



## Results of the Survey for Merseyside Fire and Rescue

### Data tables showing results for Community Risk Management (Prev & Protect staff) by Staff groupings

Total respondents: 77

Produced by People Insight in July 2018




Peopleinsight

Tel: 0870 742 4810  
Email: [enquiry@peopleinsight.co.uk](mailto:enquiry@peopleinsight.co.uk)  
Website: [www.peopleinsight.co.uk](http://www.peopleinsight.co.uk)


































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































Community Risk Management Prev Protect Staff	Questions in the "Goal Clarity" section	Uniformed	Non Uniformed
   		   	   
 96% 4% 0%	1. I understand the priorities or Missions & Aims of MFRA	 100% 0% 0%	 95% 5% 0%
 87% 9% 4%	2. I am clear about what I am expected to achieve in my job	 92% 0% 8%	 86% 11% 3%
 95% 4% 1%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	 100% 0% 0%	 94% 5% 2%
 75% 18% 6%	4. Senior Managers provide a clear vision of the overall direction of MFRA	 69% 31% 0%	 77% 16% 8%
 88% 9% 3%	<b>Section averages</b>	 90% 8% 2%	 88% 9% 3%

Community Risk Management Prev Protect Staff	Questions in the "My Job" section	Uniformed	Non Uniformed
   		   	   
 88% 8% 4%	1. I enjoy my work	 92% 8% 0%	 88% 8% 5%
 66% 16% 18%	2. My job makes the best use of the skills and abilities that I have	 85% 8% 8%	 63% 17% 20%
 86% 8% 6%	3. I get a sense of personal accomplishment from my work	 92% 0% 8%	 84% 9% 6%
 95% 5% 0%	4. I feel that my work contributes to Safer Stronger Communities	 100% 0% 0%	 94% 6% 0%
 73% 13% 14%	5. I feel supported in my role	 85% 8% 8%	 70% 14% 16%
 62% 17% 21%	6. I have a sense of good job security	 77% 8% 15%	 59% 19% 22%
 78% 11% 11%	<b>Section averages</b>	 88% 5% 6%	 76% 12% 11%

Community Risk Management Prev Protect Staff	Questions in the "Employee Involvement" section	Uniformed	Non Uniformed
<b>G</b> 79% 14% 6%	1. I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	<b>G</b> 100% 0% 0%	<b>G</b> 75% 17% 8%
<b>G</b> 86% 10% 4%	2. I am able to use my own initiative at work to do my job	<b>G</b> 92% 0% 8%	<b>G</b> 84% 13% 3%
<b>G</b> 75% 18% 6%	3. I am encouraged to suggest new ideas for improvements	<b>G</b> 100% 0% 0%	<b>G</b> 70% 22% 8%
<b>A</b> 69% 16% 16%	4. I am comfortable to speak up and constructively challenge how things are done	<b>G</b> 77% 15% 8%	<b>A</b> 67% 16% 17%
<b>R</b> 51% 21% 29%	5. People can communicate openly with each other here regardless of position or level	<b>A</b> 62% 23% 15%	<b>R</b> 48% 20% 31%
<b>G</b> 72% 16% 12%	<b>Section averages</b>	<b>G</b> 86% 8% 6%	<b>A</b> 69% 18% 13%

Community Risk Management Prev Protect Staff	Questions in the "Teamwork" section	Uniformed	Non Uniformed
   		   	   
 69% 13% 18%	1. Morale in my immediate team/watch/section is generally high	 92% 0% 8%	 64% 16% 20%
 51% 29% 21%	2. Different parts of the service work well together	 38% 23% 38%	 53% 30% 17%
 57% 29% 14%	3. We are good at sharing ideas to make things work better	 62% 15% 23%	 56% 31% 13%
 59% 23% 18%	<b>Section averages</b>	 64% 13% 23%	 58% 26% 17%

Community Risk Management Prev Protect Staff	Questions in the "Learning & Development" section	Uniformed	Non Uniformed
   		   	   
 78% 12% 10%	1. I have received the training and development I need to do my job well and safely	 85% 0% 15%	 77% 14% 9%
 62% 14% 23%	2. I have the right opportunities to learn and grow at work	 85% 8% 8%	 58% 16% 27%
 91% 8% 1%	3. I have the knowledge and skills I need to do my job well	 100% 0% 0%	 89% 9% 2%
 52% 27% 21%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	 62% 23% 15%	 50% 28% 22%
 51% 22% 27%	5. I have good quality equipment to help me do my job	 54% 23% 23%	 50% 22% 28%
 67% 17% 17%	<b>Section averages</b>	 77% 11% 12%	 65% 18% 18%

Community Risk Management Prev Protect Staff	Questions in the "Recognition & Reward" section	Uniformed	Non Uniformed
   		   	   
 60% 14% 26%	1. In the last week, I have received thanks or praise for doing good work	 77% 8% 15%	 56% 16% 28%
 83% 10% 6%	2. I feel valued and recognised for the work that I do by my line manager	 92% 8% 0%	 81% 11% 8%
 88% 12% 0%	3. I feel valued and recognised for the work that I do by other team members	 100% 0% 0%	 86% 14% 0%
 60% 21% 19%	4. I feel valued and recognised for the work that I do by senior managers	 69% 23% 8%	 58% 20% 22%
 62% 22% 16%	5. I receive feedback on my work	 85% 8% 8%	 58% 25% 17%
 71% 16% 14%	<b>Section averages</b>	 85% 9% 6%	 68% 17% 15%































Community Risk Management Prev Protect Staff	Questions in the "Management Effectiveness" section	Uniformed	Non Uniformed
81%  10%  9%	1. My manager communicates regularly about issues that affect my work	92%  8%  0%	78%  11%  11%
71%  21%  8%	2. My manager makes time for me	69%  15%  15%	72%  22%  6%
88%  4%  8%	3. My manager treats me fairly and with respect	92%  0%  8%	88%  5%  8%
58%  26%  16%	4. My manager gives me regular feedback on how I am doing	69%  23%  8%	56%  27%  17%
39%  36%  25%	5. Senior managers do what they say they are going to do	54%  38%  8%	36%  36%  28%
56%  23%  21%	6. Employees at my level are able to communicate their concerns to higher management	85%  0%  15%	50%  28%  22%
32%  43%  25%	7. MFRA Members engage well with staff at MFRA	69%  23%  8%	25%  47%  28%
57%  34%  9%	8. I have confidence in the future of MFRA	62%  31%  8%	56%  34%  9%
60%  25%  15%	<b>Section averages</b>	74%  17%  9%	58%  26%  16%





Community Risk Management Prev Protect Staff	Questions in the "Change Management" section	Uniformed	Non Uniformed
<b>G</b> 96% 4% 0%	1. I understand the need for change at MFRA given the cuts faced by the Authority	<b>G</b> 100% 0% 0%	<b>G</b> 95% 5% 0%
<b>A</b> 62% 27% 10%	2. I am communicated with about change that affects me in good time	<b>G</b> 85% 15% 0%	<b>A</b> 58% 30% 13%
<b>A</b> 55% 32% 13%	3. Change here is well managed overall	<b>G</b> 77% 23% 0%	<b>R</b> 50% 34% 16%
<b>A</b> 61% 26% 13%	4. Change within my team is well managed	<b>G</b> 92% 8% 0%	<b>R</b> 55% 30% 16%
<b>R</b> 44% 35% 21%	5. I feel that MFRA consider the impact on me and other people when making decisions	<b>G</b> 77% 23% 0%	<b>R</b> 38% 38% 25%
<b>R</b> 43% 32% 25%	6. A lot is done to help staff prepare for and cope with change	<b>G</b> 77% 8% 15%	<b>R</b> 36% 38% 27%
<b>A</b> 60% 26% 14%	<b>Section averages</b>	<b>G</b> 85% 13% 3%	<b>R</b> 55% 29% 16%

Community Risk Management Prev Protect Staff	Questions in the "Health and Wellbeing" section	Uniformed	Non Uniformed
87% 12% 1%	1. In general I would say my health is good	100% 0% 0%	84% 14% 2%
90% 10% 0%	2. I consider that I benefited from the support I received through the Occupational Health Team	100% 0% 0%	86% 14% 0%
88% 11% 1%	<b>Section averages</b>	100% 0% 0%	85% 14% 1%

Community Risk Management Prev Protect Staff	Questions in the "Overall" section	Uniformed	Non Uniformed
   		   	   
 94% 5% 1%	1. I am proud to say I work for MFRA	 92% 8% 0%	 94% 5% 2%
 92% 5% 3%	2. Working here makes me want to do the best I can	 92% 0% 8%	 92% 6% 2%
 79% 14% 6%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	 92% 8% 0%	 77% 16% 8%
 96% 3% 1%	4. I care about the future of MFRA	 100% 0% 0%	 95% 3% 2%
 88% 6% 5%	5. I would still like to be working at MFRA in two years' time	 77% 15% 8%	 91% 5% 5%
 90% 7% 3%	<b>Section averages</b>	 91% 6% 3%	 90% 7% 3%

## Breakdown of respondents for Merseyside Fire and Rescue: Function/place [Community Risk Management (Prev & Protect staff)]

Staff groupings	Total
Uniformed	13
Non Uniformed	64
Control	0
<b>Total</b>	<b>77</b>