



Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for People and Organisational Development by Staff groupings

Total respondents: 26

Produced by People Insight in July 2018




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Key to the information displayed
in this report























Symbols:





















-  indicates what percentage of the total answers for this question were **positive**
-  indicates what percentage of the total answers for this question were **neutral**
-  indicates what percentage of the total answers for this question were **negative**

















A traffic light system is used to indicate:





















-  areas of **strength**
-  areas for **development**
-  areas of **weakness**
-  where we are unable to comment due to lack of data or to maintain confidentiality of respondents





















People and Organisation Development	Questions in the "Goal Clarity" section	Non Uniformed
   		   
 92% 4% 4%	1. I understand the priorities or Missions & Aims of MFRA	 96% 4% 0%
 92% 4% 4%	2. I am clear about what I am expected to achieve in my job	 96% 4% 0%
 92% 4% 4%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	 96% 4% 0%
 81% 15% 4%	4. Senior Managers provide a clear vision of the overall direction of MFRA	 83% 17% 0%
 89% 7% 4%	Section averages	 93% 7% 0%

People and Organisation Development	Questions in the "My Job" section	Non Uniformed
   		   
 88% 8% 4%	1. I enjoy my work	 92% 8% 0%
 81% 15% 4%	2. My job makes the best use of the skills and abilities that I have	 83% 17% 0%
 88% 8% 4%	3. I get a sense of personal accomplishment from my work	 92% 8% 0%
 85% 8% 8%	4. I feel that my work contributes to Safer Stronger Communities	 88% 8% 4%
 88% 8% 4%	5. I feel supported in my role	 92% 8% 0%
 65% 27% 8%	6. I have a sense of good job security	 63% 29% 8%
 83% 12% 5%	Section averages	 85% 13% 2%







People and Organisation Development	Questions in the "Employee Involvement" section	Non Uniformed
   		   
 85% 4% 12%	1. I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	 83% 4% 13%
 92% 4% 4%	2. I am able to use my own initiative at work to do my job	 96% 4% 0%
 96% 0% 4%	3. I am encouraged to suggest new ideas for improvements	 100% 0% 0%
 96% 0% 4%	4. I am comfortable to speak up and constructively challenge how things are done	 100% 0% 0%
 69% 12% 19%	5. People can communicate openly with each other here regardless of position or level	 71% 13% 17%
 88% 4% 8%	Section averages	 90% 4% 6%























People and Organisation Development	Questions in the "Teamwork" section	Non Uniformed
   		   
 77% 8% 15%	1. Morale in my immediate team/watch/section is generally high	 79% 8% 13%
 38% 31% 31%	2. Different parts of the service work well together	 42% 29% 29%
 50% 35% 15%	3. We are good at sharing ideas to make things work better	 54% 33% 13%
 55% 24% 21%	Section averages	 58% 24% 18%















People and Organisation Development	Questions in the "Learning & Development" section	Non Uniformed
   		   
 88% 4% 8%	1. I have received the training and development I need to do my job well and safely	 92% 4% 4%
 73% 15% 12%	2. I have the right opportunities to learn and grow at work	 75% 17% 8%
 88% 8% 4%	3. I have the knowledge and skills I need to do my job well	 92% 8% 0%
 62% 27% 12%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	 67% 25% 8%
 81% 12% 8%	5. I have good quality equipment to help me do my job	 83% 13% 4%
 78% 13% 8%	Section averages	 82% 13% 5%





















People and Organisation Development	Questions in the "Recognition & Reward" section	Non Uniformed
   		   
 81% 8% 12%	1. In the last week, I have received thanks or praise for doing good work	 83% 8% 8%
 85% 4% 12%	2. I feel valued and recognised for the work that I do by my line manager	 88% 4% 8%
 73% 12% 15%	3. I feel valued and recognised for the work that I do by other team members	 75% 13% 13%
 65% 15% 19%	4. I feel valued and recognised for the work that I do by senior managers	 67% 17% 17%
 77% 15% 8%	5. I receive feedback on my work	 79% 17% 4%
 76% 11% 13%	Section averages	 78% 12% 10%

People and Organisation Development	Questions in the "Management Effectiveness" section	Non Uniformed
85% 8% 8%	1. My manager communicates regularly about issues that affect my work	83% 8% 8%
85% 12% 4%	2. My manager makes time for me	83% 13% 4%
88% 8% 4%	3. My manager treats me fairly and with respect	92% 8% 0%
77% 12% 12%	4. My manager gives me regular feedback on how I am doing	83% 8% 8%
38% 42% 19%	5. Senior managers do what they say they are going to do	42% 42% 17%
54% 19% 27%	6. Employees at my level are able to communicate their concerns to higher management	54% 21% 25%
31% 31% 38%	7. MFRA Members engage well with staff at MFRA	29% 33% 38%
65% 31% 4%	8. I have confidence in the future of MFRA	67% 33% 0%
65% 20% 14%	Section averages	67% 21% 13%

People and Organisation Development	Questions in the "Culture & Values" section	Non Uniformed
   		   
G 77% 19% 4%	1. Bullying, harassment and discrimination are not tolerated at MFRA	G 83% 17% 0%
G 96% 4% 0%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	G 96% 4% 0%
G 77% 12% 12%	3. I feel able to make decisions without fear of being blamed if things go wrong	G 79% 13% 8%
G 92% 0% 8%	4. Generally we resolve any differences of opinion amicably	G 96% 0% 4%
A 65% 23% 12%	5. MFRA promotes a culture of openness and transparency	A 67% 25% 8%
R 42% 54% 4%	6. MFRA is a better place to work than it was 3 years ago	R 42% 58% 0%
G 92% 4% 4%	7. I have a good understanding of MFRA values	G 96% 4% 0%
G 81% 12% 8%	8. I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	G 83% 13% 4%
G 77% 8% 15%	9. I feel valued	G 79% 8% 13%
A 73% 8% 19%	10. I am able to strike the right balance between my work and home life	G 75% 8% 17%
G 77% 14% 8%	Section averages	G 80% 15% 5%

People and Organisation Development	Questions in the "Change Management" section	Non Uniformed
   		   
 88% 8% 4%	1. I understand the need for change at MFRA given the cuts faced by the Authority	 92% 8% 0%
 73% 12% 15%	2. I am communicated with about change that affects me in good time	 75% 13% 13%
 62% 27% 12%	3. Change here is well managed overall	 63% 29% 8%
 58% 19% 23%	4. Change within my team is well managed	 58% 21% 21%
 54% 31% 15%	5. I feel that MFRA consider the impact on me and other people when making decisions	 54% 33% 13%
 50% 35% 15%	6. A lot is done to help staff prepare for and cope with change	 50% 38% 13%
 64% 22% 14%	Section averages	 65% 24% 11%

People and Organisation Development	Questions in the "Health and Wellbeing" section	Non Uniformed
   		   
 77% 12% 12%	1. In general I would say my health is good	 79% 8% 13%
 93% 7% 0%	2. I consider that I benefited from the support I received through the Occupational Health Team	 92% 8% 0%
 83% 10% 8%	Section averages	 84% 8% 8%

People and Organisation Development	Questions in the "Overall" section	Non Uniformed
   		   
 96% 0% 4%	1. I am proud to say I work for MFRA	 100% 0% 0%
 96% 0% 4%	2. Working here makes me want to do the best I can	 100% 0% 0%
 88% 4% 8%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	 92% 4% 4%
 96% 0% 4%	4. I care about the future of MFRA	 100% 0% 0%
 81% 12% 8%	5. I would still like to be working at MFRA in two years' time	 83% 13% 4%
 92% 3% 5%	Section averages	 95% 3% 2%

Breakdown of respondents for Merseyside Fire and Rescue: Function/place [People and Organisational Development]

Staff groupings	Total
Uniformed	1
Non Uniformed	24
Control	1
Total	26