



# Results of the Survey for Merseyside Fire and Rescue

## Data tables showing results for Uniformed Staff by Gender

(Results for individual cohorts within Gender are shown only if there were enough respondents [10] within that cohort to meet the minimum requirement for publication of data)

Total respondents: 565




Produced by People Insight in July 2014







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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




| Uniformed Staff   | Questions in the "Goal Clarity" section                                     | Male   | Female  |
|---|---|--|---|
|     |   |     |     |
| <b>A</b> 68% 16% 16%  | 1. I understand the priorities or Missions & Aims of MFRA                   | <b>A</b> 67% 17% 16%   | <b>G</b> 82% 9% 9%  |
| <b>A</b> 69% 15% 16%  | 2. I am clear about what I am expected to achieve in my job                 | <b>A</b> 69% 15% 16%   | <b>G</b> 73% 14% 14%  |
| <b>A</b> 60% 22% 19%  | 3. I understand how the work I do helps MFRA to achieve its missions & aims | <b>A</b> 59% 22% 19%   | <b>A</b> 64% 23% 14%  |
| <b>R</b> 26% 21% 53%  | 4. Senior managers provide a clear vision of the overall direction of MFRA  | <b>R</b> 26% 21% 53%   | <b>R</b> 27% 23% 50%  |
| <b>R</b> 56% 19% 26%  | <b>Section averages</b>   | <b>R</b> 55% 19% 26%   | <b>A</b> 61% 17% 22%  |




| Uniformed Staff      | Questions in the "My Job" section                                    | Male                 | Female               |
|----------------------|--|----------------------|----------------------|
|                      |  |                      |                      |
| <b>R</b> 39% 18% 43% | 1. I enjoy my work   | <b>R</b> 39% 17% 44% | <b>R</b> 32% 32% 36% |
| <b>R</b> 32% 18% 51% | 2. My job makes the best use of the skills and abilities that I have | <b>R</b> 31% 18% 51% | <b>R</b> 32% 18% 50% |
| <b>R</b> 44% 16% 40% | 3. I get a sense of personal accomplishment from my work             | <b>R</b> 44% 15% 41% | <b>R</b> 32% 32% 36% |
| <b>R</b> 55% 24% 21% | 4. I feel that my work contributes to Safer Stronger Communities     | <b>R</b> 55% 24% 21% | <b>R</b> 55% 23% 23% |
| <b>R</b> 21% 19% 59% | 5. I feel supported in my role                                       | <b>R</b> 21% 19% 60% | <b>R</b> 23% 36% 41% |
| <b>R</b> 38% 19% 43% | <b>Section averages</b>  | <b>R</b> 38% 19% 43% | <b>R</b> 35% 28% 37% |

| Uniformed Staff   | Questions in the "Employee Involvement" section                                       | Male   | Female  |
|---|---|--|---|
|     |   |     |     |
| <b>R</b> 28% 14% 58%  | 1. I am able to use my own initiative at work to do my job                            | <b>R</b> 28% 14% 58%   | <b>R</b> 23% 27% 50%  |
| <b>R</b> 29% 22% 49%  | 2. I am encouraged to suggest new ideas for improvements                              | <b>R</b> 29% 22% 49%   | <b>R</b> 23% 23% 55%  |
| <b>R</b> 27% 10% 63%  | 3. I am comfortable to speak up and constructively challenge how things are done      | <b>R</b> 27% 10% 63%   | <b>R</b> 23% 18% 59%  |
| <b>R</b> 15% 8% 78%   | 4. People can communicate openly with each other here regardless of position or level | <b>R</b> 15% 8% 78%  | <b>R</b> 14% 14% 73%  |
| <b>R</b> 25% 13% 62%  | <b>Section averages</b>   | <b>R</b> 25% 13% 62%   | <b>R</b> 20% 20% 59%  |

| Uniformed Staff   | Questions in the "Teamwork" section                            | Male  | Female  |
|---|--|---|---|
|     |  |     |     |
| <b>R</b> 23% 10% 67%  | 1. Morale in my immediate team/watch/section is generally high | <b>R</b> 23% 9% 68%   | <b>R</b> 23% 23% 55%  |
| <b>R</b> 45% 22% 33%  | 2. We are good at sharing ideas to make things work better     | <b>R</b> 45% 22% 33%  | <b>A</b> 64% 9% 27%   |
| <b>R</b> 12% 22% 66%  | 3. Different parts of the service work well together           | <b>R</b> 12% 22% 66%  | <b>R</b> 14% 32% 55%  |
| <b>R</b> 27% 18% 55%  | <b>Section averages</b>  | <b>R</b> 27% 18% 56%  | <b>R</b> 33% 21% 45%  |




| Uniformed Staff   | Questions in the "Learning & Development" section  | Male   | Female  |
|---|--|--|---|
|  |  |  |  |
| <b>A</b> 61% 20% 19%  | 1. I have received the training and development I need to do my job well and safely                              | <b>A</b> 62% 20% 18%   | <b>R</b> 55% 14% 32%  |
| <b>R</b> 26% 25% 49%  | 2. I have the right opportunities to learn and grow at work  | <b>R</b> 27% 25% 48%   | <b>R</b> 14% 32% 55%  |
| <b>G</b> 78% 15% 7%   | 3. I have the knowledge and skills I need to do my job   | <b>G</b> 78% 15% 6%  | <b>G</b> 77% 9% 14%   |
| <b>R</b> 29% 27% 44%  | 4. My last appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well | <b>R</b> 29% 27% 44%   | <b>R</b> 36% 23% 41%  |
| <b>A</b> 70% 17% 12%  | 5. I have good quality equipment to help me do my job  | <b>A</b> 70% 17% 12%   | <b>A</b> 68% 14% 18%  |
| <b>R</b> 53% 21% 26%  | <b>Section averages</b>  | <b>R</b> 53% 21% 26%   | <b>R</b> 50% 18% 32%  |




| Uniformed Staff   | Questions in the "Recognition & Reward" section                              | Male   | Female  |
|---|--|--|---|
|  |  |  |  |
| <b>R</b> 32% 16% 52%  | 1. In the last week, I have received thanks or praise for doing good work    | <b>R</b> 32% 16% 52%   | <b>R</b> 36% 14% 50%  |
| <b>A</b> 62% 16% 22%  | 2. I feel valued and recognised for the work that I do by my line manager    | <b>A</b> 62% 16% 22%   | <b>A</b> 59% 23% 18%  |
| <b>G</b> 75% 16% 9%   | 3. I feel valued and recognised for the work that I do by other team members | <b>G</b> 76% 16% 8%  | <b>A</b> 64% 18% 18%  |
| <b>R</b> 16% 13% 72%  | 4. I feel valued and recognised for the work that I do by senior managers    | <b>R</b> 16% 12% 72%   | <b>R</b> 9% 32% 59%   |
| <b>R</b> 30% 30% 39%  | 5. I receive feedback on my work   | <b>R</b> 30% 30% 40%   | <b>R</b> 32% 36% 32%  |
| <b>R</b> 43% 18% 39%  | <b>Section averages</b>  | <b>R</b> 43% 18% 39%   | <b>R</b> 40% 25% 35%  |

| Uniformed Staff   | Questions in the "Management Effectiveness" section                                  | Male   | Female  |
|---|--|--|---|
|  |  |  |  |
| <b>G</b> 72% 17% 11%  | 1. My manager communicates regularly about issues that affect my work                | <b>G</b> 72% 17% 11%   | <b>G</b> 73% 14% 14%  |
| <b>A</b> 66% 19% 15%  | 2. My manager makes time for me  | <b>A</b> 66% 19% 15%   | <b>G</b> 73% 14% 14%  |
| <b>G</b> 75% 14% 10%  | 3. My manager treats people fairly and with respect                                  | <b>G</b> 76% 14% 10%   | <b>G</b> 73% 18% 9%   |
| <b>R</b> 53% 28% 18%  | 4. My manager gives me regular feedback on how I am doing                            | <b>R</b> 54% 28% 18%   | <b>R</b> 41% 36% 23%  |
| <b>R</b> 12% 21% 67%  | 5. Senior managers do what they say they are going to do                             | <b>R</b> 13% 20% 68%   | <b>R</b> 5% 41% 55%   |
| <b>R</b> 20% 10% 70%  | 6. Employees at my level are able to communicate their concerns to higher management | <b>R</b> 20% 9% 71%  | <b>R</b> 14% 23% 64%  |
| <b>R</b> 5% 12% 83%   | 7. Fire Authority Council Members engage well with staff at MFRA                     | <b>R</b> 5% 12% 83%  | <b>R</b> 0% 18% 82%   |
| <b>R</b> 11% 12% 77%  | 8. I have confidence in the future of MFRA   | <b>R</b> 11% 12% 77%   | <b>R</b> 9% 18% 73%   |
| <b>R</b> 39% 17% 44%  | <b>Section averages</b>  | <b>R</b> 39% 16% 44%   | <b>R</b> 36% 23% 41%  |



| Uniformed Staff      | Questions in the "Culture & Values" section  | Male                 | Female               |
|----------------------|--|----------------------|----------------------|
|                      |  |                      |                      |
| <b>R</b> 34% 13% 53% | 1. Bullying, harassment and discrimination are not tolerated at MFRA   | <b>R</b> 34% 13% 53% | <b>R</b> 32% 5% 64%  |
| <b>R</b> 35% 18% 47% | 2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months  | <b>R</b> 35% 18% 47% | <b>R</b> 36% 9% 55%  |
| <b>R</b> 17% 15% 68% | 3. I feel able to make decisions without fear of being blamed if things go wrong   | <b>R</b> 17% 14% 68% | <b>R</b> 14% 27% 59% |
| <b>R</b> 30% 28% 42% | 4. Generally we resolve any differences of opinion amicably  | <b>R</b> 30% 28% 42% | <b>R</b> 45% 27% 27% |
| <b>R</b> 17% 15% 69% | 5. Merseyside Fire and Rescue Authority promotes a culture of openness and transparency  | <b>R</b> 16% 14% 69% | <b>R</b> 27% 23% 50% |
| <b>R</b> 11% 10% 79% | 6. Merseyside Fire and Rescue Authority is a better place to work than it was 3 years ago  | <b>R</b> 12% 10% 79% | <b>R</b> 0% 18% 82%  |
| <b>R</b> 49% 25% 26% | 7. I have a good understanding of Merseyside Fire and Rescue Authority values  | <b>R</b> 48% 25% 27% | <b>G</b> 73% 18% 9%  |
| <b>R</b> 38% 23% 39% | 8. I feel Merseyside Fire and Rescue Authority treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age | <b>R</b> 38% 23% 39% | <b>R</b> 50% 18% 32% |
| <b>R</b> 16% 16% 69% | 9. I feel valued   | <b>R</b> 16% 15% 69% | <b>R</b> 14% 23% 64% |
| <b>R</b> 22% 13% 65% | 10. I am able to strike the right balance between my work and home life  | <b>R</b> 22% 13% 65% | <b>R</b> 27% 18% 55% |
| <b>R</b> 27% 17% 56% | <b>Section averages</b>  | <b>R</b> 27% 17% 56% | <b>R</b> 32% 19% 50% |

| Uniformed Staff   | Questions in the "Change Management" section   | Male   | Female  |
|---|--|--|---|
|  |  |  |  |
| <b>A</b> 63% 14% 22%  | 1. I understand the need for change at MFRA given the cuts faced by the Authority    | <b>A</b> 63% 14% 23%   | <b>A</b> 68% 18% 14%  |
| <b>R</b> 44% 25% 31%  | 2. I am communicated with about change that affects me in good time                  | <b>R</b> 45% 25% 31%   | <b>R</b> 36% 27% 36%  |
| <b>R</b> 17% 17% 66%  | 3. Change here is well managed overall   | <b>R</b> 17% 17% 66%   | <b>R</b> 18% 27% 55%  |
| <b>R</b> 43% 31% 26%  | 4. Change within my team is well managed   | <b>R</b> 43% 31% 27%   | <b>R</b> 45% 41% 14%  |
| <b>R</b> 13% 13% 74%  | 5. I feel that MFRA consider the impact on me and other people when making decisions | <b>R</b> 13% 13% 74%   | <b>R</b> 14% 18% 68%  |
| <b>R</b> 13% 14% 73%  | 6. A lot is done to help staff prepare for and cope with change                      | <b>R</b> 13% 14% 73%   | <b>R</b> 5% 23% 73%   |
| <b>R</b> 32% 19% 49%  | <b>Section averages</b>  | <b>R</b> 32% 19% 49%   | <b>R</b> 31% 26% 43%  |

| Uniformed Staff   | Questions in the "Overall" section   | Male   | Female  |
|---|--|--|---|
|  |  |  |  |
| <b>R</b> 45% 22% 33%  | 1. I am proud to say I work for MFRA   | <b>R</b> 45% 22% 33%   | <b>R</b> 50% 23% 27%  |
| <b>R</b> 41% 22% 37%  | 2. Working here makes me want to do the best work I can                                | <b>R</b> 41% 22% 37%   | <b>R</b> 50% 14% 36%  |
| <b>R</b> 20% 12% 68%  | 3. If asked, I would recommend to friends and family that MFRA is a good place to work | <b>R</b> 20% 12% 68%   | <b>R</b> 32% 18% 50%  |
| <b>G</b> 76% 15% 9%   | 4. I care about the future of MFRA   | <b>G</b> 76% 15% 9%  | <b>G</b> 82% 9% 9%  |
| <b>R</b> 26% 23% 51%  | 5. I have a sense of good job security   | <b>R</b> 26% 24% 51%   | <b>R</b> 41% 14% 45%  |
| <b>R</b> 42% 19% 40%  | <b>Section averages</b>  | <b>R</b> 41% 19% 40%   | <b>R</b> 51% 15% 34%  |

## Breakdown of respondents for Merseyside Fire and Rescue: Staff Grouping 2 [Uniformed Staff 2]

| Gender       | Total      |
|--------------|------------|
| Male         | 543        |
| Female       | 22         |
| <b>Total</b> | <b>565</b> |