



Results of the Survey for Merseyside Fire and Rescue

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

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	Yes	No	Prefer not to say disability
80% 13% 7%		75% 13% 13%	82% 13% 4%	68% 15% 17%
89% 6% 5%	1. I understand the priorities or Missions & Aims of MFRA	100% 0% 0%	91% 5% 4%	77% 11% 11%
82% 11% 7%	2. I am clear about what I am expected to achieve in my job	75% 13% 13%	85% 10% 4%	68% 15% 17%
40% 30% 31%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	50% 25% 25%	43% 29% 28%	23% 32% 45%
73% 15% 12%	4. Senior Managers provide a clear vision of the overall direction of MFRA	75% 13% 13%	75% 14% 10%	59% 18% 23%
	Section averages			

Uniformed	Questions in the "My Job" section	Yes	No	Prefer not to say disability
73% 16% 11%	1. I enjoy my work	50% 25% 25%	75% 16% 9%	64% 15% 21%
54% 20% 26%	2. My job makes the best use of the skills and abilities that I have	38% 13% 50%	57% 20% 23%	40% 21% 40%
69% 16% 15%	3. I get a sense of personal accomplishment from my work	50% 25% 25%	72% 17% 12%	60% 9% 30%
75% 14% 11%	4. I feel that my work contributes to Safer Stronger Communities	75% 13% 13%	78% 12% 10%	60% 25% 15%
46% 24% 30%	5. I feel supported in my role	38% 25% 38%	48% 25% 27%	38% 19% 43%
57% 22% 21%	6. I have a sense of good job security	75% 0% 25%	60% 21% 19%	42% 28% 30%
62% 19% 19%	Section averages	54% 17% 29%	65% 19% 17%	51% 19% 30%

Uniformed	Questions in the "Employee Involvement" section	Yes	No	Prefer not to say disability
R 58% 17% 26%	1. I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	R 50% 25% 25%	A 60% 15% 25%	R 49% 23% 28%
A 62% 18% 20%	2. I am able to use my own initiative at work to do my job	A 63% 0% 38%	A 63% 18% 19%	A 58% 19% 23%
R 45% 27% 27%	3. I am encouraged to suggest new ideas for improvements	R 50% 0% 50%	R 46% 27% 26%	R 40% 30% 30%
R 46% 18% 37%	4. I am comfortable to speak up and constructively challenge how things are done	R 38% 13% 50%	R 48% 18% 34%	R 36% 17% 47%
R 27% 22% 51%	5. People can communicate openly with each other here regardless of position or level	R 38% 13% 50%	R 30% 22% 48%	R 9% 23% 68%
R 48% 20% 32%	Section averages	R 48% 10% 43%	R 49% 20% 30%	R 38% 22% 39%

Uniformed	Questions in the "Teamwork" section	Yes	No	Prefer not to say disability
   		   	   	   
R 47% 16% 37%	1. Morale in my immediate team/watch/section is generally high	R 38% 0% 63%	R 50% 16% 34%	R 36% 15% 49%
R 23% 28% 49%	2. Different parts of the service work well together	R 38% 13% 50%	R 25% 30% 45%	R 13% 21% 66%
R 28% 30% 42%	3. We are good at sharing ideas to make things work better	R 38% 13% 50%	R 30% 29% 40%	R 13% 36% 51%
R 33% 24% 43%	Section averages	R 38% 8% 54%	R 35% 25% 40%	R 21% 24% 55%

Uniformed	Questions in the "Learning & Development" section	Yes	No	Prefer not to say disability
   		   	   	   
G 75% 12% 13%	1. I have received the training and development I need to do my job well and safely	G 88% 0% 13%	G 77% 11% 12%	A 64% 15% 21%
R 49% 25% 27%	2. I have the right opportunities to learn and grow at work	R 50% 0% 50%	R 51% 25% 23%	R 36% 25% 40%
G 83% 13% 4%	3. I have the knowledge and skills I need to do my job well	G 88% 13% 0%	G 88% 9% 3%	A 58% 32% 9%
R 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	A 63% 38% 0%	R 44% 29% 27%	R 38% 23% 40%
A 68% 19% 14%	5. I have good quality equipment to help me do my job	G 75% 0% 25%	A 70% 18% 12%	R 55% 23% 23%
A 64% 19% 17%	Section averages	G 73% 10% 18%	A 66% 19% 15%	R 50% 23% 26%

Uniformed	Questions in the "Recognition & Reward" section	Yes	No	Prefer not to say disability
   		   	   	   
R 53% 17% 30%	1. In the last week, I have received thanks or praise for doing good work	R 50% 0% 50%	R 54% 17% 29%	R 47% 17% 36%
A 69% 16% 15%	2. I feel valued and recognised for the work that I do by my line manager	A 63% 25% 13%	G 72% 14% 13%	R 53% 25% 23%
G 78% 16% 6%	3. I feel valued and recognised for the work that I do by other team members	A 63% 13% 25%	G 81% 14% 5%	A 64% 25% 11%
R 23% 26% 51%	4. I feel valued and recognised for the work that I do by senior managers	R 13% 25% 63%	R 25% 27% 48%	R 15% 19% 66%
R 36% 35% 29%	5. I receive feedback on my work	R 38% 13% 50%	R 38% 35% 27%	R 28% 38% 34%
R 52% 22% 26%	Section averages	R 45% 15% 40%	R 54% 22% 24%	R 42% 25% 34%

Uniformed	Questions in the "Culture & Values" section	Yes	No	Prefer not to say disability
R 58% 17% 25%	1. Bullying, harassment and discrimination are not tolerated at MFRA	A 63% 13% 25%	A 62% 16% 21%	R 36% 23% 42%
A 64% 17% 19%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	A 63% 13% 25%	A 67% 16% 17%	R 49% 23% 28%
R 31% 26% 43%	3. I feel able to make decisions without fear of being blamed if things go wrong	R 25% 38% 38%	R 34% 27% 39%	R 19% 17% 64%
R 55% 26% 20%	4. Generally we resolve any differences of opinion amicably	R 38% 38% 25%	A 59% 27% 15%	R 36% 21% 43%
R 34% 27% 38%	5. MFRA promotes a culture of openness and transparency	R 13% 25% 63%	R 39% 28% 33%	R 15% 26% 58%
R 19% 41% 41%	6. MFRA is a better place to work than it was 3 years ago	R 0% 38% 63%	R 21% 40% 39%	R 9% 45% 45%
G 71% 19% 10%	7. I have a good understanding of MFRA values	G 75% 13% 13%	G 73% 18% 9%	A 57% 25% 19%
A 58% 20% 22%	8. I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	R 50% 25% 25%	A 64% 18% 18%	R 28% 28% 43%
R 33% 27% 40%	9. I feel valued	R 50% 13% 38%	R 35% 29% 36%	R 19% 19% 62%
R 45% 21% 33%	10. I am able to strike the right balance between my work and home life	A 63% 25% 13%	R 45% 22% 32%	R 43% 15% 42%
R 47% 24% 29%	Section averages	R 44% 24% 33%	R 50% 24% 26%	R 31% 24% 45%

Uniformed	Questions in the "Change Management" section	Yes	No	Prefer not to say disability
A 62% 18% 20%	1. I understand the need for change at MFRA given the cuts faced by the Authority	A 63% 13% 25%	A 63% 17% 19%	R 57% 21% 23%
R 45% 26% 29%	2. I am communicated with about change that affects me in good time	R 50% 25% 25%	R 49% 25% 26%	R 28% 26% 45%
R 25% 28% 47%	3. Change here is well managed overall	R 38% 25% 38%	R 28% 29% 43%	R 9% 23% 68%
R 50% 29% 21%	4. Change within my team is well managed	G 75% 13% 13%	R 52% 30% 18%	R 34% 26% 40%
R 19% 25% 56%	5. I feel that MFRA consider the impact on me and other people when making decisions	R 25% 25% 50%	R 21% 26% 53%	R 8% 21% 72%
R 16% 30% 54%	6. A lot is done to help staff prepare for and cope with change	R 25% 25% 50%	R 18% 29% 53%	R 6% 32% 62%
R 36% 26% 38%	Section averages	R 46% 21% 33%	R 39% 26% 35%	R 24% 25% 52%

Uniformed	Questions in the "Health and Wellbeing" section	Yes	No	Prefer not to say disability
G 91% 5% 4%	1. In general I would say my health is good	G 100% 0% 0%	G 94% 3% 3%	G 74% 19% 8%
G 82% 13% 5%	2. I consider that I benefited from the support I received through the Occupational Health Team	G 86% 14% 0%	G 85% 11% 4%	G 70% 21% 9%
G 87% 8% 4%	Section averages	G 93% 7% 0%	G 90% 6% 4%	G 72% 20% 8%

Uniformed	Questions in the "Overall" section	Yes	No	Prefer not to say disability
A 70% 17% 13%	1. I am proud to say I work for MFRA	A 63% 25% 13%	G 74% 16% 10%	R 51% 19% 30%
A 66% 20% 15%	2. Working here makes me want to do the best I can	A 63% 25% 13%	A 69% 20% 12%	R 51% 19% 30%
R 48% 20% 32%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	R 38% 25% 38%	R 50% 21% 29%	R 38% 15% 47%
G 85% 10% 5%	4. I care about the future of MFRA	G 88% 0% 13%	G 86% 11% 3%	G 81% 8% 11%
A 68% 18% 14%	5. I would still like to be working at MFRA in two years' time	A 63% 25% 13%	A 70% 16% 14%	A 60% 25% 15%
A 67% 17% 16%	Section averages	A 63% 20% 18%	A 70% 17% 14%	R 56% 17% 27%

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

Disability	Total
Yes	8
No	267
Prefer not to say (disability)	53
Total	328