



## Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for Other Function by Staff grouping

Total respondents: 24

Produced by People Insight in July 2016



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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:

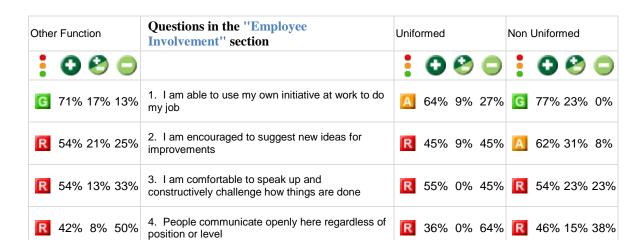
- areas of strength
- A areas for development
- R areas of weakness
- where we are unable to comment due to lack of data or to maintain confidentiality of respondents



Other Function	Questions in the "Goal Clarity" section	Uniformed	Non Uniformed
• ⊙ ⊙		: ○ ❷ ○	000
<b>G</b> 71% 25% 4%	1. I understand the priorities or Missions & Aims of MFRA	A 55% 36% 9%	<b>6</b> 85% 15% 0%
<b>G</b> 79% 13% 8%	2. I am clear about what I am expected to achieve in my job	<b>G</b> 91% 9% 0%	A 69% 15% 15%
<b>G</b> 83% 8% 8%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	<b>G</b> 82% 9% 9%	<b>G</b> 85% 8% 8%
R 54% 21% 25%	Senior Managers provide a clear vision of the overall direction of MFRA	R 45% 18% 36%	A 62% 23% 15%
G 72% 17% 11%	Section averages	A 68% 18% 14%	<b>G</b> 75% 15% 10%



Othe	r Function	Questions in the "My Job" section	Unifo	rmed			Non	Unifor	med	
:	<b>O O</b>		:	0	8		:	0	8	
R	54% 29% 17%	1. I enjoy my work	R	45%	27%	27%	Α	62%	31%	8%
Α	63% 13% 25%	2. My job makes the best use of the skills and abilities that I have	R	55%	18%	27%	Α	69%	8%	23%
G	71% 25% 4%	I get a sense of personal accomplishment from my work	G	73%	18%	9%	G	69%	31%	0%
Α	58% 33% 8%	I feel that my work contributes to Safer Stronger Communities	Α	64%	18%	18%	Α	54%	46%	0%
R	46% 17% 38%	5. I feel supported in my role	R	45%	9%	45%	R	46%	23%	31%
R	38% 29% 33%	6. I have a sense of good job security	R	55%	18%	27%	R	23%	38%	38%
R	55% 24% 21%	Section averages	R	56%	18%	26%	R	54%	29%	17%



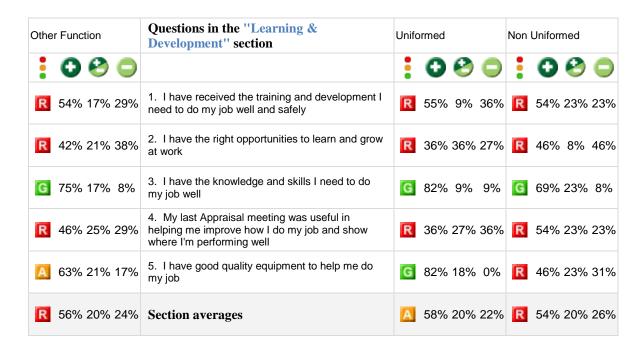
R 50% 5% 45% A 60% 23% 17%

**R** 55% 15% 30% **Section averages** 





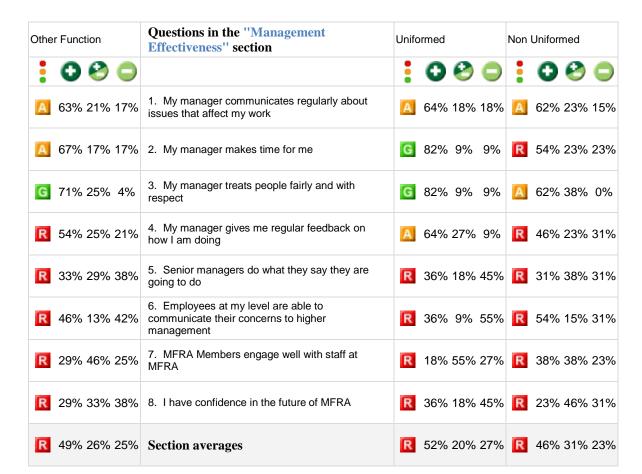
Other Function	Questions in the "Teamwork" section	Uniformed	Non Uniformed
: ○ ⊖ ⊝		<b>! 0 0</b> 0	: ○ ⊖ ⊝
R 50% 17% 33%	Morale in my immediate team/watch/section is generally high	R 55% 18% 27%	R 46% 15% 38%
R 54% 21% 25%	We are good at sharing ideas to make things work better	R 55% 18% 27%	R 54% 23% 23%
A 63% 13% 25%	3. Different parts of the service work well together	A 64% 0% 36%	A 62% 23% 15%
R 56% 17% 28%	Section averages	R 58% 12% 30%	R 54% 21% 26%



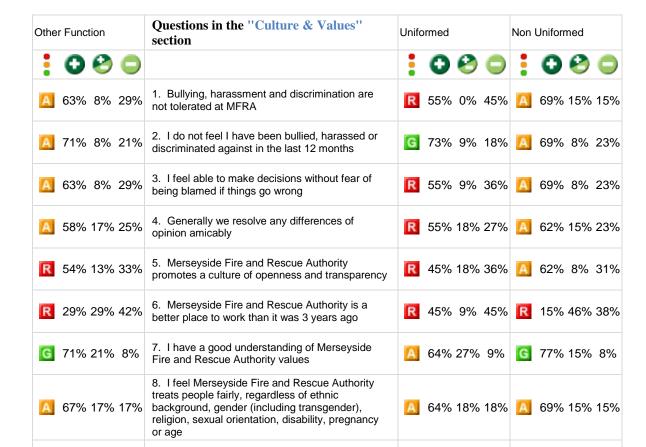




Othe	r Function	Questions in the "Recognition & Reward" section	Unifo	ormed			Non	Uniforr	med	
	<b>O O</b>			0	8			0	8	
R	54% 8% 38%	In the last week, I have received thanks or praise for doing good work	R	36%	9%	55%	Α	69%	8%	23%
A	67% 13% 21%	I feel valued and recognised for the work that I do by my line manager	G	73%	18%	9%	Α	62%	8%	31%
G	75% 17% 8%	3. I feel valued and recognised for the work that I do by other team members	G	91%	9%	0%	Α	62%	23%	15%
R	33% 29% 38%	4. I feel valued and recognised for the work that I do by senior managers	R	36%	27%	36%	R	31%	31%	38%
R	38% 42% 21%	5. I receive feedback on my work	R	45%	36%	18%	R	31%	46%	23%
R	53% 22% 25%	Section averages	R	56%	20%	24%	R	51%	23%	26%







10. I am able to strike the right balance between

my work and home life

R 45% 9% 45% R 31% 38% 31%

64% 9% 27% R 46% 15% 38%

R 56% 13% 31% R 57% 18% 25%

R 38% 25% 38% 9. I feel valued

R 57% 16% 28% Section averages

R 54% 13% 33%





Other	Function	Questions in the "Change Management" section	Unifo	ormed			Non	Unifor	med	
	<b>O O O</b>			0	8			0	8	
G	75% 13% 13%	I understand the need for change at MFRA given the cuts faced by the Authority	А	64%	9%	27%	G	85%	15%	0%
Α	67% 17% 17%	2. I am communicated with about change that affects me in good time	R	55%	27%	18%	G	77%	8%	15%
R	50% 21% 29%	3. Change here is well managed overall	R	45%	9%	45%	R	54%	31%	15%
Α	63% 25% 13%	4. Change within my team is well managed	Α	64%	27%	9%	Α	62%	23%	15%
R	38% 17% 46%	5. I feel that MFRA consider the impact on me and other people when making decisions	R	36%	9%	55%	R	38%	23%	38%
R	38% 21% 42%	6. A lot is done to help staff prepare for and cope with change	R	36%	18%	45%	R	38%	23%	38%
R	55% 19% 26%	Section averages	R	50%	17%	33%	A	59%	21%	21%



Other	Function	Questions in the "Overall" section	Unifo	rmed			Non	Uniforr	med	
	<b>O O</b>			0	8		:	0	8	
G	71% 21% 8%	I am proud to say I work for MFRA	G	73%	9%	18%	G	69%	31%	0%
G	75% 13% 13%	2. Working here makes me want to do the best I can	G	73%	18%	9%	G	77%	8%	15%
R	58% 4% 38%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	R	45%	9%	45%	Α	69%	0%	31%
G	79% 21% 0%	4. I care about the future of MFRA	G	73%	27%	0%	G	85%	15%	0%
A	67% 21% 13%	5. I would still like to be working at MFRA in two years' time	Α	64%	9%	27%	G	69%	31%	0%
Α	70% 16% 14%	Section averages	Α	65%	15%	20%	G	74%	17%	9%



## Breakdown of respondents for Merseyside Fire and Rescue: Other Function

Staff grouping	Total
Uniformed	11
Non Uniformed	13
Control	0
Total	24