



Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for Legal Procurement and Democratic Services by Staff groupings

Total respondents: 10

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





















Legal Procurement and Democratic Services	Questions in the "Goal Clarity" section	Non Uniformed
   		   
 90% 0% 10%	1. I understand the priorities or Missions & Aims of MFRA	 90% 0% 10%
 90% 0% 10%	2. I am clear about what I am expected to achieve in my job	 90% 0% 10%
 90% 0% 10%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	 90% 0% 10%
 70% 20% 10%	4. Senior Managers provide a clear vision of the overall direction of MFRA	 70% 20% 10%
 85% 5% 10%	Section averages	 85% 5% 10%



























Legal Procurement and Democratic Services	Questions in the "My Job" section	Non Uniformed
   		   
G 80% 10% 10%	1. I enjoy my work	G 80% 10% 10%
R 50% 30% 20%	2. My job makes the best use of the skills and abilities that I have	R 50% 30% 20%
G 90% 0% 10%	3. I get a sense of personal accomplishment from my work	G 90% 0% 10%
G 90% 0% 10%	4. I feel that my work contributes to Safer Stronger Communities	G 90% 0% 10%
G 80% 10% 10%	5. I feel supported in my role	G 80% 10% 10%
R 20% 30% 50%	6. I have a sense of good job security	R 20% 30% 50%
A 68% 13% 18%	Section averages	A 68% 13% 18%

Legal Procurement and Democratic Services	Questions in the "Employee Involvement" section	Non Uniformed
   		   
 80% 0% 20%	1. I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	 80% 0% 20%
 90% 0% 10%	2. I am able to use my own initiative at work to do my job	 90% 0% 10%
 70% 20% 10%	3. I am encouraged to suggest new ideas for improvements	 70% 20% 10%
 90% 0% 10%	4. I am comfortable to speak up and constructively challenge how things are done	 90% 0% 10%
 80% 10% 10%	5. People can communicate openly with each other here regardless of position or level	 80% 10% 10%
 82% 6% 12%	Section averages	 82% 6% 12%























Legal Procurement and Democratic Services	Questions in the "Teamwork" section	Non Uniformed
   		   
 70% 20% 10%	1. Morale in my immediate team/watch/section is generally high	 70% 20% 10%
 50% 20% 30%	2. Different parts of the service work well together	 50% 20% 30%
 50% 30% 20%	3. We are good at sharing ideas to make things work better	 50% 30% 20%
 57% 23% 20%	Section averages	 57% 23% 20%

















Legal Procurement and Democratic Services	Questions in the "Learning & Development" section	Non Uniformed
   		   
 80% 10% 10%	1. I have received the training and development I need to do my job well and safely	 80% 10% 10%
 50% 30% 20%	2. I have the right opportunities to learn and grow at work	 50% 30% 20%
 70% 20% 10%	3. I have the knowledge and skills I need to do my job well	 70% 20% 10%
 60% 30% 10%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	 60% 30% 10%
 60% 30% 10%	5. I have good quality equipment to help me do my job	 60% 30% 10%
 64% 24% 12%	Section averages	 64% 24% 12%





















Legal Procurement and Democratic Services	Questions in the "Recognition & Reward" section	Non Uniformed
   		   
 60% 10% 30%	1. In the last week, I have received thanks or praise for doing good work	 60% 10% 30%
 70% 20% 10%	2. I feel valued and recognised for the work that I do by my line manager	 70% 20% 10%
 40% 50% 10%	3. I feel valued and recognised for the work that I do by other team members	 40% 50% 10%
 50% 20% 30%	4. I feel valued and recognised for the work that I do by senior managers	 50% 20% 30%
 80% 0% 20%	5. I receive feedback on my work	 80% 0% 20%
 60% 20% 20%	Section averages	 60% 20% 20%

Legal Procurement and Democratic Services	Questions in the "Management Effectiveness" section	Non Uniformed
   		   
 90% 0% 10%	1. My manager communicates regularly about issues that affect my work	 90% 0% 10%
 90% 0% 10%	2. My manager makes time for me	 90% 0% 10%
 90% 0% 10%	3. My manager treats me fairly and with respect	 90% 0% 10%
 80% 10% 10%	4. My manager gives me regular feedback on how I am doing	 80% 10% 10%
 60% 20% 20%	5. Senior managers do what they say they are going to do	 60% 20% 20%
 50% 20% 30%	6. Employees at my level are able to communicate their concerns to higher management	 50% 20% 30%
 30% 30% 40%	7. MFRA Members engage well with staff at MFRA	 30% 30% 40%
 30% 30% 40%	8. I have confidence in the future of MFRA	 30% 30% 40%
 65% 14% 21%	Section averages	 65% 14% 21%

Legal Procurement and Democratic Services	Questions in the "Culture & Values" section	Non Uniformed
   		   
 60% 30% 10%	1. Bullying, harassment and discrimination are not tolerated at MFRA	 60% 30% 10%
 70% 0% 30%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	 70% 0% 30%
 50% 20% 30%	3. I feel able to make decisions without fear of being blamed if things go wrong	 50% 20% 30%
 60% 20% 20%	4. Generally we resolve any differences of opinion amicably	 60% 20% 20%
 70% 10% 20%	5. MFRA promotes a culture of openness and transparency	 70% 10% 20%
 20% 60% 20%	6. MFRA is a better place to work than it was 3 years ago	 20% 60% 20%
 90% 0% 10%	7. I have a good understanding of MFRA values	 90% 0% 10%
 90% 0% 10%	8. I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	 90% 0% 10%
 40% 20% 40%	9. I feel valued	 40% 20% 40%
 70% 20% 10%	10. I am able to strike the right balance between my work and home life	 70% 20% 10%
 62% 18% 20%	Section averages	 62% 18% 20%

Legal Procurement and Democratic Services	Questions in the "Change Management" section	Non Uniformed
   		   
 90% 0% 10%	1. I understand the need for change at MFRA given the cuts faced by the Authority	 90% 0% 10%
 50% 40% 10%	2. I am communicated with about change that affects me in good time	 50% 40% 10%
 40% 40% 20%	3. Change here is well managed overall	 40% 40% 20%
 50% 40% 10%	4. Change within my team is well managed	 50% 40% 10%
 30% 40% 30%	5. I feel that MFRA consider the impact on me and other people when making decisions	 30% 40% 30%
 10% 60% 30%	6. A lot is done to help staff prepare for and cope with change	 10% 60% 30%
 45% 37% 18%	Section averages	 45% 37% 18%

Legal Procurement and Democratic Services	Questions in the "Health and Wellbeing" section	Non Uniformed
   		   
 90% 0% 10%	1. In general I would say my health is good	 90% 0% 10%
 75% 25% 0%	2. I consider that I benefited from the support I received through the Occupational Health Team	  
 86% 7% 7%	Section averages	 86% 7% 7%

Legal Procurement and Democratic Services	Questions in the "Overall" section	Non Uniformed
   		   
 90% 0% 10%	1. I am proud to say I work for MFRA	 90% 0% 10%
 80% 10% 10%	2. Working here makes me want to do the best I can	 80% 10% 10%
 80% 10% 10%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	 80% 10% 10%
 90% 0% 10%	4. I care about the future of MFRA	 90% 0% 10%
 70% 10% 20%	5. I would still like to be working at MFRA in two years' time	 70% 10% 20%
 82% 6% 12%	Section averages	 82% 6% 12%

Breakdown of respondents for Merseyside Fire and Rescue: Function/place [Legal Procurement and Democratic Services]

Staff groupings	Total
Uniformed	0
Non Uniformed	10
Control	0
Total	10