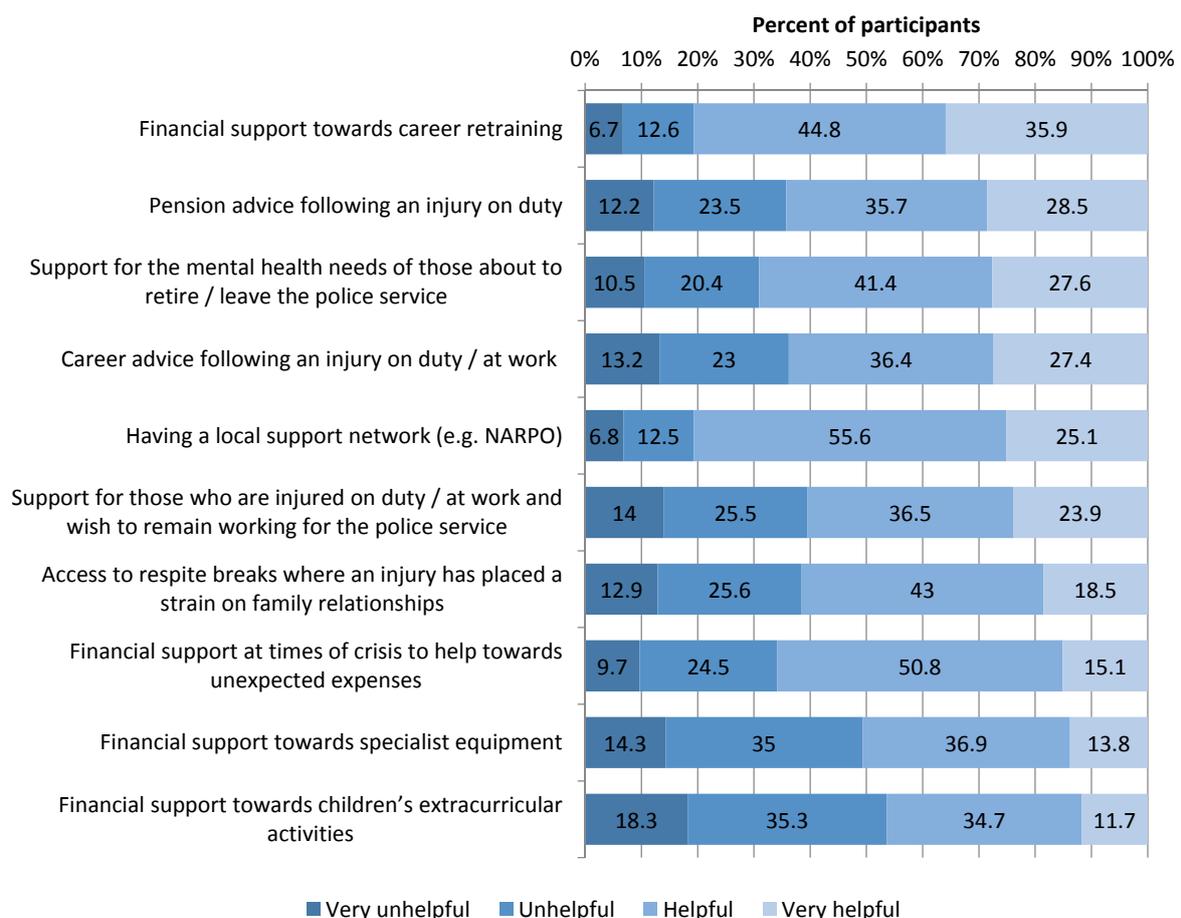
Participants were presented with various types of support and asked to rate how helpful they would have found each if they had been offered immediately before retiring or leaving the police and if they were offered now, taking into account the participants' current circumstances. The two lists of support types varied slightly to account for the different circumstance between those who were about to retire and those who had retired or left the police.

5.6.1 Pre-retirement support

Figure 5.10 outlines the various support services in terms of how helpful participants said they would have been if offered to them prior to retiring or leaving the police service.

When the responses for those who replied 'helpful and 'very helpful' are combined, the retirement services participants said they would find most helpful prior to retiring included: financial support towards career retraining (80.7%); having a local support network (80.7%); support for mental health needs for those about to retire/leave the police (69.0%); and financial support at times of crisis towards unexpected expenses (65.9%).

Figure 5.10 Forms of support prior to retiring



Base: all participants

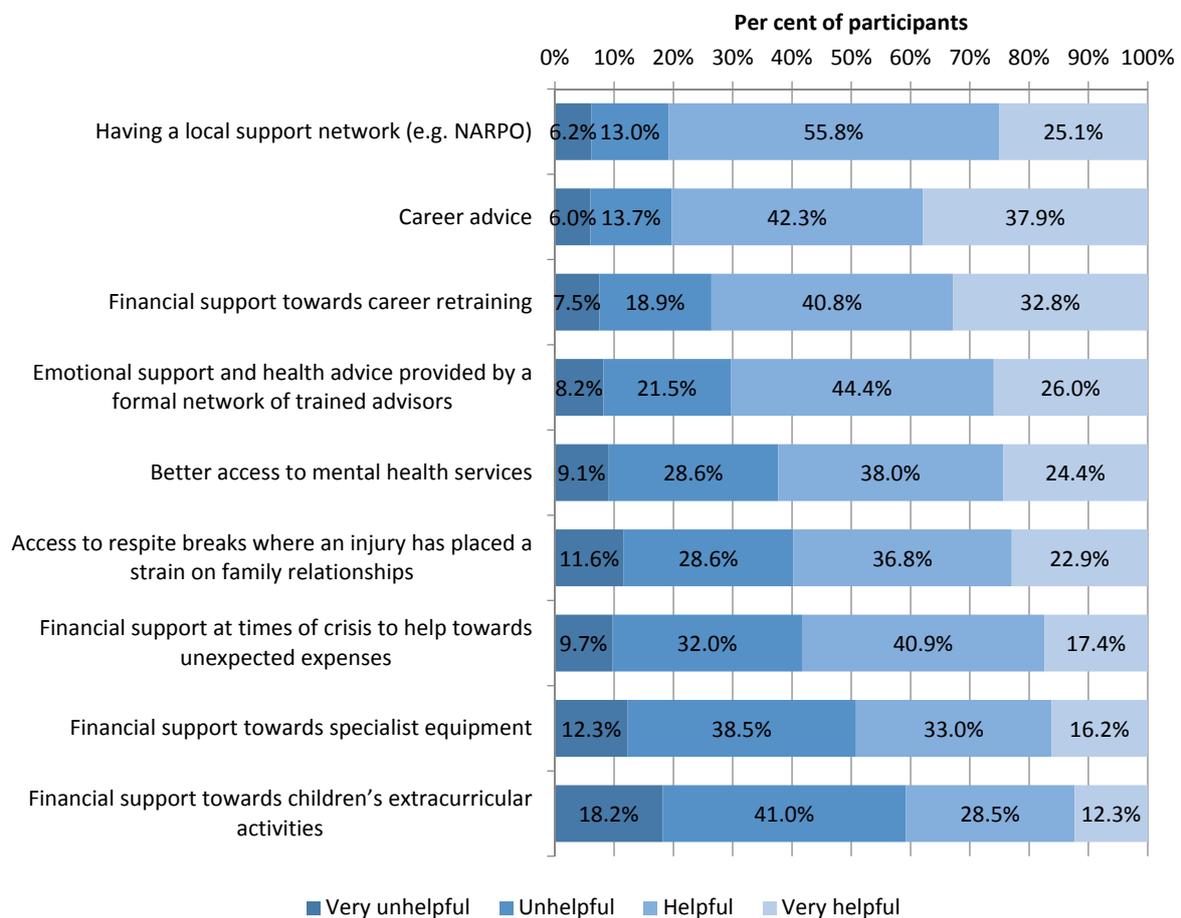
5.6.2 Post-retirement support

Figure 5.11 outlines the various forms of support in terms of how helpful participants said they would find them if they were offered to them now. The responses to each statement have been ranked in terms of the per cent who said each would be helpful (helpful and very helpful).

The support service that participants said they would find most helpful (helpful and very helpful) was a local support network (80.9%). Once again support around finding new employment was also perceived to be helpful, with 80.2% saying career advice would be either helpful or very helpful and 73.6% saying financial support towards career retraining.

Some 70.4% of participants said that emotional support and health advice provided by a formal network of trained advisors would be helpful or very helpful, whilst 62.4% said they would find better access to mental health services helpful or very helpful.

Figure 5.11 Forms of support after retirement



Base: all participants

5.6.3 Overall health rating

Finally, all participants were asked to rate on a scale of 0 to 10, where 0 = the worst possible state and 10 = the best possible state, their overall state of health today. Mean scores were then calculated where higher values indicate a better state of health.

The overall mean score rating for state of health was 6.93. However, those whose decision to leave or retire from the police service was related to an injury on duty rated their state of health lower ($M=4.93$, $SE=0.25$) than those who did not leave or retire due to an injury ($M=7.53$, $SE=0.11$). This difference was statistically significant ($t(102.39) 9.45$, $p<.001$), highlighting the impact on health in retirement of injuries sustained at work.

Those who said they had experienced a psychological injury reported the lowest overall ratings of state of health ($M=4.57$), followed by those who said they had experienced both a physical and psychological injury ($M=4.74$) and those who had experienced a physical injury ($M=5.33$). The differences between mean ratings for overall state of health did not vary significantly by injury type.

6 Conclusion

This report has examined the experiences of former police officers who have retired or left the police service within the last five years. First, their experiences around any injuries sustained on duty were considered. This was followed by sections examining issues around the retirement process, participants' circumstances since leaving the police, as well as the levels of awareness of charities and organisations providing support to former police officers, and any additional support services that might be helpful.

6.1 Leaving the police service

The majority of participants left the police service having reached their retirement age/30 years' service. However, just over one fifth stated that their decision to retire/leave the police service was related to an injury on duty.

6.2 Injuries on duty resulting in retirement or the decision to leave the police service

Over half of the injuries reported by former officers contained a psychological element, with depression most commonly mentioned. In relation to physical injuries, former officers most frequently reported experiencing back/neck/shoulder injuries, fractures to lower limbs and head injuries.

Participants typically accessed NHS provided and force provided forms of support whilst still employed by the police service. However, it is interesting to note that a greater proportion of participants reported accessing GP services, private counsellors and private physiotherapists in relation to their injuries since leaving the police service compared to when still employed. This suggests the injury-related support needs of former officers continue for some time following an individual's decision to leave/retire from the police service. Consequently, many reported experiencing significant ongoing health problems related to their injuries.

There was evidence to suggest that participants were less satisfied with the support they received in relation to their injuries on duty since leaving the police service. Participants cited issues relating to the support from line management whilst still employed, but many also felt that support was lacking once they had left the police service.

Over two thirds of participants who had experienced an injury on duty that led to their retirement or decision to leave the police service said that they were in receipt of some form of financial aid or benefit, with sickness/disability/incapacity benefits and police injury pensions the most common forms of support.

Those who had experienced an injury on duty which contributed towards their retirement or decision to leave the police stated that they were most concerned about gaining access to support regarding second careers or retraining, or support specifically aimed at former police personnel. Many also cited financial concerns, whilst over half also stated that they did not feel ready to retire.

6.3 Retirement process

Over half of participants said that they were satisfied with the support they'd received in relation to leaving or retiring from the police service. However, there was evidence to suggest that those who had experienced an injury on duty were somewhat less satisfied. Many described the psychological impact of leaving the police service and the lack of support around this issue. In general participants commented critically on the pre-retirement courses offered, suggesting that these were often too focussed towards the financial aspects of retirement.

Whilst around half of participants who reached their retirement age said they felt prepared for their retirement, this was not necessarily the case for those who had retired or left the police service due to an injury on duty. This suggests that the sudden impact of an injury on duty impacts on the ability of officers to prepare for their retirement.

6.4 Life since leaving/retiring from the police service

The majority of participants said they had some form of paid employment. However, once again, those who had experienced an injury on duty felt less prepared to take on this new work. Those who had left or retired from the police service due to an injury on duty were more likely to state that their primary source of income was from a police pension, or spouse/partner/family member's income. Only a small proportion of those who left or retired from the police service due to an injury on duty said their primary source of income was from full or part-time employment. Consequently, participants who had experienced an injury were less likely to say that they were living comfortably on their current income level.

6.5 Awareness of charities and other support organisation

Although over half of participants reported their awareness of charities and organisations such as Citizens Advice, Age UK and Flint House, the proportion of those actually making contact with each was typically lower. This was less the case for police-focussed charities and organisations such as Flint House, the Police Treatment Centres and, to a lesser extent, forces' benevolent funds.

Participants were also asked a specific question about their understanding of the groups supported by the PDT. Less than one fifth of participants were aware that the PDT provided support to service police officers, former/retired police officers, their partners/wives/husbands/widows, as well as children and other dependants.

6.6 Additional support services

The forms of support participants felt would have been most helpful prior to retiring included financial support towards retraining, a local support network, and support for mental health needs.

There was also evidence to suggest that the support needs of former officers remained fairly consistent following retirement. When asked how helpful certain types of support would be if offered to officers now, those perceived to be most helpful included a local support network, career advice and financial support towards retraining.

PDT Leaver's Survey V4: INTRODUCTION AND CONSENT

Q1 The Police Dependants' Trust (PDT) provides financial support to police officers and their dependants in the event that an officer is injured or killed on duty. To understand how it might further support the efficiency of the police service the PDT has commissioned the University of Surrey to conduct an independent research project that examines the support that is available to current and former officers, staff, police community support officers (PCSOs) and special constables in relation to physical or psychological injuries at work.

We are interested in understanding the experiences of those who have recently left the police service and we would like to invite **former police officers**, who have left or retired from the police service **within the last 5 years**, to participate in an online survey. The survey will ask you questions about your former role in the police service, including any injuries you may have experienced, as well as questions about the leaving process and the ways you have adapted to life outside of working for the police. The findings of this survey will be used to identify any gaps in provision and help inform new ways of providing support for those who have retired from the police service.

What is involved?

This survey is open to all former police officers who have retired or left the police service within the last 5 years regardless of whether you have previously experienced an injury on duty. The survey should take approximately 10 minutes to complete however, it may take longer if you experienced an injury whilst working for the police as we would like to ask you some additional questions about your experiences.

Participation in this research is voluntary and your decision whether or not to participate will not affect your entitlement to or claim of any police pension, or any other employment or volunteer role(s) you may hold. Responses to this survey are anonymous and will be treated as strictly confidential. As your participation in this research is anonymous it will not be possible to remove your responses once you have completed the survey, nor is it possible for you to save your progress and complete the survey at a later date.

What will happen to my data?

The results of this survey will be presented at an aggregate level (e.g. force level or by job type) in any publications that result from the research (e.g. reports and academic articles) and no individual will be made identifiable by their responses.

Your data will be stored securely and your individual responses will not be shared with anyone outside the research team at the University of Surrey. All research data will be securely retained for a minimum of 10 years in line with University of Surrey policy; all personal data will be handled in accordance with the Data Protection Act 1998. The study has been reviewed and received a Favourable Ethical Opinion (FEO) from the University of Surrey Ethics Committee.

If you have any questions about the research please contact a member of the research team at: pdtrresearch@surrey.ac.uk. Please click on the arrows below to start the survey.

ASK ALL		SC FR
Q2	Before leaving / retiring from the police were you a:	Go to Q3
1	Police officer	CLOSE
2	Police community support officer	CLOSE
3	Police staff	CLOSE
4	Special constable	CLOSE
5	Other	CLOSE

ASK ALL		SC FR
Q3	Approximately how long ago did you leave your paid role in the police?	Go to Q4
1	Less than 6 months	Go to Q4
2	6 months to less than 1 year	Go to Q4
3	1 year to less than 2 years	Go to Q4
4	2 years to less than 3 years	Go to Q4
5	3 years to less than 4 years	Go to Q4
6	4 years to less than 5 years	Go to Q4
7	5 years or longer	CLOSE
8	Prefer not to say	CLOSE

7 Appendices

7.1 Appendix A: survey

ASK ALL		SC FR
Q4	Immediately before leaving / retiring, which police force did you work for?	
1	Avon & Somerset Constabulary	25 Lincolnshire Police
2	Bedfordshire Police	26 Merseyside Police
3	British Transport Police	27 Metropolitan Police Service
4	Cambridgeshire Constabulary	28 Norfolk Constabulary
5	Cheshire Constabulary	29 Northamptonshire Police
6	City of London Police	30 Northumbria Police
7	Civil Nuclear Constabulary	31 North Wales Police
8	Cleveland Police	32 North Yorkshire Constabulary
9	Cumbria Constabulary	33 Nottinghamshire Police
10	Derbyshire Constabulary	34 South Wales Police
11	Devon & Cornwall Police	35 South Yorkshire Constabulary
12	Dorset Police	36 Staffordshire Police
		37 Suffolk Constabulary
		38 Surrey Police
		39 Sussex Police
		40 Thames Valley Police
		41 Warwickshire Police
		42 West Mercia Police
		43 West Midlands Police
		44 West Yorkshire Police
		45 Wiltshire Police
		46 Other
		[CLOSE]
		Go to Q5

ASK ALL		SC FR
Q5	Broadly, what was the main reason for you leaving the police service?	
	General reasons	Go to Q6
1	Reached retirement age / 30 years' service	Go to Q6
2	Career change (e.g. a second career)	Go to Q6
	Medical / ill health retirement due to injury or illness	
3	Medical / ill health retirement (e.g. H1 process as a result of an injury on duty)	Go to Q6
4	Retired from / left the police due to an injury or illness not under medical / ill health retirement	Go to Q6
	Other reason	
6	Other reason (please specify)	Go to Q6

ASK ALL		SC FR
Q6	Was your decision to retire from / leave the police voluntary, or was there some other reason?	
1	Voluntary	Go to Q7
2	Some other reason (please specify)	Go to Q7

ASK ALL		SC FR
Q7	Was your reason for leaving the police related to an injury or illness you experienced whilst on duty or at work?	
	This includes any injuries or illnesses sustained on duty / at work, whilst reporting for / returning home from duty, or when responding to incidents whilst off duty.	
	Injuries and illnesses at work can be caused by various different circumstances. For instance, an injury or illness may be the result of a one-off event such as an accident or due to the cumulative effects of being exposed to workplace hazards such as repetitive lifting, repetitive strain injury, or regular exposure to distressing events. Therefore an injury at work may be something that made you physically unwell, psychologically unwell or both.	
1	Yes, related to an injury on duty / whilst performing the duties of a constable	Go to Q8
2	No, unrelated to an injury on duty / whilst performing the duties of a constable	Go to Q20
3	Don't know	Go to Q20

IF Q7 = 1	LOGIC ALL THOSE WHO RETIRED DUE TO INJURY / ILLNESS	MC RR
Q8	We would now like to ask you some questions about the injury you said was related to your retirement / decision to leave the police service. Thinking about the injury or illnesses that led to your retirement, how did it occur? If you have experienced a psychological injury or mental health issue as a result of your work and feel that it was brought on by a one-off event please select any of the options that also apply.	Go to Q9
1	Experienced a psychological injury or mental health issue due to work	Go to Q9
2	Contact with machinery	Go to Q9
3	Struck by a moving / flying / falling object	Go to Q9
4	Struck against (e.g. walked into something)	Go to Q9
5	Lifting and handling injuries	Go to Q9
6	Slip, trip, fall same level (e.g. during a pursuit)	Go to Q9
7	Fall from height (e.g. during a pursuit)	Go to Q9
8	Trapped by something collapsing / overturning	Go to Q9
9	Exposure to / contact with harmful substance	Go to Q9
10	Exposure to fire / explosion	Go to Q9
11	Contact with electricity	Go to Q9
12	Injured by animal	Go to Q9
13	Physical assault (no weapon involved)	Go to Q9
14	Physical assault (weapon involved e.g. knife)	Go to Q9
15	Needlestick injury or contact with bodily fluid	Go to Q9
16	Injured by regular wearing of personal protective equipment (e.g. body armour)	Go to Q9
17	Injured by sharp object	Go to Q9
18	Firearms injury, including gunshot wound	Go to Q9
19	Injured in road traffic collision	Go to Q9
20	Repetitive Strain Injury	Go to Q9
21	Another kind of injury, please state	Go to Q9

IF Q7 = 1	LOGIC ALL THOSE WHO RETIRED DUE TO INJURY / ILLNESS	MC RR
Q9	And thinking about your injury or illness that led to your retirement / decision to leave the police service, which of the following best describe your injury? (Please select all that apply)	Go to Q10
	Physical injury	Go to Q10
1	Amputation/loss of limb	Go to Q10
2	Fracture, dislocation or sprain to upper limb (arm or hand)	Go to Q10
3	Fracture, dislocation or sprain to lower limb (leg, hip or pelvis)	Go to Q10
4	Other fracture (e.g. rib)	Go to Q10
5	Head injury	Go to Q10
6	Laceration (open wound, cut or bite)	Go to Q10
7	Stabbing	Go to Q10
8	Gun-shot wound	Go to Q10
9	Burns/scalds	Go to Q10
10	Impaired sight	Go to Q10
11	Impaired hearing	Go to Q10
12	Lack of oxygen (asphyxia)	Go to Q10
13	Other type of physical injury, please state	Go to Q10
	Psychological injury/mental health issues	Go to Q10
14	Anxiety	Go to Q10
15	Depression	Go to Q10
16	Post-traumatic stress disorder (PTSD)	Go to Q10
17	Other type of psychological distress/injury, please state	Go to Q10
	Other	Go to Q10
18	Addiction / problematic use of alcohol / drug use	Go to Q10
19	Sleeping disorder	Go to Q10
20	Infection	Go to Q10
21	Poisoning	Go to Q10
22	Cardio-vascular problems	Go to Q10
23	Other, please state	Go to Q10

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IF Q7 = 1	LOGIC ALL THOSE WHO RETIRED DUE TO INJURY / ILLNESS	MC RR
Q10	We would now like to ask you some questions about the support, treatment or advice you received in relation to your injury or illness. Which (if any) of the following treatment and support services have you accessed in relation to your injury or illness? For each, please indicate whether this was whilst you were still working for the police, or since you retired / left the police service. (Please select all that apply)	Since leaving employed by the police service
1	In-force healthcare assistant / force medical examiner / doctor	Go to Q11
2	In-force counselling service	Go to Q11
3	In-force healthcare scheme	Go to Q11
4	Employee Assistance Programme	Go to Q11
5	Occupational health staff attached to your police force	Go to Q11
6	Residential rehabilitation facility for police personnel	Go to Q11
7	Practical help from a police charity (e.g. a police benevolent fund)	Go to Q11
8	The Police Dependents' Trust (PDT)	Go to Q11
9	General Practitioner (GP) / practice nurse	Go to Q11
10	In-patient NHS hospital care for physical injury	Go to Q11
11	In-patient private hospital care for physical injury	Go to Q11
12	Hospital out-patients clinic for physical injury	Go to Q11
13	In-patient psychiatric care	Go to Q11
14	NHS community mental health services	Go to Q11
15	Private counsellor	Go to Q11
16	Private residential rehabilitation facility	Go to Q11
17	NHS physiotherapist	Go to Q11
18	Private physiotherapist	Go to Q11
19	Occupational therapist (e.g. advice on adjustments to home)	Go to Q11
20	Chiropractor / osteopath	Go to Q11
21	Social services / care at home	Go to Q11
22	Practical help from a voluntary organisation (e.g. Red Cross)	Go to Q11
23	Own private healthcare insurance	Go to Q11
24	A family member's / partner's private healthcare insurance	Go to Q11
25	Professional associations (e.g. NARPO)	Go to Q11
26	Citizens Advice	Go to Q11

IF Q7 = 1	LOGIC ALL THOSE WHO RETIRED DUE TO INJURY / ILLNESS	SC RR
Q11	Are you still receiving any treatment for the injury or illness that resulted in your retirement from / decision to leave the police service?	Go to Q12
1	Yes	Go to Q12
2	No	Go to Q12
3	Don't know / prefer not to say	Go to Q12

IF Q7 = 1	LOGIC ALL THOSE WHO RETIRED DUE TO INJURY / ILLNESS	MC RR
Q12	Since retiring from / leaving the police have you experienced any other significant health problems that you feel are related to the injury that led to your retirement from / decision to leave the police service?	Go to Q13
1	Yes	Go to Q13
2	No	Go to Q13
3	Don't know / prefer not to say	Go to Q13

IF Q7 = 1	LOGIC ALL THOSE WHO RETIRED DUE TO INJURY / ILLNESS	SC RR
Q13	As a result of your injury or illness are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?	Go to Q14
1	Yes, limited a lot	Go to Q14
2	Yes, limited a little	Go to Q14
3	No	Go to Q14

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IF Q7 = 1 LOGIC ALL THOSE WHO RETIRED DUE TO INJURY / ILLNESS]		FT
Q14 Do you have any comments about the support you received in relation to your injury or illness that resulted in your retirement from / decision to leave the police service?		
1	[FREE TEXT]	Go to Q15
IF Q7 = 1 LOGIC ALL THOSE WHO RETIRED DUE TO INJURY / ILLNESS]		SC RR
Q15 How satisfied were you with the support you received in relation to your injury or illness during the time you were still working for the police service?		
	Very dissatisfied	Dissatisfied
	Neither dissatisfied nor satisfied	Satisfied
	Very satisfied	Very satisfied
1	2	4
3	5	5
IF Q7 = 1 LOGIC ALL THOSE WHO RETIRED DUE TO INJURY / ILLNESS]		SC RR
Q16 How satisfied are you with the support you have received in relation to the injury or illness you experienced since leaving / retiring from the police service?		
	Very dissatisfied	Dissatisfied
	Neither dissatisfied nor satisfied	Satisfied
	Very satisfied	Very satisfied
1	2	4
3	5	5
IF Q7 = 1 LOGIC ALL THOSE WHO RETIRED DUE TO INJURY / ILLNESS]		FT
Q17 Are there any other forms of support you would like to see offered to those who leave / retire from the police due to an injury on duty?		
1	[FREE TEXT]	Go to Q18
IF Q7 = 1 LOGIC ALL THOSE WHO RETIRED DUE TO INJURY / ILLNESS]		MC RR
Q18 Without going into detail, were you in receipt of any of the below immediately following your injury or illness? (Please note that not all of these benefits / allowances may be available to you, whilst some were only available before a certain date.)		
1	Funding or financial aid from a charity	Go to Q19
2	Unemployment-related benefits	Go to Q19
3	Universal Credit	Go to Q19
4	Injury Gratitude Award	Go to Q19
5	Sickness, disability or incapacity benefit (including Employment Support Allowance)	Go to Q19
6	Child Benefit	Go to Q19
7	Tax Credits	Go to Q19
8	Any other family-related benefit or payment	Go to Q19
9	Housing or Council Tax Benefit	Go to Q19
10	Income from any other state benefit	Go to Q19
11	Police injury pension	Go to Q19
12	Short service pension	Go to Q19
13	Standard police pension	Go to Q19
14	Personal private / stakeholder pension	Go to Q19
15	State pension	Go to Q19
16	Other (please specify)	Go to Q19

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Q7 = 1 LOGIC ALL THOSE WHO RETIRED DUE TO INJURY / ILLNESS]		MC RR			
Q19 Thinking about the time around which you stopped working for the police service what, if any, were your main concerns about leaving / retiring?					
	Please tick all that apply	Go to Q20			
1	Losing contact with friends at work	Go to Q20			
2	Losing the status of a warranted officer	Go to Q20			
3	Feeling isolated following retirement / leaving the police	Go to Q20			
4	Not ready to retire / leave the police (e.g. feeling that you still had something to offer the service)	Go to Q20			
5	How to fill up spare time / keeping busy / active	Go to Q20			
6	The impact of my retirement / leaving the police service on personal / family relationships	Go to Q20			
7	Accessing support groups for former police personnel	Go to Q20			
8	Accessing on-going support following a physical injury on duty / at work	Go to Q20			
9	Accessing on-going support for mental health needs following a psychological injury on duty/at work	Go to Q20			
10	Accessing support regarding a second career / re-training	Go to Q20			
11	Finding another job / second career / uncertainty about career direction	Go to Q20			
12	Managing on a reduced income	Go to Q20			
13	Paying the mortgage / rent	Go to Q20			
14	Paying bills (e.g. gas, electric etc.)	Go to Q20			
15	Keeping up with other debts (e.g. credit card / loan)	Go to Q20			
16	Having enough money to live comfortably	Go to Q20			
17	Having enough money to pay for long-term care (e.g. nursing home care)	Go to Q20			
18	Having enough money to pay for unexpected expenses (e.g. home repair)	Go to Q20			
19	Having enough money to support my family	Go to Q20			
20	Other (please specify)	Go to Q20			
21	None of these (exclusive)	Go to Q20			
ASK ALL [ALL THOSE WHO LEFT THE POLICE SERVICE WITHIN THE LAST 5/10 YEARS]		SC RR			
Q20 The following questions are about your experiences around leaving the police service?					
	How did you leave the police service?	Go to Q21			
1	16-24 years old	Go to Q21			
2	25-34 years old	Go to Q21			
3	35-44 years old	Go to Q21			
4	45-54 years old	Go to Q21			
5	55-64 years old	Go to Q21			
6	65+ years old	Go to Q21			
7	Prefer not to say	Go to Q21			
ASK ALL		SC RR			
Q21 Whilst you were still working, did you receive any advice or support about retirement / leaving the police service?					
1	Yes	Go to Q22			
2	No	Go to Q24			
IF Q21 = 1 LOGIC = ALL THOSE WHO RECEIVED SUPPORT ABOUT RETIREMENT / LEAVING]		SC RR			
Q22 Overall, how satisfied are you with the advice / support you received in relation to leaving / retiring from the police service?					
	Very dissatisfied	Dissatisfied	Neither dissatisfied nor satisfied	Satisfied	Very satisfied
	1	2	3	4	5

PDT Former officers online survey version 5 (04/02/2016)

Q21 = 1 LOGIC = ALL THOSE WHO RECEIVED SUPPORT ABOUT RETIREMENT / LEAVING		FT
Do you have any comments about the advice or support you received concerning retirement / leaving the police service? For instance, was there anything that was particularly helpful, or any advice or support that you think should have been made available to you? If so please write about them in the box below.		
1	[FREE TEXT]	Go to Q24

ASK ALL		MC RR
Q24 Since retiring / your decision to leave the police, which of the following applies to your current circumstances? Please tick all that apply:		
1	Retired (no form of paid employment / self-employment) (exclusive)	Go to Q25
2	Full-time paid employment	Go to Q25
3	Part-time paid employment	Go to Q25
4	Self-employed / own business	Go to Q25
5	Unemployed (exclusive)	Go to Q25

ASK ALL		MC RR
Q25 Since retiring / your decision to leave the police, which (if any) of the following applies to your current circumstances. Please tick all that apply:		
1	Volunteer for a charity or other voluntary organisation	Go to Q26
2	Volunteer for the police	Go to Q26
3	Other (please specify)	Go to Q26
4	None of these (exclusive)	

IF Q24 = 2 OR 3 OR 4 LOGIC = THOSE IN FULL / PART TIME WORK		SC RR
Q26 You said that you had some form of paid employment.		
Overall, after leaving / retiring from the police service, how prepared did you feel to take on this new work?		
1	Very unprepared	5
2	Unprepared	4
3	Neither unprepared nor prepared	3
4	Prepared	2
5	Very prepared	1

ASK ALL		SC RR
Q27 Thinking about how you felt around the time you retired / left the police, in terms of planning, how prepared would you say that you were for life after retiring / leaving the police service?		
1	Very unprepared	5
2	Unprepared	4
3	Neither unprepared nor prepared	3
4	Prepared	2
5	Very prepared	1

ASK ALL		MC RR
Q28 Which of the following sources of income apply to your household's current circumstances (i.e. including yourself and any partner / husband / wife etc.)?		
1	Police pension	Go to Q29
2	Private or stakeholder pension	Go to Q29
3	State retirement / widow's pension	Go to Q29
4	Other savings and investments	Go to Q29
5	Full / part-time employment	Go to Q29
6	Spouse / partner / family member's income	Go to Q29
7	Employment-related benefits (e.g. Job Seeker's Allowance / Income Support)	Go to Q29
8	Sickness, disability or incapacity benefit (including Employment Support Allowance)	Go to Q29
9	Industrial Injuries Benefit	Go to Q29
10	Funding from a charity or other voluntary organisation	Go to Q29
11	Other state benefit or tax credit	Go to Q29
12	Other main source (please specify)	Go to Q29
13	Prefer not to say	Go to Q29

ASK IF Q28 = 1 THRU 12		SC RR
Q29 Of those sources of income you previously selected, which would you say was your household's primary source of income?		
Pipe from Q27 1	Police pension	Go to Q30
Pipe from Q27 2	Private or stakeholder pension	Go to Q30
Pipe from Q27 3	State retirement / widow's pension	Go to Q30
Pipe from Q27 4	Other savings and investments	Go to Q30
Pipe from Q27 5	Full / part-time employment	Go to Q30
Pipe from Q27 6	Spouse / partner / family member's income	Go to Q30
Pipe from Q27 7	Employment-related benefits (e.g. Job Seeker's Allowance / Income Support)	Go to Q30
Pipe from Q27 8	Sickness, disability or incapacity benefit (including Employment Support Allowance)	Go to Q30
Pipe from Q27 9	Industrial Injuries Benefit	Go to Q30
Pipe from Q27 10	Funding from a charity or other voluntary organisation	Go to Q30
Pipe from Q27 11	Other state benefit or tax credit	Go to Q30
Pipe from Q27 12	Other main source (please specify)	Go to Q30
Pipe from Q27 13	Prefer not to say	Go to Q30

ASK ALL		SC RR
Q30 How well would you say that you are managing financially these days? Would you say you are:		
1	Living comfortably	5
2	Doing alright	4
3	Just about getting by	3
4	Finding it quite difficult	2
5	Finding it very difficult	1

ASK ALL		MC RR
Q31 The following questions are about additional sources of support for current and former police officers, as well as for those who have retired from work. Prior to receiving this survey were you aware of any of the following charities / organisations which provide help, advice and support? Please select all that you were aware of:		
1	Police Dependants' Trust (PDT)	Go to Q32
2	PC David Rathband's Blue Lamp Foundation	Go to Q32
3	Flint House (Police Rehabilitation Centre)	Go to Q32
4	The Police Treatment Centres	Go to Q32
5	Police Rehabilitation Trust	Go to Q32
6	Your force's benevolent fund or trust	Go to Q32
7	Service Dogs UK	Go to Q32
8	Agg UK	Go to Q32
9	Mind	Go to Q32
10	Citizens Advice	Go to Q32
11	Rethink Mental Illness	Go to Q32
12	Turn2us	Go to Q32
13	Same	Go to Q32
14	Royal Voluntary Service	Go to Q32
15	None these (exclusive)	Go to Q32

ASK IF Q31 = 1 THRU 14	SC RRR
Q32 Without going into detail, have you ever made contact with any of the following organisations / charities that offer support to police officers / staff for any reason? Please select all those you have previously made contact with:	Yes Go to Q33 No Go to Q33
Pipe from Q31 1 Police Dependents' Trust (PDT)	Go to Q33
Pipe from Q31 2 PC David Rathbards Blue Lamp Foundation	Go to Q33
Pipe from Q31 3 Fint House (Police Rehabilitation Centre)	Go to Q33
Pipe from Q31 4 The Police Treatment Centres	Go to Q33
Pipe from Q31 5 Police Rehabilitation Trust	Go to Q33
Pipe from Q31 6 Your force's benevolent fund or trust	Go to Q33
Pipe from Q31 7 Service Dogs UK	Go to Q33
Pipe from Q31 8 Age UK	Go to Q33
Pipe from Q31 9 Mind	Go to Q33
Pipe from Q31 10 Citizens Advice	Go to Q33
Pipe from Q31 11 Rethink Mental Illness	Go to Q33
Pipe from Q31 12 Sane	Go to Q33
Pipe from Q31 13 Turn2us	Go to Q33
Pipe from Q31 14 Royal Voluntary Service	Go to Q33

IF Q31 = 1	MC RRR
Q33 The Police Dependents' Trust is a charity that provides financial support in the event of an injury or death on duty. Prior to receiving this survey, which of the following groups were you aware that the Police Dependents' Trust offered financial support to? (Please tick all those you were aware of):	
1 Serving police officers	Go to Q34
2 Former / retired police officers	Go to Q34
3 Husbands / wives / widows of police officers	Go to Q34
4 Children and other dependants	Go to Q34
5 None of these (exclusive)	Go to Q34

ASK ALL	SC RRR
Q34 The following question lists some forms of support that could be offered to officers immediately before retirement from / leaving the police service. Thinking about your circumstances before you retired from / left the police service, how helpful would you have found each of the following if it had been offered to you at that time ?	
1 Very unhelpful	1 2 3 4
2 Unhelpful	
3 Helpful	
4 Very helpful	
1 Financial support at times of crisis to help towards unexpected expenses (e.g. furniture, household appliances, and daily essentials)	Go to Q35
2 Financial support towards specialist equipment (e.g. mobility vehicles, adaptations to car / home)	Go to Q35
3 Financial support towards career retraining	Go to Q35
4 Financial support towards children's extracurricular activities	Go to Q35
5 Having a local support network (e.g. National Association of Retired Police Officers)	Go to Q35
6 Access to respite breaks where an injury has placed a strain on family relationships	Go to Q35
7 Career advice following an injury on duty / at work (e.g. career advancement, advice and guidance on half-pay decisions, ill-health retirements and A20 process)	Go to Q35
8 Pension advice following an injury on duty (e.g. in event of early retirement)	Go to Q35
9 Support for the mental health needs of those about to retire / leave the police service	Go to Q35
10 Support for those who are injured on duty / at work and wish to remain working for the police service	Go to Q35

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ASK ALL	SC RRR
Q35 The following question lists some forms of support that could be offered to former police officers after retirement from / leaving the police service. Thinking about your current circumstances , how helpful would you find each of the following, if they were to be offered to you now ?	
1 Very unhelpful	1 2 3 4
2 Unhelpful	
3 Helpful	
4 Very helpful	
1 Financial support at times of crisis to help towards unexpected expenses (e.g. furniture, household appliances, and daily essentials)	Go to Q36
2 Financial support towards specialist equipment (e.g. mobility vehicles, adaptations to car / home)	Go to Q36
3 Financial support towards career retraining	Go to Q36
4 Financial support towards children's extracurricular activities	Go to Q36
5 Having a local support network (e.g. National Association of Retired Police Officers)	Go to Q36
6 Access to respite breaks where an injury has placed a strain on family relationships	Go to Q36
7 Better access to mental health services	Go to Q36
8 Career advice	Go to Q36
9 Emotional support and health advice provided by a formal network of trained advisors	Go to Q36

ASK ALL	FT
Q36 Are there any other types of support you would like to see offered to current or former police officers, following an injury on duty / at work?	
1 [FREE TEXT]	Go to Q37

ASK ALL	SC RRR
Q37 On a scale of 0 to 10, where 0 = the worst possible state and 10 = the best possible state, how would you rate your overall state of health TOTAL ?	
Worst	1 2 3 4 5 6 7 8 9 10
Best	
	Go to Q38

ASK ALL	SC RRR
Q38 The next few questions are about your former role in the police service.	
1 What was your rank prior to leaving the police service?	
1 Constable	Go to Q39
2 Sergeant	Go to Q39
3 Inspector/Chief Inspector	Go to Q39
4 Superintendent / Chief Superintendent	Go to Q39
5 Chief Officer / NPCC rank	Go to Q39
6 Prefer not to say	Go to Q39

ASK ALL	SC RRR
Q39 In total, how long did you work for the police?	
1 Less than 6 months	Go to Q40
2 6 months to less than 1 year	Go to Q40
3 1 year to less than 3 years	Go to Q40
4 3 years to less than 5 years	Go to Q40
5 5 years to less than 10 years	Go to Q40
6 10 years to less than 15 years	Go to Q40
7 15 years to less than 20 years	Go to Q40
8 20 years to less than 25 years	Go to Q40
9 25 years to less than 30 years	Go to Q40
10 30 years or longer	Go to Q40
11 Prefer not to say	Go to Q40

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ASK IF Q7 = 1	SC RR
Q40 Which of the following categories best matches your MAIN role at the time you experienced your injury or illness?	
1 Local policing (e.g. neighbourhood policing)	Go to Q42
2 Incident response (e.g. responding to 999 calls)	Go to Q42
3 Call centre /front desk (e.g. taking 999 calls from the public or face-to-face contact with public)	Go to Q42
4 Central communications / dispatch	Go to Q42
5 Criminal Justice Arrangements (e.g. custody, PNC, property officer)	Go to Q42
6 Road policing (e.g. traffic unit, vehicle recovery, casualty reduction partnership)	Go to Q42
7 Operational support (e.g. air operations, mounted police, dogs section, firearms unit)	Go to Q42
8 Intelligence (e.g. intelligence analysis)	Go to Q42
9 Investigations (e.g. major investigations, specialist investigations, public protection)	Go to Q42
10 Investigative support (e.g. scenes of crime, forensic services, photographic/image recovery)	Go to Q42
11 National Policing (e.g. secondment out of force, counter-terrorism/special branch, National Crime Agency)	Go to Q42
12 Support function/other (e.g., human resources, finance, fleet services, estates, administration, ICT, professional standards)	Go to Q42
13 Chief Officer Group (including NPCC)	Go to Q42
14 Other role, please specify	Go to Q42
15 Don't know / prefer not to say	Go to Q42

ASK IF Q7 = 2 OR 3	SC RR
Q41 Which of the following categories best matches your MAIN role before you left the police (e.g. the role you are current work in)?	
1 Local policing (e.g. neighbourhood policing)	Go to Q42
2 Incident response (e.g. responding to 999 calls)	Go to Q42
3 Call centre /front desk (e.g. taking 999 calls from the public or face-to-face contact with public)	Go to Q42
4 Central communications / dispatch	Go to Q42
5 Criminal Justice Arrangements (e.g. custody, PNC, property officer)	Go to Q42
6 Road policing (e.g. traffic unit, vehicle recovery, casualty reduction partnership)	Go to Q42
7 Operational support (e.g. air operations, mounted police, dogs section, firearms unit)	Go to Q42
8 Intelligence (e.g. intelligence analysis)	Go to Q42
9 Investigations (e.g. major investigations, specialist investigations, public protection)	Go to Q42
10 Investigative support (e.g. scenes of crime, forensic services, photographic/image recovery)	Go to Q42
11 National Policing (e.g. secondment out of force, counter terrorism/special branch, National Crime Agency)	Go to Q42
12 Support function/other (e.g., human resources, finance, fleet services, estates, administration, ICT, professional standards)	Go to Q42
13 Chief Officer Group (including NPCC)	Go to Q42
14 Other role, please specify	Go to Q42
15 Don't know / prefer not to say	Go to Q42

ASK ALL	SC RR
Q42 Finally, we would like to ask you some questions about yourself so that we can compare the experiences of different types of former police officers. What is your gender?	
1 Male	Go to Q43
2 Female	Go to Q43
3 Prefer not to say	Go to Q43

ASK ALL	SC RR
Q43 How old are you?	
1 16-24	Go to Q44
2 25-34	Go to Q44
3 35-44	Go to Q44
4 45-54	Go to Q44
5 55-64	Go to Q44
6 65+	Go to Q44
7 Prefer not to say	Go to Q44

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ASK ALL	SC RR
Q44 What is your ethnic group? Choose one option that best describes your ethnic group or background.	
1 White	Go to Q45
2 English/Welsh/Scottish/Northern Irish/British	Go to Q45
3 Irish	Go to Q45
4 Gypsy or Irish Traveller	Go to Q45
5 Any other White background, please describe	Go to Q45
6 Mixed/Multiple ethnic groups	Go to Q45
7 White and Black Caribbean	Go to Q45
8 White and Black African	Go to Q45
9 White and Asian	Go to Q45
10 Any other Mixed/Multiple ethnic background, please describe	Go to Q45
11 Asian/Asian British	Go to Q45
12 Indian	Go to Q45
13 Pakistani	Go to Q45
14 Bangladeshi	Go to Q45
15 Chinese	Go to Q45
16 Any other Asian background, please describe	Go to Q45
17 Black/African/Caribbean/Black British	Go to Q45
18 African	Go to Q45
19 Caribbean	Go to Q45
20 Any other Black/African/Caribbean background, please describe	Go to Q45
21 Other ethnic group	Go to Q45
22 Any other ethnic group, please describe	Go to Q45
23 Prefer not to say	Go to Q45

ASK ALL	SC RR
Q45 What is your marital status?	
1 Married	Go to Q46
2 In same sex civil partnership	Go to Q46
3 Living with a partner	Go to Q46
4 Separated (after being married or in a civil partnership)	Go to Q46
5 Divorced / dissolved civil partnership	Go to Q46
6 Widowed / surviving partner from a civil partnership	Go to Q46
7 Single (never married / never in a civil partnership)	Go to Q46
8 Don't know	Go to Q46
9 Prefer not to say	Go to Q46

ASK ALL	SC RR
Q46 Are there any dependants (children or adult) living in your household?	
1 Yes	Go to Q47
2 No	Go to Q47
3 Prefer not to say	Go to Q47

ASK ALL	SC RR
Q47 Which of the following best describes how you think of yourself?	
1 Heterosexual	Go to Q48
2 Gay	Go to Q48
3 Lesbian	Go to Q48
4 Bisexual	Go to Q48
5 Other	Go to Q48
6 Prefer not to say	Go to Q48

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SURVEY CLOSE SCREEN

<p>SHOW ALL Q48</p>	<p>Thank you for taking part in this survey, your responses are greatly appreciated and will help the PDT to identify further ways of support injury officers and their dependants.</p> <p>If you would like to ask a question about the research please contact a member of the team research on the details below. Please note that the research team are unable to offer any formal support.</p> <p>Email: pdresearch@surrey.ac.uk Twitter: @PDTResearchUoS</p> <p>If you would like any further advice or support in relation to an injury at work there are several organisations that may be able to assist you:</p> <ul style="list-style-type: none"> • Age UK <ul style="list-style-type: none"> ○ Telephone: 0800 169 2081 ○ Website: www.ageuk.org.uk • Mind <ul style="list-style-type: none"> ○ Telephone: 0800 123 3393 ○ Text: 86463 ○ Email: info@mind.org.uk ○ Website www.mind.org.uk • The Police Treatment Centres <ul style="list-style-type: none"> ○ Website: www.police-treatmentcentres.org • Flint House Police Rehabilitation Centre <ul style="list-style-type: none"> ○ Telephone: 01491 874499 ○ Website: www.flinthouse.co.uk • Police Dependents' Trust <ul style="list-style-type: none"> ○ Telephone: 020 8941 6907 ○ Website: www.pdtrust.org <p>Thank you again for participating in this research.</p>	<p>END</p>
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NOT ELIGIBLE FOR SURVEY CLOSE SCREEN

<p>SHOW IF SCREEN OUT (Q2 = 2 OR 3 OR 4 OR 5; OR Q3 = 5 OR 6 OR 7 OR 8 OR 9 OR 10 OR 11; OR Q4 = 46) Q49</p>	<p>Thank you for your interest in this research.</p> <p>Unfortunately this survey is only open for completion by former police officers who have retired or left the police service within the last 5 years. If you would like to ask a question about the research please contact a member of the team research on the details below. Please note that the research team are unable to offer any formal support.</p> <p>Email: pdresearch@surrey.ac.uk Twitter: @PDTResearchUoS</p> <p>If you would like any further advice or support in relation to an injury at work there are several organisations that may be able to assist you:</p> <ul style="list-style-type: none"> • Age UK <ul style="list-style-type: none"> ○ Telephone: 0800 169 2081 ○ Website: www.ageuk.org.uk • Mind <ul style="list-style-type: none"> ○ Telephone: 0800 123 3393 ○ Text: 86463 ○ Email: info@mind.org.uk ○ Website www.mind.org.uk • The Police Treatment Centres <ul style="list-style-type: none"> ○ Website: www.police-treatmentcentres.org • Flint House Police Rehabilitation Centre <ul style="list-style-type: none"> ○ Telephone: 01491 874499 ○ Website: www.flinthouse.co.uk • Police Dependents' Trust <ul style="list-style-type: none"> ○ Telephone: 020 8941 6907 ○ Website: www.pdtrust.org <p>Thank you for your interest in this research.</p>	<p>END</p>
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7.2 Appendix B: survey flow



7.3 Appendix C: abbreviations

A19: Regulation A19 of the Police Pension Regulations (1987) provides for the compulsory retirement of a police officer (up to and including the rank of Chief Superintendent) on the grounds of efficiency of the Force, where the officer has accrued full pension entitlement.

A20: Regulation A20 of the Police Pension Regulations (1987) refers to the compulsory retirement of officers on the grounds of disablement.

CSE: Child sexual exploitation

FMA: Force medical advisor

FME: Force medical examiner

HMIC: Her Majesty's Inspectorate of Constabulary

HR: Human resources

HSE: Health and Safety Executive

IODPA: Injured on Duty Pensioners Association

NHS: National Health Service

OH: Occupational Health

PCSO: Police community support officer

PDT: Police Dependants' Trust

RTI: Road traffic incident

UPP: Unsatisfactory performance procedure