



Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for Merseyside Fire and Rescue by; Disability

Total respondents: 548
Response rate: 56%

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

















MFRA	Questions in the "Goal Clarity" section	Yes	No	Prefer not to say disability
   		   	   	   
 86% 9% 5%	1. I understand the priorities or Missions & Aims of MFRA	 87% 9% 4%	 88% 9% 3%	 77% 10% 13%
 90% 6% 4%	2. I am clear about what I am expected to achieve in my job	 96% 4% 0%	 92% 5% 3%	 79% 12% 9%
 87% 8% 5%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	 87% 9% 4%	 89% 8% 3%	 77% 10% 13%
 55% 25% 20%	4. Senior Managers provide a clear vision of the overall direction of MFRA	 74% 17% 9%	 57% 24% 18%	 35% 32% 32%
 80% 12% 8%	Section averages	 86% 10% 4%	 82% 11% 7%	 67% 16% 17%

MFRA	Questions in the "My Job" section	Yes	No	Prefer not to say disability
   		   	   	   
G 78% 14% 8%	1. I enjoy my work	G 78% 13% 9%	G 81% 13% 6%	A 66% 16% 18%
A 60% 18% 22%	2. My job makes the best use of the skills and abilities that I have	A 65% 9% 26%	A 63% 18% 19%	R 44% 22% 34%
G 75% 14% 11%	3. I get a sense of personal accomplishment from my work	A 70% 17% 13%	G 77% 14% 8%	A 62% 13% 25%
G 79% 14% 8%	4. I feel that my work contributes to Safer Stronger Communities	G 83% 9% 9%	G 81% 13% 7%	A 66% 19% 14%
A 58% 20% 22%	5. I feel supported in my role	A 61% 22% 17%	A 60% 20% 20%	R 44% 19% 36%
R 54% 24% 22%	6. I have a sense of good job security	R 52% 17% 30%	R 56% 23% 21%	R 44% 27% 29%
A 67% 17% 15%	Section averages	A 68% 14% 17%	A 69% 17% 14%	R 55% 19% 26%

MFRA	Questions in the "Employee Involvement" section	Yes	No	Prefer not to say disability
A 65% 15% 20%	1. I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	G 74% 17% 9%	A 67% 14% 20%	R 55% 22% 23%
G 72% 14% 14%	2. I am able to use my own initiative at work to do my job	G 87% 0% 13%	G 72% 15% 13%	A 65% 16% 19%
A 58% 23% 19%	3. I am encouraged to suggest new ideas for improvements	G 74% 9% 17%	A 59% 22% 19%	R 44% 31% 25%
R 59% 15% 26%	4. I am comfortable to speak up and constructively challenge how things are done	A 65% 9% 26%	A 61% 15% 24%	R 42% 19% 39%
R 41% 20% 38%	5. People can communicate openly with each other here regardless of position or level	A 61% 13% 26%	R 44% 20% 35%	R 18% 25% 57%
A 59% 18% 24%	Section averages	A 72% 10% 18%	A 61% 17% 22%	R 45% 23% 33%

MFRA	Questions in the "Teamwork" section	Yes	No	Prefer not to say disability
   		   	   	   
 53% 17% 30%	1. Morale in my immediate team/watch/section is generally high	 65% 9% 26%	 54% 17% 28%	 42% 17% 42%
 35% 29% 36%	2. Different parts of the service work well together	 57% 17% 26%	 35% 30% 35%	 23% 27% 49%
 38% 31% 30%	3. We are good at sharing ideas to make things work better	 48% 26% 26%	 40% 31% 29%	 26% 34% 40%
 42% 26% 32%	Section averages	 57% 17% 26%	 43% 26% 31%	 30% 26% 44%

MFRA	Questions in the "Learning & Development" section	Yes	No	Prefer not to say disability
77% 12% 11%	1. I have received the training and development I need to do my job well and safely	87% 9% 4%	79% 11% 10%	66% 16% 18%
54% 22% 24%	2. I have the right opportunities to learn and grow at work	65% 4% 30%	56% 23% 21%	42% 22% 36%
85% 12% 3%	3. I have the knowledge and skills I need to do my job well	83% 17% 0%	88% 9% 3%	68% 25% 8%
50% 28% 22%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	57% 30% 13%	52% 27% 21%	40% 27% 32%
70% 18% 13%	5. I have good quality equipment to help me do my job	70% 22% 9%	72% 17% 12%	57% 25% 18%
67% 18% 14%	Section averages	72% 17% 11%	69% 18% 13%	55% 23% 23%









































MFRA	Questions in the "Recognition & Reward" section	Yes	No	Prefer not to say disability
   		   	   	   
R 57% 17% 27%	1. In the last week, I have received thanks or praise for doing good work	R 57% 13% 30%	R 58% 17% 25%	R 49% 16% 35%
G 73% 15% 12%	2. I feel valued and recognised for the work that I do by my line manager	G 74% 17% 9%	G 75% 14% 11%	A 61% 21% 18%
G 78% 18% 5%	3. I feel valued and recognised for the work that I do by other team members	G 74% 13% 13%	G 79% 17% 4%	A 69% 22% 9%
R 36% 26% 38%	4. I feel valued and recognised for the work that I do by senior managers	R 48% 22% 30%	R 38% 27% 36%	R 22% 23% 55%
R 49% 29% 23%	5. I receive feedback on my work	R 57% 17% 26%	R 50% 28% 21%	R 35% 35% 30%
A 58% 21% 21%	Section averages	A 62% 17% 22%	A 60% 21% 19%	R 47% 23% 29%

MFRA	Questions in the "Management Effectiveness" section	Yes	No	Prefer not to say disability
G 79% 14% 7%	1. My manager communicates regularly about issues that affect my work	G 74% 26% 0%	G 81% 11% 7%	A 68% 22% 10%
G 78% 16% 5%	2. My manager makes time for me	G 78% 22% 0%	G 80% 15% 5%	A 68% 25% 8%
G 84% 11% 5%	3. My manager treats me fairly and with respect	G 87% 13% 0%	G 86% 9% 4%	G 70% 22% 8%
A 62% 27% 10%	4. My manager gives me regular feedback on how I am doing	A 65% 26% 9%	A 65% 26% 10%	R 49% 35% 16%
R 31% 33% 36%	5. Senior managers do what they say they are going to do	R 43% 30% 26%	R 33% 32% 35%	R 16% 36% 48%
R 44% 21% 35%	6. Employees at my level are able to communicate their concerns to higher management	A 70% 9% 22%	R 44% 22% 34%	R 36% 17% 47%
R 26% 40% 34%	7. MFRA Members engage well with staff at MFRA	R 43% 35% 22%	R 27% 42% 32%	R 19% 32% 48%
R 36% 31% 34%	8. I have confidence in the future of MFRA	R 52% 26% 22%	R 37% 31% 32%	R 21% 30% 49%
R 55% 24% 21%	Section averages	A 64% 23% 13%	A 57% 23% 20%	R 43% 27% 29%

MFRA	Questions in the "Culture & Values" section	Yes	No	Prefer not to say disability
A 66% 16% 17%	1. Bullying, harassment and discrimination are not tolerated at MFRA	G 74% 13% 13%	A 69% 16% 15%	R 47% 21% 32%
G 72% 14% 14%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	G 78% 9% 13%	G 74% 13% 13%	R 55% 22% 23%
R 44% 25% 31%	3. I feel able to make decisions without fear of being blamed if things go wrong	R 57% 22% 22%	R 46% 25% 28%	R 26% 23% 51%
A 65% 21% 14%	4. Generally we resolve any differences of opinion amicably	G 74% 17% 9%	A 67% 22% 11%	R 49% 19% 31%
R 47% 26% 27%	5. MFRA promotes a culture of openness and transparency	R 52% 17% 30%	R 51% 26% 24%	R 26% 29% 45%
R 25% 45% 30%	6. MFRA is a better place to work than it was 3 years ago	R 26% 48% 26%	R 26% 46% 29%	R 18% 42% 40%
G 80% 13% 7%	7. I have a good understanding of MFRA values	G 83% 9% 9%	G 82% 12% 6%	A 65% 21% 14%
A 68% 17% 16%	8. I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	A 65% 22% 13%	G 73% 15% 13%	R 40% 27% 32%
R 46% 24% 30%	9. I feel valued	A 65% 17% 17%	R 48% 25% 27%	R 27% 22% 51%
R 57% 18% 25%	10. I am able to strike the right balance between my work and home life	A 70% 9% 22%	R 57% 18% 25%	R 51% 18% 31%
R 57% 22% 21%	Section averages	A 64% 18% 17%	A 59% 22% 19%	R 40% 24% 35%

MFRA	Questions in the "Change Management" section	Yes	No	Prefer not to say disability
74% 14% 13%	1. I understand the need for change at MFRA given the cuts faced by the Authority	83% 9% 9%	74% 13% 12%	68% 16% 17%
53% 26% 21%	2. I am communicated with about change that affects me in good time	61% 26% 13%	55% 26% 19%	40% 23% 36%
37% 29% 34%	3. Change here is well managed overall	52% 30% 17%	39% 30% 31%	19% 26% 55%
55% 28% 17%	4. Change within my team is well managed	61% 26% 13%	58% 28% 15%	40% 27% 32%
28% 30% 42%	5. I feel that MFRA consider the impact on me and other people when making decisions	35% 30% 35%	30% 31% 39%	14% 23% 62%
26% 33% 41%	6. A lot is done to help staff prepare for and cope with change	39% 30% 30%	27% 34% 39%	16% 31% 53%
46% 27% 28%	Section averages	55% 25% 20%	47% 27% 26%	33% 24% 43%

MFRA	Questions in the "Health and Wellbeing" section	Yes	No	Prefer not to say disability
G 89% 7% 4%	1. In general I would say my health is good	G 74% 13% 13%	G 91% 5% 3%	G 78% 16% 6%
G 84% 12% 4%	2. I consider that I benefited from the support I received through the Occupational Health Team	G 82% 12% 6%	G 86% 11% 3%	G 74% 17% 9%
G 87% 9% 4%	Section averages	G 78% 13% 10%	G 89% 7% 3%	G 77% 16% 7%

MFRA	Questions in the "Overall" section	Yes	No	Prefer not to say disability
   		   	   	   
 78% 13% 9%	1. I am proud to say I work for MFRA	 78% 17% 4%	 81% 12% 7%	 62% 16% 22%
 74% 16% 10%	2. Working here makes me want to do the best I can	 83% 13% 4%	 77% 15% 8%	 58% 19% 22%
 60% 18% 22%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	 61% 26% 13%	 62% 18% 20%	 48% 18% 34%
 89% 7% 3%	4. I care about the future of MFRA	 91% 4% 4%	 90% 8% 2%	 84% 6% 9%
 74% 15% 11%	5. I would still like to be working at MFRA in two years' time	 83% 9% 9%	 75% 14% 11%	 65% 22% 13%
 75% 14% 11%	Section averages	 79% 14% 7%	 77% 13% 10%	 64% 16% 20%

Breakdown of Survey respondents for Merseyside Fire and Rescue

Disability	Total
Yes	23
No	448
Prefer not to say (disability)	77
Total	548