



Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for Strategic Change & Resources 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

Strategic Change Resources	Questions in the "Goal Clarity" section	Non Uniformed
   		   
 100% 0% 0%	1. I understand the priorities or Missions & Aims of MFRA	 100% 0% 0%
 100% 0% 0%	2. I am clear about what I am expected to achieve in my job	 100% 0% 0%
 100% 0% 0%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	 100% 0% 0%
 80% 20% 0%	4. Senior Managers provide a clear vision of the overall direction of MFRA	 88% 13% 0%
 95% 5% 0%	Section averages	 97% 3% 0%

Strategic Change Resources	Questions in the "My Job" section	Non Uniformed
   		   
G 90% 10% 0%	1. I enjoy my work	G 88% 13% 0%
G 90% 10% 0%	2. My job makes the best use of the skills and abilities that I have	G 88% 13% 0%
G 100% 0% 0%	3. I get a sense of personal accomplishment from my work	G 100% 0% 0%
G 80% 20% 0%	4. I feel that my work contributes to Safer Stronger Communities	G 75% 25% 0%
G 90% 10% 0%	5. I feel supported in my role	G 88% 13% 0%
R 30% 40% 30%	6. I have a sense of good job security	R 13% 50% 38%
G 80% 15% 5%	Section averages	G 75% 19% 6%

Strategic Change Resources	Questions in the "Employee Involvement" section	Non Uniformed
   		   
 100% 0% 0%	1. I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	 100% 0% 0%
 100% 0% 0%	2. I am able to use my own initiative at work to do my job	 100% 0% 0%
 90% 10% 0%	3. I am encouraged to suggest new ideas for improvements	 88% 13% 0%
 100% 0% 0%	4. I am comfortable to speak up and constructively challenge how things are done	 100% 0% 0%
 70% 20% 10%	5. People can communicate openly with each other here regardless of position or level	 75% 13% 13%
 92% 6% 2%	Section averages	 93% 5% 3%

Strategic Change Resources	Questions in the "Teamwork" section	Non Uniformed
   		   
 80% 10% 10%	1. Morale in my immediate team/watch/section is generally high	 75% 13% 13%
 60% 30% 10%	2. Different parts of the service work well together	 75% 13% 13%
 60% 30% 10%	3. We are good at sharing ideas to make things work better	 63% 25% 13%
 67% 23% 10%	Section averages	 71% 17% 13%

Strategic Change Resources	Questions in the "Learning & Development" section	Non Uniformed
   		   
G 90% 10% 0%	1. I have received the training and development I need to do my job well and safely	G 100% 0% 0%
G 90% 10% 0%	2. I have the right opportunities to learn and grow at work	G 88% 13% 0%
G 100% 0% 0%	3. I have the knowledge and skills I need to do my job well	G 100% 0% 0%
G 90% 0% 10%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	G 88% 0% 13%
G 100% 0% 0%	5. I have good quality equipment to help me do my job	G 100% 0% 0%
G 94% 4% 2%	Section averages	G 95% 3% 3%

Strategic Change Resources	Questions in the "Recognition & Reward" section	Non Uniformed
   		   
 80% 10% 10%	1. In the last week, I have received thanks or praise for doing good work	 75% 13% 13%
 100% 0% 0%	2. I feel valued and recognised for the work that I do by my line manager	 100% 0% 0%
 90% 0% 10%	3. I feel valued and recognised for the work that I do by other team members	 88% 0% 13%
 80% 20% 0%	4. I feel valued and recognised for the work that I do by senior managers	 75% 25% 0%
 100% 0% 0%	5. I receive feedback on my work	 100% 0% 0%
 90% 6% 4%	Section averages	 88% 8% 5%

Strategic Change Resources	Questions in the "Management Effectiveness" section	Non Uniformed
   		   
G 100% 0% 0%	1. My manager communicates regularly about issues that affect my work	G 100% 0% 0%
G 100% 0% 0%	2. My manager makes time for me	G 100% 0% 0%
G 100% 0% 0%	3. My manager treats me fairly and with respect	G 100% 0% 0%
G 90% 10% 0%	4. My manager gives me regular feedback on how I am doing	G 88% 13% 0%
G 70% 30% 0%	5. Senior managers do what they say they are going to do	G 75% 25% 0%
G 80% 20% 0%	6. Employees at my level are able to communicate their concerns to higher management	G 88% 13% 0%
R 30% 60% 10%	7. MFRA Members engage well with staff at MFRA	R 25% 63% 13%
R 50% 30% 20%	8. I have confidence in the future of MFRA	R 50% 25% 25%
G 78% 19% 4%	Section averages	G 78% 17% 5%

Strategic Change Resources	Questions in the "Culture & Values" section	Non Uniformed
G 90% 10% 0%	1. Bullying, harassment and discrimination are not tolerated at MFRA	G 100% 0% 0%
G 100% 0% 0%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	G 100% 0% 0%
G 100% 0% 0%	3. I feel able to make decisions without fear of being blamed if things go wrong	G 100% 0% 0%
G 100% 0% 0%	4. Generally we resolve any differences of opinion amicably	G 100% 0% 0%
A 60% 40% 0%	5. MFRA promotes a culture of openness and transparency	A 63% 38% 0%
R 50% 20% 30%	6. MFRA is a better place to work than it was 3 years ago	R 38% 25% 38%
G 100% 0% 0%	7. I have a good understanding of MFRA values	G 100% 0% 0%
G 100% 0% 0%	8. I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	G 100% 0% 0%
G 100% 0% 0%	9. I feel valued	G 100% 0% 0%
G 80% 10% 10%	10. I am able to strike the right balance between my work and home life	G 88% 0% 13%
G 88% 8% 4%	Section averages	G 89% 6% 5%

Strategic Change Resources	Questions in the "Change Management" section	Non Uniformed
   		   
G 90% 0% 10%	1. I understand the need for change at MFRA given the cuts faced by the Authority	G 100% 0% 0%
A 70% 10% 20%	2. I am communicated with about change that affects me in good time	G 75% 0% 25%
R 50% 20% 30%	3. Change here is well managed overall	R 50% 25% 25%
G 70% 30% 0%	4. Change within my team is well managed	G 75% 25% 0%
R 50% 20% 30%	5. I feel that MFRA consider the impact on me and other people when making decisions	R 50% 13% 38%
R 40% 40% 20%	6. A lot is done to help staff prepare for and cope with change	R 38% 38% 25%
A 62% 20% 18%	Section averages	A 65% 17% 19%

Strategic Change Resources	Questions in the "Health and Wellbeing" section	Non Uniformed
   		   
 90% 0% 10%	1. In general I would say my health is good	 88% 0% 13%
 83% 0% 17%	2. I consider that I benefited from the support I received through the Occupational Health Team	  
 88% 0% 13%	Section averages	  

Strategic Change Resources	Questions in the "Overall" section	Non Uniformed
   		   
G 90% 10% 0%	1. I am proud to say I work for MFRA	G 88% 13% 0%
G 90% 10% 0%	2. Working here makes me want to do the best I can	G 88% 13% 0%
G 70% 30% 0%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	A 63% 38% 0%
G 100% 0% 0%	4. I care about the future of MFRA	G 100% 0% 0%
A 60% 20% 20%	5. I would still like to be working at MFRA in two years' time	A 63% 13% 25%
G 82% 14% 4%	Section averages	G 80% 15% 5%