



Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for Merseyside Fire and Rescue by; Gender

Total respondents: 548
Response rate: 56%




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Peopleinsight





Tel: 0870 742 4810
Email: enquiry@peopleinsight.co.uk
Website: 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

MFRA	Questions in the "Goal Clarity" section	Male	Female	Prefer not to say gender
86% 9% 5%	1. I understand the priorities or Missions & Aims of MFRA	83% 12% 5%	98% 2% 1%	81% 10% 8%
90% 6% 4%	2. I am clear about what I am expected to achieve in my job	90% 6% 5%	98% 2% 1%	82% 11% 6%
87% 8% 5%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	85% 9% 6%	98% 2% 1%	82% 13% 5%
55% 25% 20%	4. Senior Managers provide a clear vision of the overall direction of MFRA	51% 26% 24%	82% 16% 2%	33% 35% 31%
80% 12% 8%	Section averages	77% 13% 10%	94% 5% 1%	70% 17% 13%

MFRA	Questions in the "My Job" section	Male	Female	Prefer not to say gender
G 78% 14% 8%	1. I enjoy my work	G 76% 14% 10%	G 92% 7% 1%	A 67% 21% 13%
A 60% 18% 22%	2. My job makes the best use of the skills and abilities that I have	A 59% 17% 24%	G 72% 16% 12%	R 47% 26% 27%
G 75% 14% 11%	3. I get a sense of personal accomplishment from my work	G 74% 15% 11%	G 86% 11% 3%	A 65% 16% 20%
G 79% 14% 8%	4. I feel that my work contributes to Safer Stronger Communities	G 79% 12% 9%	G 86% 12% 2%	A 69% 19% 13%
A 58% 20% 22%	5. I feel supported in my role	R 53% 21% 25%	G 81% 13% 6%	R 42% 26% 32%
R 54% 24% 22%	6. I have a sense of good job security	A 59% 21% 20%	R 52% 22% 26%	R 38% 36% 26%
A 67% 17% 15%	Section averages	A 67% 17% 16%	G 78% 13% 8%	R 54% 24% 22%





























































MFRA	Questions in the "Employee Involvement" section	Male	Female	Prefer not to say gender
A 65% 15% 20%	1. I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	A 64% 15% 22%	G 80% 11% 9%	R 51% 22% 27%
G 72% 14% 14%	2. I am able to use my own initiative at work to do my job	A 68% 16% 16%	G 85% 8% 7%	A 66% 16% 19%
A 58% 23% 19%	3. I am encouraged to suggest new ideas for improvements	R 54% 24% 21%	G 76% 18% 6%	R 44% 26% 30%
R 59% 15% 26%	4. I am comfortable to speak up and constructively challenge how things are done	R 57% 15% 29%	G 75% 14% 11%	R 43% 18% 40%
R 41% 20% 38%	5. People can communicate openly with each other here regardless of position or level	R 40% 20% 40%	A 64% 16% 20%	R 17% 28% 55%
A 59% 18% 24%	Section averages	R 57% 18% 26%	G 76% 13% 11%	R 44% 22% 34%

MFRA	Questions in the "Teamwork" section	Male	Female	Prefer not to say gender
   		   	   	   
 53% 17% 30%	1. Morale in my immediate team/watch/section is generally high	 52% 18% 30%	 64% 12% 24%	 41% 20% 40%
 35% 29% 36%	2. Different parts of the service work well together	 31% 27% 41%	 51% 29% 20%	 24% 34% 42%
 38% 31% 30%	3. We are good at sharing ideas to make things work better	 36% 29% 34%	 52% 32% 16%	 26% 38% 36%
 42% 26% 32%	Section averages	 40% 25% 35%	 56% 24% 20%	 30% 31% 39%

MFRA	Questions in the "Learning & Development" section	Male	Female	Prefer not to say gender
G 77% 12% 11%	1. I have received the training and development I need to do my job well and safely	G 78% 11% 11%	G 82% 12% 5%	A 67% 16% 18%
R 54% 22% 24%	2. I have the right opportunities to learn and grow at work	R 53% 24% 23%	A 66% 18% 15%	R 40% 23% 38%
G 85% 12% 3%	3. I have the knowledge and skills I need to do my job well	G 88% 8% 4%	G 88% 11% 2%	G 72% 24% 4%
R 50% 28% 22%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	R 46% 30% 24%	A 66% 21% 13%	R 44% 28% 28%
A 70% 18% 13%	5. I have good quality equipment to help me do my job	G 72% 16% 12%	G 73% 18% 9%	A 56% 26% 18%
A 67% 18% 14%	Section averages	A 68% 18% 15%	G 75% 16% 9%	R 56% 23% 21%

MFRA	Questions in the "Recognition & Reward" section	Male	Female	Prefer not to say gender
R 57% 17% 27%	1. In the last week, I have received thanks or praise for doing good work	R 56% 16% 28%	A 63% 18% 18%	R 50% 17% 33%
G 73% 15% 12%	2. I feel valued and recognised for the work that I do by my line manager	G 73% 14% 14%	G 85% 11% 5%	A 58% 26% 16%
G 78% 18% 5%	3. I feel valued and recognised for the work that I do by other team members	G 77% 17% 6%	G 81% 16% 3%	G 75% 22% 3%
R 36% 26% 38%	4. I feel valued and recognised for the work that I do by senior managers	R 32% 26% 42%	A 57% 25% 18%	R 20% 27% 53%
R 49% 29% 23%	5. I receive feedback on my work	R 43% 33% 24%	G 71% 17% 12%	R 36% 30% 33%
A 58% 21% 21%	Section averages	R 56% 21% 23%	G 71% 18% 11%	R 48% 24% 28%

MFRA	Questions in the "Management Effectiveness" section	Male	Female	Prefer not to say gender
79% 14% 7%	1. My manager communicates regularly about issues that affect my work	79% 13% 7%	84% 11% 5%	72% 18% 10%
78% 16% 5%	2. My manager makes time for me	79% 16% 6%	84% 12% 4%	68% 25% 7%
84% 11% 5%	3. My manager treats me fairly and with respect	85% 11% 5%	90% 7% 3%	74% 19% 7%
62% 27% 10%	4. My manager gives me regular feedback on how I am doing	64% 26% 10%	67% 25% 8%	52% 33% 15%
31% 33% 36%	5. Senior managers do what they say they are going to do	30% 32% 38%	47% 32% 21%	13% 35% 52%
44% 21% 35%	6. Employees at my level are able to communicate their concerns to higher management	41% 20% 39%	58% 20% 22%	33% 24% 43%
26% 40% 34%	7. MFRA Members engage well with staff at MFRA	25% 39% 36%	35% 40% 25%	19% 44% 38%
36% 31% 34%	8. I have confidence in the future of MFRA	35% 26% 39%	52% 35% 13%	16% 42% 43%
55% 24% 21%	Section averages	55% 23% 22%	65% 23% 13%	43% 30% 27%

MFRA	Questions in the "Culture & Values" section	Male	Female	Prefer not to say gender
   		   	   	   
 66% 16% 17%	1. Bullying, harassment and discrimination are not tolerated at MFRA	 66% 15% 20%	 79% 15% 5%	 52% 22% 26%
 72% 14% 14%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	 70% 15% 16%	 88% 5% 7%	 57% 23% 20%
 44% 25% 31%	3. I feel able to make decisions without fear of being blamed if things go wrong	 40% 25% 36%	 66% 22% 12%	 28% 31% 41%
 65% 21% 14%	4. Generally we resolve any differences of opinion amicably	 60% 25% 14%	 85% 12% 3%	 54% 21% 25%
 47% 26% 27%	5. MFRA promotes a culture of openness and transparency	 44% 26% 30%	 68% 20% 12%	 31% 32% 36%
 25% 45% 30%	6. MFRA is a better place to work than it was 3 years ago	 25% 42% 34%	 35% 53% 12%	 11% 46% 43%
 80% 13% 7%	7. I have a good understanding of MFRA values	 75% 16% 9%	 95% 4% 2%	 74% 17% 9%
 68% 17% 16%	8. I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	 66% 17% 17%	 85% 9% 5%	 50% 24% 26%
 46% 24% 30%	9. I feel valued	 44% 24% 33%	 66% 20% 14%	 26% 30% 44%
 57% 18% 25%	10. I am able to strike the right balance between my work and home life	 52% 19% 29%	 75% 12% 14%	 50% 22% 28%
 57% 22% 21%	Section averages	 54% 22% 24%	 74% 17% 9%	 43% 27% 30%

MFRA	Questions in the "Change Management" section	Male	Female	Prefer not to say gender
74% 14% 13%	1. I understand the need for change at MFRA given the cuts faced by the Authority	69% 15% 16%	88% 8% 3%	70% 16% 15%
53% 26% 21%	2. I am communicated with about change that affects me in good time	53% 24% 23%	64% 27% 9%	40% 28% 32%
37% 29% 34%	3. Change here is well managed overall	35% 28% 37%	57% 31% 12%	18% 32% 50%
55% 28% 17%	4. Change within my team is well managed	57% 25% 19%	65% 28% 7%	39% 36% 25%
28% 30% 42%	5. I feel that MFRA consider the impact on me and other people when making decisions	29% 27% 45%	41% 39% 20%	8% 30% 61%
26% 33% 41%	6. A lot is done to help staff prepare for and cope with change	26% 30% 43%	36% 42% 22%	13% 31% 56%
46% 27% 28%	Section averages	45% 25% 31%	58% 29% 12%	31% 29% 40%

MFRA	Questions in the "Health and Wellbeing" section	Male	Female	Prefer not to say gender
G 89% 7% 4%	1. In general I would say my health is good	G 92% 4% 4%	G 88% 8% 5%	G 80% 16% 4%
G 84% 12% 4%	2. I consider that I benefited from the support I received through the Occupational Health Team	G 84% 11% 4%	G 91% 8% 1%	G 72% 22% 6%
G 87% 9% 4%	Section averages	G 89% 7% 4%	G 89% 8% 3%	G 77% 18% 5%

MFRA	Questions in the "Overall" section	Male	Female	Prefer not to say gender
G 78% 13% 9%	1. I am proud to say I work for MFRA	G 75% 16% 9%	G 95% 3% 2%	A 67% 15% 19%
G 74% 16% 10%	2. Working here makes me want to do the best I can	G 71% 18% 11%	G 89% 8% 3%	A 65% 19% 17%
A 60% 18% 22%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	R 56% 19% 25%	G 77% 12% 11%	R 50% 22% 28%
G 89% 7% 3%	4. I care about the future of MFRA	G 86% 10% 4%	G 97% 2% 2%	G 88% 8% 4%
G 74% 15% 11%	5. I would still like to be working at MFRA in two years' time	A 71% 16% 13%	G 87% 6% 7%	A 67% 24% 9%
G 75% 14% 11%	Section averages	G 72% 16% 12%	G 89% 6% 5%	A 67% 18% 15%

Breakdown of Survey respondents for Merseyside Fire and Rescue

Gender	Total
Male	322
Female	130
Prefer not to say (gender)	96
Total	548