



Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for Strategy & Performance by Staff groupings

Total respondents: 25

Produced by People Insight in July 2018



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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

Strategy Performance	Questions in the "Goal Clarity" section	Non Uniformed
   		   
G 100% 0% 0%	1. I understand the priorities or Missions & Aims of MFRA	G 100% 0% 0%
G 96% 4% 0%	2. I am clear about what I am expected to achieve in my job	G 96% 4% 0%
G 96% 4% 0%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	G 96% 4% 0%
G 84% 16% 0%	4. Senior Managers provide a clear vision of the overall direction of MFRA	G 83% 17% 0%
G 94% 6% 0%	Section averages	G 94% 6% 0%

Strategy Performance	Questions in the "My Job" section	Non Uniformed
   		   
 96% 0% 4%	1. I enjoy my work	 96% 0% 4%
 80% 12% 8%	2. My job makes the best use of the skills and abilities that I have	 79% 13% 8%
 80% 16% 4%	3. I get a sense of personal accomplishment from my work	 79% 17% 4%
 84% 16% 0%	4. I feel that my work contributes to Safer Stronger Communities	 83% 17% 0%
 92% 8% 0%	5. I feel supported in my role	 92% 8% 0%
 52% 20% 28%	6. I have a sense of good job security	 50% 21% 29%
 81% 12% 7%	Section averages	 80% 13% 8%

Strategy Performance	Questions in the "Employee Involvement" section	Non Uniformed
   		   
G 92% 8% 0%	1. I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	G 92% 8% 0%
G 100% 0% 0%	2. I am able to use my own initiative at work to do my job	G 100% 0% 0%
G 88% 8% 4%	3. I am encouraged to suggest new ideas for improvements	G 88% 8% 4%
G 92% 4% 4%	4. I am comfortable to speak up and constructively challenge how things are done	G 92% 4% 4%
G 76% 12% 12%	5. People can communicate openly with each other here regardless of position or level	G 75% 13% 13%
G 90% 6% 4%	Section averages	G 89% 7% 4%

Strategy Performance	Questions in the "Teamwork" section	Non Uniformed
   		   
A 68% 24% 8%	1. Morale in my immediate team/watch/section is generally high	A 67% 25% 8%
A 56% 28% 16%	2. Different parts of the service work well together	R 54% 29% 17%
A 60% 28% 12%	3. We are good at sharing ideas to make things work better	A 63% 25% 13%
A 61% 27% 12%	Section averages	A 61% 26% 13%

Strategy Performance	Questions in the "Learning & Development" section	Non Uniformed
   		   
G 88% 12% 0%	1. I have received the training and development I need to do my job well and safely	G 88% 13% 0%
A 60% 32% 8%	2. I have the right opportunities to learn and grow at work	A 58% 33% 8%
G 100% 0% 0%	3. I have the knowledge and skills I need to do my job well	G 100% 0% 0%
G 72% 28% 0%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	G 71% 29% 0%
G 80% 20% 0%	5. I have good quality equipment to help me do my job	G 79% 21% 0%
G 80% 18% 2%	Section averages	G 79% 19% 2%

Strategy Performance	Questions in the "Recognition & Reward" section	Non Uniformed
   		   
G 88% 8% 4%	1. In the last week, I have received thanks or praise for doing good work	G 88% 8% 4%
G 88% 12% 0%	2. I feel valued and recognised for the work that I do by my line manager	G 88% 13% 0%
G 72% 28% 0%	3. I feel valued and recognised for the work that I do by other team members	G 71% 29% 0%
A 56% 36% 8%	4. I feel valued and recognised for the work that I do by senior managers	A 54% 38% 8%
G 92% 8% 0%	5. I receive feedback on my work	G 92% 8% 0%
G 79% 18% 2%	Section averages	G 78% 19% 3%

Strategy Performance	Questions in the "Management Effectiveness" section	Non Uniformed
   		   
G 92% 8% 0%	1. My manager communicates regularly about issues that affect my work	G 92% 8% 0%
G 92% 8% 0%	2. My manager makes time for me	G 92% 8% 0%
G 88% 12% 0%	3. My manager treats me fairly and with respect	G 88% 13% 0%
G 88% 12% 0%	4. My manager gives me regular feedback on how I am doing	G 88% 13% 0%
A 64% 32% 4%	5. Senior managers do what they say they are going to do	A 63% 33% 4%
G 72% 16% 12%	6. Employees at my level are able to communicate their concerns to higher management	G 71% 17% 13%
R 32% 48% 20%	7. MFRA Members engage well with staff at MFRA	R 33% 46% 21%
A 60% 32% 8%	8. I have confidence in the future of MFRA	A 58% 33% 8%
G 74% 21% 6%	Section averages	G 73% 21% 6%

Strategy Performance	Questions in the "Culture & Values" section	Non Uniformed
92% 8% 0%	1. Bullying, harassment and discrimination are not tolerated at MFRA	92% 8% 0%
88% 8% 4%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	88% 8% 4%
76% 16% 8%	3. I feel able to make decisions without fear of being blamed if things go wrong	75% 17% 8%
92% 8% 0%	4. Generally we resolve any differences of opinion amicably	92% 8% 0%
76% 24% 0%	5. MFRA promotes a culture of openness and transparency	75% 25% 0%
40% 48% 12%	6. MFRA is a better place to work than it was 3 years ago	38% 50% 13%
100% 0% 0%	7. I have a good understanding of MFRA values	100% 0% 0%
92% 8% 0%	8. I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	92% 8% 0%
72% 20% 8%	9. I feel valued	71% 21% 8%
84% 12% 4%	10. I am able to strike the right balance between my work and home life	83% 13% 4%
81% 15% 4%	Section averages	80% 16% 4%

Strategy Performance	Questions in the "Change Management" section	Non Uniformed
   		   
G 92% 8% 0%	1. I understand the need for change at MFRA given the cuts faced by the Authority	G 92% 8% 0%
G 84% 12% 4%	2. I am communicated with about change that affects me in good time	G 83% 13% 4%
G 72% 28% 0%	3. Change here is well managed overall	G 71% 29% 0%
G 80% 16% 4%	4. Change within my team is well managed	G 79% 17% 4%
A 56% 44% 0%	5. I feel that MFRA consider the impact on me and other people when making decisions	A 54% 46% 0%
A 52% 44% 4%	6. A lot is done to help staff prepare for and cope with change	R 50% 46% 4%
G 73% 25% 2%	Section averages	G 72% 26% 2%

Strategy Performance	Questions in the "Health and Wellbeing" section	Non Uniformed
   		   
 96% 4% 0%	1. In general I would say my health is good	 96% 4% 0%
 92% 0% 8%	2. I consider that I benefited from the support I received through the Occupational Health Team	 91% 0% 9%
 95% 3% 3%	Section averages	 94% 3% 3%

Strategy Performance	Questions in the "Overall" section	Non Uniformed
   		   
 92% 8% 0%	1. I am proud to say I work for MFRA	 92% 8% 0%
 92% 8% 0%	2. Working here makes me want to do the best I can	 92% 8% 0%
 88% 12% 0%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	 88% 13% 0%
 96% 4% 0%	4. I care about the future of MFRA	 96% 4% 0%
 72% 24% 4%	5. I would still like to be working at MFRA in two years' time	 75% 21% 4%
 88% 11% 1%	Section averages	 88% 11% 1%