



# Results of the Survey for Merseyside Fire and Rescue

## Data tables showing results for Finance by Staff groupings

Total respondents: 15

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

Finance	Questions in the "Goal Clarity" section	Non Uniformed
   		   
 93% 7% 0%	1. I understand the priorities or Missions & Aims of MFRA	 93% 7% 0%
 93% 7% 0%	2. I am clear about what I am expected to achieve in my job	 93% 7% 0%
 93% 7% 0%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	 93% 7% 0%
 73% 27% 0%	4. Senior Managers provide a clear vision of the overall direction of MFRA	 73% 27% 0%
 88% 12% 0%	<b>Section averages</b>	 88% 12% 0%

Finance	Questions in the "My Job" section	Non Uniformed
   		   
<b>G</b> 87% 13% 0%	1. I enjoy my work	<b>G</b> 87% 13% 0%
<b>G</b> 80% 13% 7%	2. My job makes the best use of the skills and abilities that I have	<b>G</b> 80% 13% 7%
<b>G</b> 87% 13% 0%	3. I get a sense of personal accomplishment from my work	<b>G</b> 87% 13% 0%
<b>R</b> 40% 53% 7%	4. I feel that my work contributes to Safer Stronger Communities	<b>R</b> 40% 53% 7%
<b>G</b> 87% 7% 7%	5. I feel supported in my role	<b>G</b> 87% 7% 7%
<b>R</b> 53% 33% 13%	6. I have a sense of good job security	<b>R</b> 53% 33% 13%
<b>G</b> 72% 22% 6%	<b>Section averages</b>	<b>G</b> 72% 22% 6%

Finance	Questions in the "Employee Involvement" section	Non Uniformed
   		   
<b>G</b> 73% 20% 7%	1. I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	<b>G</b> 73% 20% 7%
<b>G</b> 100% 0% 0%	2. I am able to use my own initiative at work to do my job	<b>G</b> 100% 0% 0%
<b>G</b> 93% 7% 0%	3. I am encouraged to suggest new ideas for improvements	<b>G</b> 93% 7% 0%
<b>G</b> 87% 13% 0%	4. I am comfortable to speak up and constructively challenge how things are done	<b>G</b> 87% 13% 0%
<b>G</b> 80% 13% 7%	5. People can communicate openly with each other here regardless of position or level	<b>G</b> 80% 13% 7%
<b>G</b> 87% 11% 3%	<b>Section averages</b>	<b>G</b> 87% 11% 3%

Finance	Questions in the "Teamwork" section	Non Uniformed
   		   
 47% 33% 20%	1. Morale in my immediate team/watch/section is generally high	 47% 33% 20%
 33% 33% 33%	2. Different parts of the service work well together	 33% 33% 33%
 47% 20% 33%	3. We are good at sharing ideas to make things work better	 47% 20% 33%
 42% 29% 29%	<b>Section averages</b>	 42% 29% 29%

Finance	Questions in the "Learning & Development" section	Non Uniformed
   		   
<b>G</b> 87% 13% 0%	1. I have received the training and development I need to do my job well and safely	<b>G</b> 87% 13% 0%
<b>G</b> 80% 7% 13%	2. I have the right opportunities to learn and grow at work	<b>G</b> 80% 7% 13%
<b>G</b> 73% 27% 0%	3. I have the knowledge and skills I need to do my job well	<b>G</b> 73% 27% 0%
<b>A</b> 67% 27% 7%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	<b>A</b> 67% 27% 7%
<b>G</b> 87% 13% 0%	5. I have good quality equipment to help me do my job	<b>G</b> 87% 13% 0%
<b>G</b> 79% 17% 4%	<b>Section averages</b>	<b>G</b> 79% 17% 4%

Finance	Questions in the "Recognition & Reward" section	Non Uniformed
   		   
<b>A</b> 60% 27% 13%	1. In the last week, I have received thanks or praise for doing good work	<b>A</b> 60% 27% 13%
<b>G</b> 87% 13% 0%	2. I feel valued and recognised for the work that I do by my line manager	<b>G</b> 87% 13% 0%
<b>G</b> 67% 33% 0%	3. I feel valued and recognised for the work that I do by other team members	<b>G</b> 67% 33% 0%
<b>R</b> 53% 27% 20%	4. I feel valued and recognised for the work that I do by senior managers	<b>R</b> 53% 27% 20%
<b>A</b> 67% 27% 7%	5. I receive feedback on my work	<b>A</b> 67% 27% 7%
<b>A</b> 67% 25% 8%	<b>Section averages</b>	<b>A</b> 67% 25% 8%

Finance	Questions in the "Management Effectiveness" section	Non Uniformed
   		   
<b>G</b> 87% 13% 0%	1. My manager communicates regularly about issues that affect my work	<b>G</b> 87% 13% 0%
<b>G</b> 87% 13% 0%	2. My manager makes time for me	<b>G</b> 87% 13% 0%
<b>G</b> 80% 20% 0%	3. My manager treats me fairly and with respect	<b>G</b> 80% 20% 0%
<b>A</b> 67% 13% 20%	4. My manager gives me regular feedback on how I am doing	<b>A</b> 67% 13% 20%
<b>R</b> 53% 27% 20%	5. Senior managers do what they say they are going to do	<b>R</b> 53% 27% 20%
<b>A</b> 67% 27% 7%	6. Employees at my level are able to communicate their concerns to higher management	<b>A</b> 67% 27% 7%
<b>R</b> 40% 40% 20%	7. MFRA Members engage well with staff at MFRA	<b>R</b> 40% 40% 20%
<b>A</b> 60% 33% 7%	8. I have confidence in the future of MFRA	<b>A</b> 60% 33% 7%
<b>A</b> 68% 23% 9%	<b>Section averages</b>	<b>A</b> 68% 23% 9%

Finance	Questions in the "Culture & Values" section	Non Uniformed
   		   
 93% 0% 7%	1. Bullying, harassment and discrimination are not tolerated at MFRA	 93% 0% 7%
 73% 13% 13%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	 73% 13% 13%
 73% 27% 0%	3. I feel able to make decisions without fear of being blamed if things go wrong	 73% 27% 0%
 80% 20% 0%	4. Generally we resolve any differences of opinion amicably	 80% 20% 0%
 80% 13% 7%	5. MFRA promotes a culture of openness and transparency	 80% 13% 7%
 33% 60% 7%	6. MFRA is a better place to work than it was 3 years ago	 33% 60% 7%
 67% 27% 7%	7. I have a good understanding of MFRA values	 67% 27% 7%
 80% 13% 7%	8. I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	 80% 13% 7%
 60% 33% 7%	9. I feel valued	 60% 33% 7%
 73% 20% 7%	10. I am able to strike the right balance between my work and home life	 73% 20% 7%
 71% 23% 6%	<b>Section averages</b>	 71% 23% 6%

Finance	Questions in the "Change Management" section	Non Uniformed
   		   
<b>G</b> 93% 7% 0%	1. I understand the need for change at MFRA given the cuts faced by the Authority	<b>G</b> 93% 7% 0%
<b>G</b> 87% 13% 0%	2. I am communicated with about change that affects me in good time	<b>G</b> 87% 13% 0%
<b>G</b> 80% 20% 0%	3. Change here is well managed overall	<b>G</b> 80% 20% 0%
<b>G</b> 80% 13% 7%	4. Change within my team is well managed	<b>G</b> 80% 13% 7%
<b>A</b> 53% 40% 7%	5. I feel that MFRA consider the impact on me and other people when making decisions	<b>A</b> 53% 40% 7%
<b>A</b> 60% 40% 0%	6. A lot is done to help staff prepare for and cope with change	<b>A</b> 60% 40% 0%
<b>G</b> 76% 22% 2%	<b>Section averages</b>	<b>G</b> 76% 22% 2%

Finance	Questions in the "Health and Wellbeing" section	Non Uniformed
   		   
 87% 7% 7%	1. In general I would say my health is good	 87% 7% 7%
 100% 0% 0%	2. I consider that I benefited from the support I received through the Occupational Health Team	 100% 0% 0%
 92% 4% 4%	<b>Section averages</b>	 92% 4% 4%

Finance	Questions in the "Overall" section	Non Uniformed
   		   
<b>G</b> 73% 27% 0%	1. I am proud to say I work for MFRA	<b>G</b> 73% 27% 0%
<b>G</b> 80% 20% 0%	2. Working here makes me want to do the best I can	<b>G</b> 80% 20% 0%
<b>G</b> 93% 7% 0%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	<b>G</b> 93% 7% 0%
<b>G</b> 80% 20% 0%	4. I care about the future of MFRA	<b>G</b> 80% 20% 0%
<b>G</b> 87% 13% 0%	5. I would still like to be working at MFRA in two years' time	<b>G</b> 87% 13% 0%
<b>G</b> 83% 17% 0%	<b>Section averages</b>	<b>G</b> 83% 17% 0%

## Breakdown of respondents for Merseyside Fire and Rescue: Function/place [Finance]

Staff groupings	Total
Uniformed	0
Non Uniformed	15
Control	0
<b>Total</b>	<b>15</b>