



Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for Other Function by Staff groupings

Total respondents: 21

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













Other Function	Questions in the "Goal Clarity" section	Uniformed	Non uniformed
   		   	   
G 100% 0% 0%	1. I understand the priorities or Missions & Aims of MFRA	G 100% 0% 0%	G 100% 0% 0%
G 90% 5% 5%	2. I am clear about what I am expected to achieve in my job	G 89% 0% 11%	G 92% 8% 0%
G 100% 0% 0%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	G 100% 0% 0%	G 100% 0% 0%
A 62% 24% 14%	4. Senior Managers provide a clear vision of the overall direction of MFRA	A 67% 0% 33%	A 58% 42% 0%
G 88% 7% 5%	Section averages	G 89% 0% 11%	G 88% 13% 0%








































Other Function	Questions in the "My Job" section	Uniformed	Non uniformed
   		   	   
 76% 19% 5%	1. I enjoy my work	 89% 11% 0%	 67% 25% 8%
 81% 5% 14%	2. My job makes the best use of the skills and abilities that I have	 89% 0% 11%	 75% 8% 17%
 81% 14% 5%	3. I get a sense of personal accomplishment from my work	 89% 11% 0%	 75% 17% 8%
 81% 5% 14%	4. I feel that my work contributes to Safer Stronger Communities	 89% 0% 11%	 75% 8% 17%
 62% 24% 14%	5. I feel supported in my role	 67% 22% 11%	 58% 25% 17%
 57% 24% 19%	6. I have a sense of good job security	 89% 11% 0%	 33% 33% 33%
 73% 15% 12%	Section averages	 85% 9% 6%	 64% 19% 17%

Other Function	Questions in the "Employee Involvement" section	Uniformed	Non uniformed
   		   	   
 81% 19% 0%	1. I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	 89% 11% 0%	 75% 25% 0%
 81% 10% 10%	2. I am able to use my own initiative at work to do my job	 89% 11% 0%	 75% 8% 17%
 81% 14% 5%	3. I am encouraged to suggest new ideas for improvements	 89% 11% 0%	 75% 17% 8%
 76% 10% 14%	4. I am comfortable to speak up and constructively challenge how things are done	 78% 11% 11%	 75% 8% 17%
 67% 14% 19%	5. People can communicate openly with each other here regardless of position or level	 78% 0% 22%	 58% 25% 17%
 77% 13% 10%	Section averages	 84% 9% 7%	 72% 17% 12%

Other Function	Questions in the "Teamwork" section	Uniformed	Non uniformed
   		   	   
 76% 14% 10%	1. Morale in my immediate team/watch/section is generally high	 100% 0% 0%	 58% 25% 17%
 48% 33% 19%	2. Different parts of the service work well together	 56% 22% 22%	 42% 42% 17%
 52% 33% 14%	3. We are good at sharing ideas to make things work better	 44% 33% 22%	 58% 33% 8%
 59% 27% 14%	Section averages	 67% 19% 15%	 53% 33% 14%

Other Function	Questions in the "Learning & Development" section	Uniformed	Non uniformed
   		   	   
G 76% 19% 5%	1. I have received the training and development I need to do my job well and safely	G 89% 0% 11%	G 67% 33% 0%
G 76% 14% 10%	2. I have the right opportunities to learn and grow at work	G 89% 0% 11%	A 67% 25% 8%
G 86% 14% 0%	3. I have the knowledge and skills I need to do my job well	G 89% 11% 0%	G 83% 17% 0%
A 62% 29% 10%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	R 56% 22% 22%	G 67% 33% 0%
G 76% 24% 0%	5. I have good quality equipment to help me do my job	G 78% 22% 0%	G 75% 25% 0%
G 75% 20% 5%	Section averages	G 80% 11% 9%	G 72% 27% 2%

Other Function	Questions in the "Recognition & Reward" section	Uniformed	Non uniformed
   		   	   
R 57% 19% 24%	1. In the last week, I have received thanks or praise for doing good work	G 78% 0% 22%	R 42% 33% 25%
G 81% 14% 5%	2. I feel valued and recognised for the work that I do by my line manager	G 89% 11% 0%	G 75% 17% 8%
G 76% 24% 0%	3. I feel valued and recognised for the work that I do by other team members	G 89% 11% 0%	G 67% 33% 0%
R 57% 19% 24%	4. I feel valued and recognised for the work that I do by senior managers	A 67% 0% 33%	R 50% 33% 17%
A 67% 19% 14%	5. I receive feedback on my work	G 78% 11% 11%	A 58% 25% 17%
A 68% 19% 13%	Section averages	G 80% 7% 13%	A 58% 28% 13%

Other Function	Questions in the "Management Effectiveness" section	Uniformed	Non uniformed
   		   	   
 76% 14% 10%	1. My manager communicates regularly about issues that affect my work	 100% 0% 0%	 58% 25% 17%
 76% 19% 5%	2. My manager makes time for me	 89% 11% 0%	 67% 25% 8%
 81% 14% 5%	3. My manager treats me fairly and with respect	 89% 11% 0%	 75% 17% 8%
 71% 24% 5%	4. My manager gives me regular feedback on how I am doing	 78% 22% 0%	 67% 25% 8%
 48% 29% 24%	5. Senior managers do what they say they are going to do	 56% 22% 22%	 42% 33% 25%
 76% 10% 14%	6. Employees at my level are able to communicate their concerns to higher management	 78% 0% 22%	 75% 17% 8%
 33% 33% 33%	7. MFRA Members engage well with staff at MFRA	 44% 11% 44%	 25% 50% 25%
 57% 29% 14%	8. I have confidence in the future of MFRA	 67% 11% 22%	 50% 42% 8%
 65% 21% 14%	Section averages	 75% 11% 14%	 57% 29% 14%

Other Function	Questions in the "Culture & Values" section	Uniformed	Non uniformed
76% 10% 14%	1. Bullying, harassment and discrimination are not tolerated at MFRA	67% 11% 22%	83% 8% 8%
81% 14% 5%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	89% 11% 0%	75% 17% 8%
48% 43% 10%	3. I feel able to make decisions without fear of being blamed if things go wrong	67% 22% 11%	33% 58% 8%
71% 24% 5%	4. Generally we resolve any differences of opinion amicably	89% 11% 0%	58% 33% 8%
71% 10% 19%	5. MFRA promotes a culture of openness and transparency	67% 0% 33%	75% 17% 8%
52% 38% 10%	6. MFRA is a better place to work than it was 3 years ago	67% 33% 0%	42% 42% 17%
90% 10% 0%	7. I have a good understanding of MFRA values	100% 0% 0%	83% 17% 0%
76% 14% 10%	8. I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	78% 0% 22%	75% 25% 0%
62% 29% 10%	9. I feel valued	67% 22% 11%	58% 33% 8%
67% 29% 5%	10. I am able to strike the right balance between my work and home life	78% 11% 11%	58% 42% 0%
70% 22% 9%	Section averages	77% 12% 11%	64% 29% 7%

Other Function	Questions in the "Change Management" section	Uniformed	Non uniformed
G 90% 10% 0%	1. I understand the need for change at MFRA given the cuts faced by the Authority	G 100% 0% 0%	G 83% 17% 0%
A 57% 33% 10%	2. I am communicated with about change that affects me in good time	A 67% 22% 11%	R 50% 42% 8%
R 48% 29% 24%	3. Change here is well managed overall	A 67% 11% 22%	R 33% 42% 25%
G 71% 24% 5%	4. Change within my team is well managed	G 89% 0% 11%	A 58% 42% 0%
R 48% 19% 33%	5. I feel that MFRA consider the impact on me and other people when making decisions	A 67% 11% 22%	R 33% 25% 42%
R 43% 24% 33%	6. A lot is done to help staff prepare for and cope with change	R 56% 22% 22%	R 33% 25% 42%
A 60% 23% 17%	Section averages	G 74% 11% 15%	R 49% 32% 19%

Other Function	Questions in the "Health and Wellbeing" section	Uniformed	Non uniformed
G 95% 5% 0%	1. In general I would say my health is good	G 100% 0% 0%	G 92% 8% 0%
G 86% 14% 0%	2. I consider that I benefited from the support I received through the Occupational Health Team		G 88% 13% 0%
G 91% 9% 0%	Section averages	G 93% 7% 0%	G 90% 10% 0%

Other Function	Questions in the "Overall" section	Uniformed	Non uniformed
G 90% 10% 0%	1. I am proud to say I work for MFRA	G 89% 11% 0%	G 92% 8% 0%
G 76% 19% 5%	2. Working here makes me want to do the best I can	G 78% 22% 0%	G 75% 17% 8%
G 81% 14% 5%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	G 89% 0% 11%	G 75% 25% 0%
G 95% 5% 0%	4. I care about the future of MFRA	G 100% 0% 0%	G 92% 8% 0%
G 95% 5% 0%	5. I would still like to be working at MFRA in two years' time	G 100% 0% 0%	G 92% 8% 0%
G 88% 10% 2%	Section averages	G 91% 7% 2%	G 85% 13% 2%

Breakdown of respondents for Merseyside Fire and Rescue: Function/place [Other (Function)]

Staff groupings	Total
Uniformed	9
Non Uniformed	12
Control	0
Total	21