



Results of the Survey for Merseyside Fire and Rescue

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

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	25 - 35	36 - 45	46 - 55	Prefer not to say age
   		   	   	   	   
 80% 13% 7%	1. I understand the priorities or Missions & Aims of MFRA	 88% 5% 7%	 81% 11% 8%	 79% 15% 7%	 74% 23% 3%
 89% 6% 5%	2. I am clear about what I am expected to achieve in my job	 91% 2% 7%	 95% 5% 0%	 88% 7% 6%	 80% 9% 11%
 82% 11% 7%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	 93% 2% 5%	 85% 11% 4%	 80% 12% 8%	 74% 20% 6%
 40% 30% 31%	4. Senior Managers provide a clear vision of the overall direction of MFRA	 47% 30% 23%	 47% 31% 23%	 40% 29% 31%	 14% 31% 54%
 73% 15% 12%	Section averages	 80% 10% 10%	 77% 14% 9%	 71% 16% 13%	 61% 21% 19%

Uniformed	Questions in the "My Job" section	25 - 35	36 - 45	46 - 55	Prefer not to say age
73% 16% 11%	1. I enjoy my work	86% 12% 2%	75% 17% 8%	69% 17% 14%	69% 20% 11%
54% 20% 26%	2. My job makes the best use of the skills and abilities that I have	74% 12% 14%	48% 19% 33%	54% 21% 25%	40% 26% 34%
69% 16% 15%	3. I get a sense of personal accomplishment from my work	86% 9% 5%	67% 19% 15%	66% 18% 15%	66% 9% 26%
75% 14% 11%	4. I feel that my work contributes to Safer Stronger Communities	81% 9% 9%	76% 19% 5%	75% 13% 13%	66% 20% 14%
46% 24% 30%	5. I feel supported in my role	65% 16% 19%	39% 32% 29%	45% 24% 32%	40% 20% 40%
57% 22% 21%	6. I have a sense of good job security	58% 26% 16%	59% 20% 21%	57% 22% 21%	51% 17% 31%
62% 19% 19%	Section averages	75% 14% 11%	60% 21% 19%	61% 19% 20%	55% 19% 26%

Uniformed	Questions in the "Employee Involvement" section	25 - 35	36 - 45	46 - 55	Prefer not to say age
R 58% 17% 26%	1. I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	R 56% 26% 19%	R 57% 16% 27%	A 61% 13% 26%	R 49% 20% 31%
A 62% 18% 20%	2. I am able to use my own initiative at work to do my job	G 81% 12% 7%	A 64% 21% 15%	A 58% 19% 23%	R 54% 14% 31%
R 45% 27% 27%	3. I am encouraged to suggest new ideas for improvements	R 44% 33% 23%	R 44% 25% 31%	R 46% 29% 25%	R 46% 17% 37%
R 46% 18% 37%	4. I am comfortable to speak up and constructively challenge how things are done	R 51% 16% 33%	R 48% 25% 27%	R 45% 17% 38%	R 34% 9% 57%
R 27% 22% 51%	5. People can communicate openly with each other here regardless of position or level	R 21% 23% 56%	R 27% 27% 47%	R 29% 21% 50%	R 20% 17% 63%
R 48% 20% 32%	Section averages	R 51% 22% 27%	R 48% 23% 29%	R 48% 20% 32%	R 41% 15% 44%





















Uniformed	Questions in the "Teamwork" section	25 - 35	36 - 45	46 - 55	Prefer not to say age
   		   	   	   	   
R 47% 16% 37%	1. Morale in my immediate team/watch/section is generally high	A 67% 14% 19%	R 43% 16% 41%	R 43% 18% 39%	R 49% 11% 40%
R 23% 28% 49%	2. Different parts of the service work well together	R 23% 28% 49%	R 23% 32% 45%	R 24% 26% 49%	R 23% 23% 54%
R 28% 30% 42%	3. We are good at sharing ideas to make things work better	R 35% 30% 35%	R 31% 28% 41%	R 26% 30% 44%	R 20% 31% 49%
R 33% 24% 43%	Section averages	R 42% 24% 34%	R 32% 25% 43%	R 31% 25% 44%	R 30% 22% 48%

Uniformed	Questions in the "Learning & Development" section	25 - 35	36 - 45	46 - 55	Prefer not to say age
   		   	   	   	   
G 75% 12% 13%	1. I have received the training and development I need to do my job well and safely	G 81% 9% 9%	G 77% 11% 12%	G 75% 13% 13%	A 63% 11% 26%
R 49% 25% 27%	2. I have the right opportunities to learn and grow at work	A 67% 16% 16%	R 45% 23% 32%	R 45% 31% 24%	R 49% 14% 37%
G 83% 13% 4%	3. I have the knowledge and skills I need to do my job well	G 88% 9% 2%	G 85% 11% 4%	G 85% 11% 4%	A 63% 29% 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 58% 21% 21%	R 41% 28% 31%	R 40% 33% 27%	R 43% 23% 34%
A 68% 19% 14%	5. I have good quality equipment to help me do my job	A 70% 14% 16%	A 59% 20% 21%	G 73% 17% 10%	A 57% 29% 14%
A 64% 19% 17%	Section averages	G 73% 14% 13%	A 62% 18% 20%	A 64% 21% 15%	R 55% 21% 24%

Uniformed	Questions in the "Recognition & Reward" section	25 - 35	36 - 45	46 - 55	Prefer not to say age
   		   	   	   	   
R 53% 17% 30%	1. In the last week, I have received thanks or praise for doing good work	R 53% 19% 28%	R 55% 15% 31%	R 51% 19% 30%	R 51% 11% 37%
A 69% 16% 15%	2. I feel valued and recognised for the work that I do by my line manager	A 70% 16% 14%	G 73% 13% 13%	A 70% 13% 17%	R 51% 37% 11%
G 78% 16% 6%	3. I feel valued and recognised for the work that I do by other team members	G 77% 14% 9%	G 81% 15% 4%	G 76% 17% 7%	G 74% 20% 6%
R 23% 26% 51%	4. I feel valued and recognised for the work that I do by senior managers	R 19% 30% 51%	R 35% 20% 45%	R 20% 28% 52%	R 11% 29% 60%
R 36% 35% 29%	5. I receive feedback on my work	R 42% 30% 28%	R 47% 32% 21%	R 31% 39% 30%	R 29% 31% 40%
R 52% 22% 26%	Section averages	R 52% 22% 26%	A 58% 19% 23%	R 50% 23% 27%	R 43% 26% 31%

Uniformed	Questions in the "Management Effectiveness" section	25 - 35	36 - 45	46 - 55	Prefer not to say age
79% 14% 7%	1. My manager communicates regularly about issues that affect my work	86% 12% 2%	77% 17% 5%	79% 14% 8%	74% 14% 11%
77% 18% 5%	2. My manager makes time for me	91% 5% 5%	79% 13% 8%	76% 20% 4%	66% 29% 6%
83% 13% 4%	3. My manager treats me fairly and with respect	86% 9% 5%	87% 9% 4%	83% 13% 4%	77% 17% 6%
61% 30% 9%	4. My manager gives me regular feedback on how I am doing	63% 26% 12%	65% 28% 7%	60% 31% 9%	54% 31% 14%
22% 32% 46%	5. Senior managers do what they say they are going to do	21% 35% 44%	27% 33% 40%	21% 33% 46%	11% 29% 60%
33% 20% 47%	6. Employees at my level are able to communicate their concerns to higher management	26% 33% 42%	37% 19% 44%	33% 19% 48%	29% 14% 57%
23% 37% 41%	7. MFRA Members engage well with staff at MFRA	28% 33% 40%	28% 40% 32%	20% 38% 42%	11% 34% 54%
23% 28% 48%	8. I have confidence in the future of MFRA	21% 42% 37%	27% 25% 48%	23% 29% 49%	17% 23% 60%
50% 24% 26%	Section averages	53% 24% 23%	53% 23% 24%	49% 25% 26%	43% 24% 34%

Uniformed	Questions in the "Culture & Values" section	25 - 35	36 - 45	46 - 55	Prefer not to say age
R 58% 17% 25%	1. Bullying, harassment and discrimination are not tolerated at MFRA	G 79% 12% 9%	A 60% 12% 28%	R 54% 22% 24%	R 46% 17% 37%
A 64% 17% 19%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	G 81% 7% 12%	A 68% 12% 20%	A 60% 21% 19%	R 54% 20% 26%
R 31% 26% 43%	3. I feel able to make decisions without fear of being blamed if things go wrong	R 40% 28% 33%	R 31% 28% 41%	R 29% 25% 46%	R 26% 23% 51%
R 55% 26% 20%	4. Generally we resolve any differences of opinion amicably	G 79% 12% 9%	R 53% 29% 17%	R 51% 31% 18%	R 46% 14% 40%
R 34% 27% 38%	5. MFRA promotes a culture of openness and transparency	R 40% 30% 30%	R 35% 29% 36%	R 33% 29% 38%	R 29% 20% 51%
R 19% 41% 41%	6. MFRA is a better place to work than it was 3 years ago	R 16% 60% 23%	R 21% 35% 44%	R 20% 38% 43%	R 14% 43% 43%
G 71% 19% 10%	7. I have a good understanding of MFRA values	G 84% 12% 5%	G 72% 16% 12%	A 68% 23% 10%	A 69% 17% 14%
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	A 63% 16% 21%	A 57% 21% 21%	A 59% 21% 20%	R 49% 17% 34%
R 33% 27% 40%	9. I feel valued	R 42% 33% 26%	R 36% 23% 41%	R 30% 29% 41%	R 23% 29% 49%
R 45% 21% 33%	10. I am able to strike the right balance between my work and home life	A 58% 23% 19%	R 43% 21% 36%	R 44% 20% 36%	R 43% 26% 31%
R 47% 24% 29%	Section averages	A 58% 23% 19%	R 48% 23% 30%	R 45% 26% 29%	R 40% 23% 38%

Uniformed	Questions in the "Change Management" section	25 - 35	36 - 45	46 - 55	Prefer not to say age
   		   	   	   	   
A 62% 18% 20%	1. I understand the need for change at MFRA given the cuts faced by the Authority	A 67% 14% 19%	A 61% 21% 17%	A 62% 17% 21%	R 57% 20% 23%
R 45% 26% 29%	2. I am communicated with about change that affects me in good time	R 49% 21% 30%	R 47% 21% 32%	R 45% 29% 26%	R 34% 29% 37%
R 25% 28% 47%	3. Change here is well managed overall	R 28% 33% 40%	R 24% 28% 48%	R 27% 26% 46%	R 9% 31% 60%
R 50% 29% 21%	4. Change within my team is well managed	R 58% 14% 28%	R 48% 33% 19%	R 51% 30% 18%	R 37% 34% 29%
R 19% 25% 56%	5. I feel that MFRA consider the impact on me and other people when making decisions	R 14% 37% 49%	R 19% 29% 52%	R 21% 20% 58%	R 9% 29% 63%
R 16% 30% 54%	6. A lot is done to help staff prepare for and cope with change	R 14% 37% 49%	R 15% 32% 53%	R 18% 27% 55%	R 9% 29% 63%
R 36% 26% 38%	Section averages	R 38% 26% 36%	R 36% 28% 37%	R 38% 25% 37%	R 26% 29% 46%

Uniformed	Questions in the "Health and Wellbeing" section	25 - 35	36 - 45	46 - 55	Prefer not to say age
G 91% 5% 4%	1. In general I would say my health is good	G 93% 7% 0%	G 89% 5% 5%	G 91% 4% 5%	G 89% 9% 3%
G 82% 13% 5%	2. I consider that I benefited from the support I received through the Occupational Health Team	G 100% 0% 0%	G 83% 13% 4%	G 85% 9% 6%	A 60% 35% 5%
G 87% 8% 4%	Section averages	G 95% 5% 0%	G 87% 8% 5%	G 88% 6% 5%	G 78% 18% 4%

Uniformed	Questions in the "Overall" section	25 - 35	36 - 45	46 - 55	Prefer not to say age
A 70% 17% 13%	1. I am proud to say I work for MFRA	G 81% 9% 9%	A 67% 16% 17%	A 70% 18% 11%	A 60% 17% 23%
A 66% 20% 15%	2. Working here makes me want to do the best I can	G 77% 14% 9%	A 64% 20% 16%	A 64% 23% 13%	A 60% 17% 23%
R 48% 20% 32%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	A 65% 16% 19%	R 47% 23% 31%	R 43% 21% 36%	R 49% 17% 34%
G 85% 10% 5%	4. I care about the future of MFRA	G 88% 9% 2%	G 92% 5% 3%	G 80% 14% 6%	G 86% 6% 9%
A 68% 18% 14%	5. I would still like to be working at MFRA in two years' time	G 81% 16% 2%	G 72% 15% 13%	A 64% 18% 18%	A 69% 23% 9%
A 67% 17% 16%	Section averages	G 79% 13% 8%	A 68% 16% 16%	A 64% 19% 17%	A 65% 16% 19%

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

Staff groupings	Total
Uniformed	328
Non Uniformed	0
Control	0
Total	328