

Police Staff Careers – What Makes them Unique?

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Currently there are approximately 66,000 Police staff working in the UK. This work focuses on Police Staff career development.

Objectives:

In light of the above the objectives of this work are to:

- establish what career development opportunities are available for Police Staff.
- elicit the views of key stakeholders about Police Staff Careers.
- investigate Police Staff career anchors

Design

This work uses a mixed method design. A qualitative approach was used to investigate current provisions. A quantitative approach was used in the analysis of career anchors.

Method

To examine current practices, telephone interviews were conducted with career development officers from 7 forces; semi -structured interviews were conducted with 11 Department Managers and employees were asked to complete an anonymous on-line survey.

To examine career anchors 606 employees from various organisations completed a 40-item questionnaire.

Results:

Interviews showed that Police Staff career development was something that all of the stakeholders were trying to address. Survey data showed that the majority would like to have a long term career with the police, however when asked if the service could provide for their long term career needs the majority were unsure.

Looking at Police Staff career anchors showed that they do differ from other groups of staff. In particular Police Staff place higher value of Security and Sense of Service than other groups.

Conclusions:

Mawby, (1998) noted that the Police service may be left with those, who do not seek greater recognition, promotion and increased responsibility. The finding from this research could be used to design bespoke career development initiatives. To attract and retain quality Police Staff the service need to take steps to introduce a clearer career structure to enable staff to see that they have a future in the organisation.