



Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for Staff groupings [Uniformed]; by Gender

Total respondents: 328

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

















Uniformed	Questions in the "Goal Clarity" section	Male	Female	Prefer not to say gender
   		   	   	   
G 80% 13% 7%	1. I understand the priorities or Missions & Aims of MFRA	G 82% 13% 5%	G 92% 0% 8%	A 70% 17% 13%
G 89% 6% 5%	2. I am clear about what I am expected to achieve in my job	G 90% 5% 5%	G 92% 8% 0%	G 82% 8% 10%
G 82% 11% 7%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	G 84% 10% 6%	G 92% 0% 8%	G 73% 18% 8%
R 40% 30% 31%	4. Senior Managers provide a clear vision of the overall direction of MFRA	R 45% 27% 28%	R 46% 38% 15%	R 17% 37% 47%
G 73% 15% 12%	Section averages	G 75% 14% 11%	G 81% 12% 8%	A 60% 20% 20%

Uniformed	Questions in the "My Job" section	Male	Female	Prefer not to say gender
73% 16% 11%	1. I enjoy my work	75% 15% 10%	69% 23% 8%	67% 18% 15%
54% 20% 26%	2. My job makes the best use of the skills and abilities that I have	56% 18% 26%	62% 23% 15%	45% 27% 28%
69% 16% 15%	3. I get a sense of personal accomplishment from my work	70% 18% 12%	69% 15% 15%	65% 8% 27%
75% 14% 11%	4. I feel that my work contributes to Safer Stronger Communities	77% 13% 10%	85% 8% 8%	65% 20% 15%
46% 24% 30%	5. I feel supported in my role	47% 25% 28%	62% 15% 23%	38% 22% 40%
57% 22% 21%	6. I have a sense of good job security	61% 20% 20%	62% 15% 23%	40% 32% 28%
62% 19% 19%	Section averages	64% 18% 18%	68% 17% 15%	53% 21% 26%

Uniformed	Questions in the "Employee Involvement" section	Male	Female	Prefer not to say gender
R 58% 17% 26%	1. I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	A 60% 15% 25%	G 69% 23% 8%	R 45% 22% 33%
A 62% 18% 20%	2. I am able to use my own initiative at work to do my job	A 63% 18% 18%	R 54% 23% 23%	A 60% 15% 25%
R 45% 27% 27%	3. I am encouraged to suggest new ideas for improvements	R 49% 26% 25%	R 38% 46% 15%	R 33% 27% 40%
R 46% 18% 37%	4. I am comfortable to speak up and constructively challenge how things are done	R 49% 17% 33%	R 23% 54% 23%	R 35% 12% 53%
R 27% 22% 51%	5. People can communicate openly with each other here regardless of position or level	R 32% 22% 47%	R 23% 23% 54%	R 5% 25% 70%
R 48% 20% 32%	Section averages	R 51% 20% 30%	R 42% 34% 25%	R 36% 20% 44%

Uniformed	Questions in the "Teamwork" section	Male	Female	Prefer not to say gender
   		   	   	   
R 47% 16% 37%	1. Morale in my immediate team/watch/section is generally high	R 49% 16% 35%	R 46% 15% 38%	R 40% 15% 45%
R 23% 28% 49%	2. Different parts of the service work well together	R 25% 27% 48%	R 31% 46% 23%	R 13% 28% 58%
R 28% 30% 42%	3. We are good at sharing ideas to make things work better	R 31% 28% 41%	R 31% 31% 38%	R 13% 38% 48%
R 33% 24% 43%	Section averages	R 35% 24% 41%	R 36% 31% 33%	R 22% 27% 51%

Uniformed	Questions in the "Learning & Development" section	Male	Female	Prefer not to say gender
75% 12% 13%	1. I have received the training and development I need to do my job well and safely	77% 10% 13%	77% 23% 0%	67% 15% 18%
49% 25% 27%	2. I have the right opportunities to learn and grow at work	50% 25% 24%	62% 15% 23%	40% 23% 37%
83% 13% 4%	3. I have the knowledge and skills I need to do my job well	87% 9% 4%	85% 15% 0%	67% 28% 5%
44% 28% 28%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	44% 29% 27%	38% 38% 23%	43% 23% 33%
68% 19% 14%	5. I have good quality equipment to help me do my job	71% 17% 12%	69% 23% 8%	52% 25% 23%
64% 19% 17%	Section averages	66% 18% 16%	66% 23% 11%	54% 23% 23%

Uniformed	Questions in the "Recognition & Reward" section	Male	Female	Prefer not to say gender
   		   	   	   
R 53% 17% 30%	1. In the last week, I have received thanks or praise for doing good work	R 55% 16% 29%	R 23% 31% 46%	R 50% 18% 32%
A 69% 16% 15%	2. I feel valued and recognised for the work that I do by my line manager	A 71% 13% 16%	G 69% 23% 8%	A 58% 28% 13%
G 78% 16% 6%	3. I feel valued and recognised for the work that I do by other team members	G 78% 15% 7%	G 85% 15% 0%	G 77% 18% 5%
R 23% 26% 51%	4. I feel valued and recognised for the work that I do by senior managers	R 26% 25% 49%	R 15% 38% 46%	R 12% 27% 62%
R 36% 35% 29%	5. I receive feedback on my work	R 38% 35% 27%	R 23% 46% 31%	R 30% 33% 37%
R 52% 22% 26%	Section averages	R 54% 21% 26%	R 43% 31% 26%	R 45% 25% 30%

Uniformed	Questions in the "Management Effectiveness" section	Male	Female	Prefer not to say gender
79% 14% 7%	1. My manager communicates regularly about issues that affect my work	80% 13% 7%	69% 23% 8%	77% 18% 5%
77% 18% 5%	2. My manager makes time for me	78% 16% 5%	69% 23% 8%	72% 23% 5%
83% 13% 4%	3. My manager treats me fairly and with respect	85% 11% 4%	69% 23% 8%	75% 18% 7%
61% 30% 9%	4. My manager gives me regular feedback on how I am doing	63% 27% 9%	46% 54% 0%	55% 33% 12%
22% 32% 46%	5. Senior managers do what they say they are going to do	26% 30% 44%	15% 62% 23%	5% 35% 60%
33% 20% 47%	6. Employees at my level are able to communicate their concerns to higher management	35% 20% 45%	31% 23% 46%	25% 18% 57%
23% 37% 41%	7. MFRA Members engage well with staff at MFRA	24% 36% 40%	38% 15% 46%	13% 42% 45%
23% 28% 48%	8. I have confidence in the future of MFRA	28% 26% 45%	23% 38% 38%	3% 35% 62%
50% 24% 26%	Section averages	52% 23% 25%	45% 33% 22%	41% 28% 31%

Uniformed	Questions in the "Culture & Values" section	Male	Female	Prefer not to say gender
58% 17% 25%	1. Bullying, harassment and discrimination are not tolerated at MFRA	61% 16% 23%	54% 23% 23%	47% 20% 33%
64% 17% 19%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	66% 16% 18%	69% 15% 15%	55% 22% 23%
31% 26% 43%	3. I feel able to make decisions without fear of being blamed if things go wrong	33% 26% 42%	38% 31% 31%	23% 23% 53%
55% 26% 20%	4. Generally we resolve any differences of opinion amicably	56% 27% 16%	62% 31% 8%	47% 18% 35%
34% 27% 38%	5. MFRA promotes a culture of openness and transparency	36% 28% 35%	38% 15% 46%	25% 27% 48%
19% 41% 41%	6. MFRA is a better place to work than it was 3 years ago	22% 39% 39%	15% 46% 38%	5% 47% 48%
71% 19% 10%	7. I have a good understanding of MFRA values	72% 19% 9%	77% 15% 8%	65% 20% 15%
58% 20% 22%	8. I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	61% 20% 20%	69% 23% 8%	43% 20% 37%
33% 27% 40%	9. I feel valued	36% 26% 38%	31% 38% 31%	18% 30% 52%
45% 21% 33%	10. I am able to strike the right balance between my work and home life	46% 22% 32%	54% 23% 23%	40% 20% 40%
47% 24% 29%	Section averages	49% 24% 27%	51% 26% 23%	37% 25% 39%

Uniformed	Questions in the "Change Management" section	Male	Female	Prefer not to say gender
A 62% 18% 20%	1. I understand the need for change at MFRA given the cuts faced by the Authority	A 63% 17% 20%	A 69% 15% 15%	R 57% 20% 23%
R 45% 26% 29%	2. I am communicated with about change that affects me in good time	R 49% 25% 26%	A 62% 31% 8%	R 27% 28% 45%
R 25% 28% 47%	3. Change here is well managed overall	R 29% 27% 44%	R 38% 38% 23%	R 7% 27% 67%
R 50% 29% 21%	4. Change within my team is well managed	R 54% 27% 20%	R 46% 46% 8%	R 35% 35% 30%
R 19% 25% 56%	5. I feel that MFRA consider the impact on me and other people when making decisions	R 23% 24% 53%	R 15% 46% 38%	R 2% 27% 72%
R 16% 30% 54%	6. A lot is done to help staff prepare for and cope with change	R 20% 29% 51%	R 15% 31% 54%	R 2% 32% 67%
R 36% 26% 38%	Section averages	R 40% 25% 36%	R 41% 35% 24%	R 21% 28% 51%

Uniformed	Questions in the "Health and Wellbeing" section	Male	Female	Prefer not to say gender
G 91% 5% 4%	1. In general I would say my health is good	G 93% 4% 4%	G 92% 8% 0%	G 80% 13% 7%
G 82% 13% 5%	2. I consider that I benefited from the support I received through the Occupational Health Team	G 84% 12% 4%	G 100% 0% 0%	A 69% 22% 9%
G 87% 8% 4%	Section averages	G 90% 7% 4%	G 95% 5% 0%	G 76% 16% 8%

Uniformed	Questions in the "Overall" section	Male	Female	Prefer not to say gender
A 70% 17% 13%	1. I am proud to say I work for MFRA	G 73% 17% 10%	A 69% 15% 15%	R 57% 15% 28%
A 66% 20% 15%	2. Working here makes me want to do the best I can	A 67% 20% 13%	A 62% 23% 15%	A 58% 20% 22%
R 48% 20% 32%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	R 50% 20% 30%	R 38% 23% 38%	R 42% 17% 42%
G 85% 10% 5%	4. I care about the future of MFRA	G 85% 10% 4%	G 77% 15% 8%	G 85% 8% 7%
A 68% 18% 14%	5. I would still like to be working at MFRA in two years' time	A 69% 17% 15%	G 77% 8% 15%	A 65% 23% 12%
A 67% 17% 16%	Section averages	A 69% 17% 14%	A 65% 17% 18%	A 61% 17% 22%

Breakdown of respondents for Merseyside Fire and Rescue: Staff groupings [Uniformed]

Gender	Total
Male	255
Female	13
Prefer not to say (gender)	60
Total	328