



Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for Merseyside Fire and Rescue by Function/place

(Results for individual cohorts within Function/place are shown only if there were enough respondents [7] within that cohort to meet the minimum requirement for publication of data)

Total respondents: 548
Response rate: 56%

Produced by People Insight in July 2018



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	Community Risk Management (Prev & Protect staff)	Finance	Legal Procurement and Democratic Services	Operational Preparedness	Operational Response (incl. op crew staff)	Other
86% 9% 5%	1. I understand the priorities or Missions & Aims of MFRA	96% 4% 0%	93% 7% 0%	90% 0% 10%	96% 1% 3%	77% 16% 7%	100% 0% 0%
90% 6% 4%	2. I am clear about what I am expected to achieve in my job	87% 9% 4%	93% 7% 0%	90% 0% 10%	96% 1% 3%	88% 7% 5%	90% 5% 5%
87% 8% 5%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	95% 4% 1%	93% 7% 0%	90% 0% 10%	95% 3% 3%	80% 13% 7%	100% 0% 0%
55% 25% 20%	4. Senior Managers provide a clear vision of the overall direction of MFRA	75% 18% 6%	73% 27% 0%	70% 20% 10%	71% 21% 9%	37% 30% 32%	62% 24% 14%
80% 12% 8%	Section averages	88% 9% 3%	88% 12% 0%	85% 5% 10%	89% 6% 4%	71% 16% 13%	88% 7% 5%

MFRA	Questions in the "Goal Clarity" section	People and Organisational Development	Strategic Change & Resources	Strategy & Performance
   		   	   	   
 86% 9% 5%	1. I understand the priorities or Missions & Aims of MFRA	 92% 4% 4%	 100% 0% 0%	 100% 0% 0%
 90% 6% 4%	2. I am clear about what I am expected to achieve in my job	 92% 4% 4%	 100% 0% 0%	 96% 4% 0%
 87% 8% 5%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	 92% 4% 4%	 100% 0% 0%	 96% 4% 0%
 55% 25% 20%	4. Senior Managers provide a clear vision of the overall direction of MFRA	 81% 15% 4%	 80% 20% 0%	 84% 16% 0%
 80% 12% 8%	Section averages	 89% 7% 4%	 95% 5% 0%	 94% 6% 0%

MFRA	Questions in the "My Job" section	Community Risk Management (Prev & Protect staff)	Finance	Legal Procurement and Democratic Services	Operational Preparedness	Operational Response (incl. op crew staff)	Other
78% 14% 8%	1. I enjoy my work	88% 8% 4%	87% 13% 0%	80% 10% 10%	85% 13% 3%	71% 17% 12%	76% 19% 5%
60% 18% 22%	2. My job makes the best use of the skills and abilities that I have	66% 16% 18%	80% 13% 7%	50% 30% 20%	63% 18% 19%	51% 21% 28%	81% 5% 14%
75% 14% 11%	3. I get a sense of personal accomplishment from my work	86% 8% 6%	87% 13% 0%	90% 0% 10%	76% 19% 5%	68% 16% 16%	81% 14% 5%
79% 14% 8%	4. I feel that my work contributes to Safer Stronger Communities	95% 5% 0%	40% 53% 7%	90% 0% 10%	86% 9% 5%	73% 16% 11%	81% 5% 14%
58% 20% 22%	5. I feel supported in my role	73% 13% 14%	87% 7% 7%	80% 10% 10%	68% 19% 13%	42% 26% 33%	62% 24% 14%
54% 24% 22%	6. I have a sense of good job security	62% 17% 21%	53% 33% 13%	20% 30% 50%	58% 22% 21%	51% 25% 24%	57% 24% 19%
67% 17% 15%	Section averages	78% 11% 11%	72% 22% 6%	68% 13% 18%	72% 17% 11%	59% 20% 21%	73% 15% 12%

MFRA	Questions in the "My Job" section	People and Organisational Development	Strategic Change & Resources	Strategy & Performance
78% 14% 8%	1. I enjoy my work	88% 8% 4%	90% 10% 0%	96% 0% 4%
60% 18% 22%	2. My job makes the best use of the skills and abilities that I have	81% 15% 4%	90% 10% 0%	80% 12% 8%
75% 14% 11%	3. I get a sense of personal accomplishment from my work	88% 8% 4%	100% 0% 0%	80% 16% 4%
79% 14% 8%	4. I feel that my work contributes to Safer Stronger Communities	85% 8% 8%	80% 20% 0%	84% 16% 0%
58% 20% 22%	5. I feel supported in my role	88% 8% 4%	90% 10% 0%	92% 8% 0%
54% 24% 22%	6. I have a sense of good job security	65% 27% 8%	30% 40% 30%	52% 20% 28%
67% 17% 15%	Section averages	83% 12% 5%	80% 15% 5%	81% 12% 7%

MFRA	Questions in the "Employee Involvement" section	Community Risk Management (Prev & Protect staff)	Finance	Legal Procurement and Democratic Services	Operational Preparedness	Operational Response (incl. op crew staff)	Other
A 65% 15% 20%	1. I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	G 79% 14% 6%	G 73% 20% 7%	G 80% 0% 20%	A 67% 14% 19%	R 54% 17% 29%	G 81% 19% 0%
G 72% 14% 14%	2. I am able to use my own initiative at work to do my job	G 86% 10% 4%	G 100% 0% 0%	G 90% 0% 10%	A 71% 14% 15%	A 60% 19% 20%	G 81% 10% 10%
A 58% 23% 19%	3. I am encouraged to suggest new ideas for improvements	G 75% 18% 6%	G 93% 7% 0%	A 70% 20% 10%	A 64% 22% 14%	R 40% 30% 30%	G 81% 14% 5%
R 59% 15% 26%	4. I am comfortable to speak up and constructively challenge how things are done	A 69% 16% 16%	G 87% 13% 0%	G 90% 0% 10%	A 64% 18% 18%	R 43% 18% 39%	G 76% 10% 14%
R 41% 20% 38%	5. People can communicate openly with each other here regardless of position or level	R 51% 21% 29%	G 80% 13% 7%	G 80% 10% 10%	A 60% 18% 22%	R 22% 24% 54%	A 67% 14% 19%
A 59% 18% 24%	Section averages	G 72% 16% 12%	G 87% 11% 3%	G 82% 6% 12%	A 65% 17% 18%	R 44% 22% 34%	G 77% 13% 10%

MFRA	Questions in the "Employee Involvement" section	People and Organisational Development	Strategic Change & Resources	Strategy & Performance
A 65% 15% 20%	1. I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	G 85% 4% 12%	G 100% 0% 0%	G 92% 8% 0%
G 72% 14% 14%	2. I am able to use my own initiative at work to do my job	G 92% 4% 4%	G 100% 0% 0%	G 100% 0% 0%
A 58% 23% 19%	3. I am encouraged to suggest new ideas for improvements	G 96% 0% 4%	G 90% 10% 0%	G 88% 8% 4%
R 59% 15% 26%	4. I am comfortable to speak up and constructively challenge how things are done	G 96% 0% 4%	G 100% 0% 0%	G 92% 4% 4%
R 41% 20% 38%	5. People can communicate openly with each other here regardless of position or level	A 69% 12% 19%	A 70% 20% 10%	G 76% 12% 12%
A 59% 18% 24%	Section averages	G 88% 4% 8%	G 92% 6% 2%	G 90% 6% 4%

MFRA	Questions in the "Teamwork" section	Community Risk Management (Prev & Protect staff)	Finance	Legal Procurement and Democratic Services	Operational Preparedness	Operational Response (incl. op crew staff)	Other
R 53% 17% 30%	1. Morale in my immediate team/watch/section is generally high	A 69% 13% 18%	R 47% 33% 20%	A 70% 20% 10%	R 55% 21% 24%	R 42% 16% 42%	G 76% 14% 10%
R 35% 29% 36%	2. Different parts of the service work well together	R 51% 29% 21%	R 33% 33% 33%	R 50% 20% 30%	R 51% 33% 15%	R 21% 28% 51%	R 48% 33% 19%
R 38% 31% 30%	3. We are good at sharing ideas to make things work better	A 57% 29% 14%	R 47% 20% 33%	R 50% 30% 20%	R 46% 38% 15%	R 26% 30% 44%	R 52% 33% 14%
R 42% 26% 32%	Section averages	A 59% 23% 18%	R 42% 29% 29%	A 57% 23% 20%	R 51% 31% 18%	R 30% 25% 46%	A 59% 27% 14%

MFRA	Questions in the "Teamwork" section	People and Organisational Development	Strategic Change & Resources	Strategy & Performance
R 53% 17% 30%	1. Morale in my immediate team/watch/section is generally high	G 77% 8% 15%	G 80% 10% 10%	A 68% 24% 8%
R 35% 29% 36%	2. Different parts of the service work well together	R 38% 31% 31%	A 60% 30% 10%	A 56% 28% 16%
R 38% 31% 30%	3. We are good at sharing ideas to make things work better	R 50% 35% 15%	A 60% 30% 10%	A 60% 28% 12%
R 42% 26% 32%	Section averages	R 55% 24% 21%	A 67% 23% 10%	A 61% 27% 12%

MFRA	Questions in the "Learning & Development" section	Community Risk Management (Prev & Protect staff)	Finance	Legal Procurement and Democratic Services	Operational Preparedness	Operational Response (incl. op crew staff)	Other
77% 12% 11%	1. I have received the training and development I need to do my job well and safely	78% 12% 10%	87% 13% 0%	80% 10% 10%	81% 8% 12%	73% 13% 14%	76% 19% 5%
54% 22% 24%	2. I have the right opportunities to learn and grow at work	62% 14% 23%	80% 7% 13%	50% 30% 20%	56% 15% 28%	45% 28% 27%	76% 14% 10%
85% 12% 3%	3. I have the knowledge and skills I need to do my job well	91% 8% 1%	73% 27% 0%	70% 20% 10%	88% 6% 5%	81% 15% 4%	86% 14% 0%
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	52% 27% 21%	67% 27% 7%	60% 30% 10%	55% 26% 19%	42% 29% 29%	62% 29% 10%
70% 18% 13%	5. I have good quality equipment to help me do my job	51% 22% 27%	87% 13% 0%	60% 30% 10%	77% 12% 12%	69% 19% 13%	76% 24% 0%
67% 18% 14%	Section averages	67% 17% 17%	79% 17% 4%	64% 24% 12%	72% 13% 15%	62% 21% 17%	75% 20% 5%

MFRA	Questions in the "Learning & Development" section	People and Organisational Development	Strategic Change & Resources	Strategy & Performance
G 77% 12% 11%	1. I have received the training and development I need to do my job well and safely	G 88% 4% 8%	G 90% 10% 0%	G 88% 12% 0%
R 54% 22% 24%	2. I have the right opportunities to learn and grow at work	G 73% 15% 12%	G 90% 10% 0%	A 60% 32% 8%
G 85% 12% 3%	3. I have the knowledge and skills I need to do my job well	G 88% 8% 4%	G 100% 0% 0%	G 100% 0% 0%
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	A 62% 27% 12%	G 90% 0% 10%	G 72% 28% 0%
A 70% 18% 13%	5. I have good quality equipment to help me do my job	G 81% 12% 8%	G 100% 0% 0%	G 80% 20% 0%
A 67% 18% 14%	Section averages	G 78% 13% 8%	G 94% 4% 2%	G 80% 18% 2%

MFRA	Questions in the "Recognition & Reward" section	Community Risk Management (Prev & Protect staff)	Finance	Legal Procurement and Democratic Services	Operational Preparedness	Operational Response (incl. op crew staff)	Other
R 57% 17% 27%	1. In the last week, I have received thanks or praise for doing good work	A 60% 14% 26%	A 60% 27% 13%	A 60% 10% 30%	A 60% 18% 22%	R 49% 18% 33%	R 57% 19% 24%
G 73% 15% 12%	2. I feel valued and recognised for the work that I do by my line manager	G 83% 10% 6%	G 87% 13% 0%	A 70% 20% 10%	G 77% 15% 8%	A 65% 18% 17%	G 81% 14% 5%
G 78% 18% 5%	3. I feel valued and recognised for the work that I do by other team members	G 88% 12% 0%	G 67% 33% 0%	R 40% 50% 10%	G 78% 21% 1%	G 77% 16% 7%	G 76% 24% 0%
R 36% 26% 38%	4. I feel valued and recognised for the work that I do by senior managers	A 60% 21% 19%	R 53% 27% 20%	R 50% 20% 30%	R 45% 29% 26%	R 18% 28% 55%	R 57% 19% 24%
R 49% 29% 23%	5. I receive feedback on my work	A 62% 22% 16%	A 67% 27% 7%	G 80% 0% 20%	R 50% 31% 19%	R 33% 36% 31%	A 67% 19% 14%
A 58% 21% 21%	Section averages	A 71% 16% 14%	A 67% 25% 8%	A 60% 20% 20%	A 62% 23% 15%	R 48% 23% 29%	A 68% 19% 13%

MFRA	Questions in the "Recognition & Reward" section	People and Organisational Development	Strategic Change & Resources	Strategy & Performance
R 57% 17% 27%	1. In the last week, I have received thanks or praise for doing good work	G 81% 8% 12%	G 80% 10% 10%	G 88% 8% 4%
G 73% 15% 12%	2. I feel valued and recognised for the work that I do by my line manager	G 85% 4% 12%	G 100% 0% 0%	G 88% 12% 0%
G 78% 18% 5%	3. I feel valued and recognised for the work that I do by other team members	G 73% 12% 15%	G 90% 0% 10%	G 72% 28% 0%
R 36% 26% 38%	4. I feel valued and recognised for the work that I do by senior managers	A 65% 15% 19%	G 80% 20% 0%	A 56% 36% 8%
R 49% 29% 23%	5. I receive feedback on my work	G 77% 15% 8%	G 100% 0% 0%	G 92% 8% 0%
A 58% 21% 21%	Section averages	G 76% 11% 13%	G 90% 6% 4%	G 79% 18% 2%

MFRA	Questions in the "Management Effectiveness" section	Community Risk Management (Prev & Protect staff)	Finance	Legal Procurement and Democratic Services	Operational Preparedness	Operational Response (incl. op crew staff)	Other
79% 14% 7%	1. My manager communicates regularly about issues that affect my work	81% 10% 9%	87% 13% 0%	90% 0% 10%	73% 18% 9%	77% 15% 8%	76% 14% 10%
78% 16% 5%	2. My manager makes time for me	71% 21% 8%	87% 13% 0%	90% 0% 10%	77% 14% 9%	77% 18% 5%	76% 19% 5%
84% 11% 5%	3. My manager treats me fairly and with respect	88% 4% 8%	80% 20% 0%	90% 0% 10%	83% 12% 5%	82% 13% 5%	81% 14% 5%
62% 27% 10%	4. My manager gives me regular feedback on how I am doing	58% 26% 16%	67% 13% 20%	80% 10% 10%	56% 33% 10%	59% 31% 10%	71% 24% 5%
31% 33% 36%	5. Senior managers do what they say they are going to do	39% 36% 25%	53% 27% 20%	60% 20% 20%	37% 38% 24%	19% 30% 50%	48% 29% 24%
44% 21% 35%	6. Employees at my level are able to communicate their concerns to higher management	56% 23% 21%	67% 27% 7%	50% 20% 30%	55% 21% 24%	29% 21% 50%	76% 10% 14%
26% 40% 34%	7. MFRA Members engage well with staff at MFRA	32% 43% 25%	40% 40% 20%	30% 30% 40%	38% 42% 19%	19% 39% 42%	33% 33% 33%
36% 31% 34%	8. I have confidence in the future of MFRA	57% 34% 9%	60% 33% 7%	30% 30% 40%	47% 29% 23%	19% 30% 51%	57% 29% 14%
55% 24% 21%	Section averages	60% 25% 15%	68% 23% 9%	65% 14% 21%	58% 26% 16%	48% 25% 28%	65% 21% 14%

MFRA	Questions in the "Management Effectiveness" section	People and Organisational Development	Strategic Change & Resources	Strategy & Performance
79% 14% 7%	1. My manager communicates regularly about issues that affect my work	85% 8% 8%	100% 0% 0%	92% 8% 0%
78% 16% 5%	2. My manager makes time for me	85% 12% 4%	100% 0% 0%	92% 8% 0%
84% 11% 5%	3. My manager treats me fairly and with respect	88% 8% 4%	100% 0% 0%	88% 12% 0%
62% 27% 10%	4. My manager gives me regular feedback on how I am doing	77% 12% 12%	90% 10% 0%	88% 12% 0%
31% 33% 36%	5. Senior managers do what they say they are going to do	38% 42% 19%	70% 30% 0%	64% 32% 4%
44% 21% 35%	6. Employees at my level are able to communicate their concerns to higher management	54% 19% 27%	80% 20% 0%	72% 16% 12%
26% 40% 34%	7. MFRA Members engage well with staff at MFRA	31% 31% 38%	30% 60% 10%	32% 48% 20%
36% 31% 34%	8. I have confidence in the future of MFRA	65% 31% 4%	50% 30% 20%	60% 32% 8%
55% 24% 21%	Section averages	65% 20% 14%	78% 19% 4%	74% 21% 6%

MFRA	Questions in the "Culture & Values" section	Community Risk Management (Prev & Protect staff)	Finance	Legal Procurement and Democratic Services	Operational Preparedness	Operational Response (incl. op crew staff)	Other
A 66% 16% 17%	1. Bullying, harassment and discrimination are not tolerated at MFRA	G 73% 14% 13%	G 93% 0% 7%	A 60% 30% 10%	A 65% 21% 14%	A 59% 17% 24%	G 76% 10% 14%
G 72% 14% 14%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	G 81% 12% 8%	G 73% 13% 13%	A 70% 0% 30%	G 76% 10% 14%	A 63% 18% 19%	G 81% 14% 5%
R 44% 25% 31%	3. I feel able to make decisions without fear of being blamed if things go wrong	R 56% 23% 21%	G 73% 27% 0%	R 50% 20% 30%	R 51% 32% 17%	R 29% 25% 46%	R 48% 43% 10%
A 65% 21% 14%	4. Generally we resolve any differences of opinion amicably	G 81% 16% 4%	G 80% 20% 0%	A 60% 20% 20%	G 72% 22% 6%	R 52% 27% 21%	G 71% 24% 5%
R 47% 26% 27%	5. MFRA promotes a culture of openness and transparency	A 61% 23% 16%	G 80% 13% 7%	A 70% 10% 20%	R 56% 21% 23%	R 32% 30% 38%	A 71% 10% 19%
R 25% 45% 30%	6. MFRA is a better place to work than it was 3 years ago	R 43% 49% 8%	R 33% 60% 7%	R 20% 60% 20%	R 26% 49% 26%	R 13% 42% 45%	R 52% 38% 10%
G 80% 13% 7%	7. I have a good understanding of MFRA values	G 96% 3% 1%	A 67% 27% 7%	G 90% 0% 10%	G 95% 4% 1%	A 67% 21% 12%	G 90% 10% 0%
A 68% 17% 16%	8. I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	G 81% 12% 8%	G 80% 13% 7%	G 90% 0% 10%	G 72% 18% 10%	R 57% 20% 23%	G 76% 14% 10%
R 46% 24% 30%	9. I feel valued	G 74% 10% 16%	A 60% 33% 7%	R 40% 20% 40%	R 55% 24% 21%	R 27% 29% 43%	A 62% 29% 10%
R 57% 18% 25%	10. I am able to strike the right balance between my work and home life	G 79% 6% 14%	G 73% 20% 7%	A 70% 20% 10%	A 67% 19% 14%	R 42% 21% 37%	A 67% 29% 5%
R 57% 22% 21%	Section averages	G 72% 17% 11%	G 71% 23% 6%	A 62% 18% 20%	A 63% 22% 15%	R 44% 25% 31%	G 70% 22% 9%

MFRA	Questions in the "Culture & Values" section	People and Organisational Development	Strategic Change & Resources	Strategy & Performance
A 66% 16% 17%	1. Bullying, harassment and discrimination are not tolerated at MFRA	G 77% 19% 4%	G 90% 10% 0%	G 92% 8% 0%
G 72% 14% 14%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	G 96% 4% 0%	G 100% 0% 0%	G 88% 8% 4%
R 44% 25% 31%	3. I feel able to make decisions without fear of being blamed if things go wrong	G 77% 12% 12%	G 100% 0% 0%	G 76% 16% 8%
A 65% 21% 14%	4. Generally we resolve any differences of opinion amicably	G 92% 0% 8%	G 100% 0% 0%	G 92% 8% 0%
R 47% 26% 27%	5. MFRA promotes a culture of openness and transparency	A 65% 23% 12%	A 60% 40% 0%	G 76% 24% 0%
R 25% 45% 30%	6. MFRA is a better place to work than it was 3 years ago	R 42% 54% 4%	R 50% 20% 30%	R 40% 48% 12%
G 80% 13% 7%	7. I have a good understanding of MFRA values	G 92% 4% 4%	G 100% 0% 0%	G 100% 0% 0%
A 68% 17% 16%	8. I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	G 81% 12% 8%	G 100% 0% 0%	G 92% 8% 0%
R 46% 24% 30%	9. I feel valued	G 77% 8% 15%	G 100% 0% 0%	G 72% 20% 8%
R 57% 18% 25%	10. I am able to strike the right balance between my work and home life	A 73% 8% 19%	G 80% 10% 10%	G 84% 12% 4%
R 57% 22% 21%	Section averages	G 77% 14% 8%	G 88% 8% 4%	G 81% 15% 4%

MFRA	Questions in the "Change Management" section	Community Risk Management (Prev & Protect staff)	Finance	Legal Procurement and Democratic Services	Operational Preparedness	Operational Response (incl. op crew staff)	Other
74% 14% 13%	1. I understand the need for change at MFRA given the cuts faced by the Authority	96% 4% 0%	93% 7% 0%	90% 0% 10%	86% 10% 4%	58% 20% 22%	90% 10% 0%
53% 26% 21%	2. I am communicated with about change that affects me in good time	62% 27% 10%	87% 13% 0%	50% 40% 10%	65% 26% 9%	40% 28% 32%	57% 33% 10%
37% 29% 34%	3. Change here is well managed overall	55% 32% 13%	80% 20% 0%	40% 40% 20%	51% 27% 22%	20% 30% 50%	48% 29% 24%
55% 28% 17%	4. Change within my team is well managed	61% 26% 13%	80% 13% 7%	50% 40% 10%	65% 23% 12%	46% 32% 22%	71% 24% 5%
28% 30% 42%	5. I feel that MFRA consider the impact on me and other people when making decisions	44% 35% 21%	53% 40% 7%	30% 40% 30%	37% 38% 24%	13% 26% 62%	48% 19% 33%
26% 33% 41%	6. A lot is done to help staff prepare for and cope with change	43% 32% 25%	60% 40% 0%	10% 60% 30%	37% 36% 27%	11% 31% 58%	43% 24% 33%
46% 27% 28%	Section averages	60% 26% 14%	76% 22% 2%	45% 37% 18%	57% 27% 16%	31% 28% 41%	60% 23% 17%

MFRA	Questions in the "Change Management" section	People and Organisational Development	Strategic Change & Resources	Strategy & Performance
G 74% 14% 13%	1. I understand the need for change at MFRA given the cuts faced by the Authority	G 88% 8% 4%	G 90% 0% 10%	G 92% 8% 0%
R 53% 26% 21%	2. I am communicated with about change that affects me in good time	G 73% 12% 15%	A 70% 10% 20%	G 84% 12% 4%
R 37% 29% 34%	3. Change here is well managed overall	A 62% 27% 12%	R 50% 20% 30%	G 72% 28% 0%
R 55% 28% 17%	4. Change within my team is well managed	A 58% 19% 23%	G 70% 30% 0%	G 80% 16% 4%
R 28% 30% 42%	5. I feel that MFRA consider the impact on me and other people when making decisions	R 54% 31% 15%	R 50% 20% 30%	A 56% 44% 0%
R 26% 33% 41%	6. A lot is done to help staff prepare for and cope with change	R 50% 35% 15%	R 40% 40% 20%	A 52% 44% 4%
R 46% 27% 28%	Section averages	A 64% 22% 14%	A 62% 20% 18%	G 73% 25% 2%

MFRA	Questions in the "Health and Wellbeing" section	Community Risk Management (Prev & Protect staff)	Finance	Legal Procurement and Democratic Services	Operational Preparedness	Operational Response (incl. op crew staff)	Other
G 89% 7% 4%	1. In general I would say my health is good	G 87% 12% 1%	G 87% 7% 7%	G 90% 0% 10%	G 85% 10% 5%	G 90% 6% 4%	G 95% 5% 0%
G 84% 12% 4%	2. I consider that I benefited from the support I received through the Occupational Health Team	G 90% 10% 0%	G 100% 0% 0%	- - -	G 87% 13% 0%	G 80% 14% 6%	G 86% 14% 0%
G 87% 9% 4%	Section averages	G 88% 11% 1%	G 92% 4% 4%	G 86% 7% 7%	G 86% 11% 3%	G 86% 9% 5%	G 91% 9% 0%

MFRA	Questions in the "Health and Wellbeing" section	People and Organisational Development	Strategic Change & Resources	Strategy & Performance
89% 7% 4%	1. In general I would say my health is good	77% 12% 12%	90% 0% 10%	96% 4% 0%
84% 12% 4%	2. I consider that I benefited from the support I received through the Occupational Health Team	93% 7% 0%		92% 0% 8%
87% 9% 4%	Section averages	83% 10% 8%	88% 0% 13%	95% 3% 3%

MFRA	Questions in the "Overall" section	Community Risk Management (Prev & Protect staff)	Finance	Legal Procurement and Democratic Services	Operational Preparedness	Operational Response (incl. op crew staff)	Other
G 78% 13% 9%	1. I am proud to say I work for MFRA	G 94% 5% 1%	G 73% 27% 0%	G 90% 0% 10%	G 85% 12% 4%	A 69% 16% 15%	G 90% 10% 0%
G 74% 16% 10%	2. Working here makes me want to do the best I can	G 92% 5% 3%	G 80% 20% 0%	G 80% 10% 10%	G 77% 17% 6%	A 64% 20% 16%	G 76% 19% 5%
A 60% 18% 22%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	G 79% 14% 6%	G 93% 7% 0%	G 80% 10% 10%	A 65% 19% 15%	R 44% 21% 35%	G 81% 14% 5%
G 89% 7% 3%	4. I care about the future of MFRA	G 96% 3% 1%	G 80% 20% 0%	G 90% 0% 10%	G 92% 5% 3%	G 85% 10% 5%	G 95% 5% 0%
G 74% 15% 11%	5. I would still like to be working at MFRA in two years' time	G 88% 6% 5%	G 87% 13% 0%	A 70% 10% 20%	G 78% 12% 10%	A 67% 18% 15%	G 95% 5% 0%
G 75% 14% 11%	Section averages	G 90% 7% 3%	G 83% 17% 0%	G 82% 6% 12%	G 79% 13% 8%	A 66% 17% 17%	G 88% 10% 2%

MFRA	Questions in the "Overall" section	People and Organisational Development	Strategic Change & Resources	Strategy & Performance
G 78% 13% 9%	1. I am proud to say I work for MFRA	G 96% 0% 4%	G 90% 10% 0%	G 92% 8% 0%
G 74% 16% 10%	2. Working here makes me want to do the best I can	G 96% 0% 4%	G 90% 10% 0%	G 92% 8% 0%
A 60% 18% 22%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	G 88% 4% 8%	G 70% 30% 0%	G 88% 12% 0%
G 89% 7% 3%	4. I care about the future of MFRA	G 96% 0% 4%	G 100% 0% 0%	G 96% 4% 0%
G 74% 15% 11%	5. I would still like to be working at MFRA in two years' time	G 81% 12% 8%	A 60% 20% 20%	G 72% 24% 4%
G 75% 14% 11%	Section averages	G 92% 3% 5%	G 82% 14% 4%	G 88% 11% 1%

Breakdown of Survey respondents for Merseyside Fire and Rescue

Function/place	Total
Community Risk Management (Prev & Protect staff)	77
Finance	15
Legal Procurement and Democratic Services	10
Operational Preparedness	78
Operational Response (incl. op crew staff)	286
Other	21
People and Organisational Development	26
Strategic Change & Resources	10
Strategy & Performance	25
Total	548