



Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for Staff groupings Non Uniformed (incl. control) by Disability

Total respondents: 220

Produced by People Insight in July 2018



Tel: 0870 742 4810
Email: enquiry@peopleinsight.co.uk
Website: www.peopleinsight.co.uk

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

Non Uniformed incl control	Questions in the "Goal Clarity" section	Yes	No	Prefer not to say disability
G 95% 3% 1%	1. I understand the priorities or Missions & Aims of MFRA	G 93% 7% 0%	G 96% 3% 1%	G 96% 0% 4%
G 93% 5% 2%	2. I am clear about what I am expected to achieve in my job	G 93% 7% 0%	G 94% 4% 2%	G 83% 13% 4%
G 95% 3% 1%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	G 93% 7% 0%	G 96% 3% 1%	G 96% 0% 4%
G 78% 19% 4%	4. Senior Managers provide a clear vision of the overall direction of MFRA	G 87% 13% 0%	G 79% 17% 4%	A 63% 33% 4%
G 90% 8% 2%	Section averages	G 92% 8% 0%	G 91% 7% 2%	G 84% 11% 4%

Non Uniformed incl control	Questions in the "My Job" section	Yes	No	Prefer not to say disability
87% 10% 4%	1. I enjoy my work	93% 7% 0%	88% 9% 3%	71% 17% 13%
69% 16% 15%	2. My job makes the best use of the skills and abilities that I have	80% 7% 13%	70% 16% 14%	54% 25% 21%
84% 12% 5%	3. I get a sense of personal accomplishment from my work	80% 13% 7%	86% 10% 3%	67% 21% 13%
84% 12% 4%	4. I feel that my work contributes to Safer Stronger Communities	87% 7% 7%	85% 13% 2%	79% 8% 13%
76% 15% 10%	5. I feel supported in my role	73% 20% 7%	78% 13% 8%	58% 21% 21%
49% 27% 24%	6. I have a sense of good job security	40% 27% 33%	50% 27% 23%	50% 25% 25%
75% 15% 10%	Section averages	76% 13% 11%	76% 15% 9%	63% 19% 17%

Non Uniformed incl control	Questions in the "Employee Involvement" section	Yes	No	Prefer not to say disability
77% 12% 11%	1. I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	87% 13% 0%	77% 11% 12%	67% 21% 13%
86% 8% 5%	2. I am able to use my own initiative at work to do my job	100% 0% 0%	86% 9% 5%	79% 8% 13%
76% 17% 7%	3. I am encouraged to suggest new ideas for improvements	87% 13% 0%	78% 15% 7%	54% 33% 13%
78% 11% 11%	4. I am comfortable to speak up and constructively challenge how things are done	80% 7% 13%	81% 10% 9%	54% 25% 21%
64% 18% 19%	5. People can communicate openly with each other here regardless of position or level	73% 13% 13%	66% 17% 17%	38% 29% 33%
76% 13% 11%	Section averages	85% 9% 5%	78% 12% 10%	58% 23% 18%

Non Uniformed incl control	Questions in the "Teamwork" section	Yes	No	Prefer not to say disability
A 62% 18% 20%	1. Morale in my immediate team/watch/section is generally high	G 80% 13% 7%	A 61% 18% 20%	R 54% 21% 25%
R 51% 31% 18%	2. Different parts of the service work well together	A 67% 20% 13%	R 51% 30% 19%	R 46% 42% 13%
R 54% 33% 13%	3. We are good at sharing ideas to make things work better	R 53% 33% 13%	A 54% 34% 12%	R 54% 29% 17%
A 56% 27% 17%	Section averages	A 67% 22% 11%	R 55% 27% 17%	R 51% 31% 18%

Non Uniformed incl control	Questions in the "Learning & Development" section	Yes	No	Prefer not to say disability
   		   	   	   
G 80% 12% 7%	1. I have received the training and development I need to do my job well and safely	G 87% 13% 0%	G 81% 12% 7%	G 71% 17% 13%
A 62% 19% 19%	2. I have the right opportunities to learn and grow at work	A 73% 7% 20%	A 62% 20% 18%	R 54% 17% 29%
G 88% 10% 2%	3. I have the knowledge and skills I need to do my job well	G 80% 20% 0%	G 89% 9% 2%	G 88% 8% 4%
A 60% 26% 13%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	R 53% 27% 20%	A 63% 25% 12%	R 46% 38% 17%
G 72% 17% 11%	5. I have good quality equipment to help me do my job	G 67% 33% 0%	G 74% 14% 12%	A 63% 29% 8%
G 73% 17% 11%	Section averages	G 72% 20% 8%	G 74% 16% 10%	A 64% 22% 14%

Non Uniformed incl control	Questions in the "Recognition & Reward" section	Yes	No	Prefer not to say disability
   		   	   	   
A 63% 16% 21%	1. In the last week, I have received thanks or praise for doing good work	A 60% 20% 20%	A 64% 17% 19%	R 54% 13% 33%
G 79% 14% 7%	2. I feel valued and recognised for the work that I do by my line manager	G 80% 13% 7%	G 79% 14% 7%	G 79% 13% 8%
G 77% 20% 3%	3. I feel valued and recognised for the work that I do by other team members	G 80% 13% 7%	G 77% 21% 2%	G 79% 17% 4%
R 55% 26% 19%	4. I feel valued and recognised for the work that I do by senior managers	A 67% 20% 13%	R 56% 26% 18%	R 38% 33% 29%
A 67% 20% 13%	5. I receive feedback on my work	A 67% 20% 13%	A 69% 19% 12%	R 50% 29% 21%
A 68% 19% 13%	Section averages	G 71% 17% 12%	A 69% 19% 12%	A 60% 21% 19%

Non Uniformed incl control	Questions in the "Management Effectiveness" section	Yes	No	Prefer not to say disability
80% 12% 8%		73% 27% 0%	82% 9% 8%	63% 25% 13%
80% 14% 6%	1. My manager communicates regularly about issues that affect my work	80% 20% 0%	81% 13% 6%	71% 21% 8%
86% 9% 5%	2. My manager makes time for me	87% 13% 0%	87% 7% 6%	75% 21% 4%
65% 24% 12%	3. My manager treats me fairly and with respect	60% 27% 13%	66% 22% 12%	54% 38% 8%
45% 33% 21%	4. My manager gives me regular feedback on how I am doing	53% 27% 20%	47% 32% 21%	29% 46% 25%
60% 22% 18%	5. Senior managers do what they say they are going to do	73% 13% 13%	59% 22% 19%	63% 25% 13%
32% 45% 23%	6. Employees at my level are able to communicate their concerns to higher management	47% 33% 20%	30% 47% 23%	38% 38% 25%
54% 34% 12%	7. MFRA Members engage well with staff at MFRA	53% 33% 13%	54% 34% 12%	50% 33% 17%
63% 24% 13%	8. I have confidence in the future of MFRA	66% 24% 10%	63% 23% 13%	55% 31% 14%
	Section averages			

Non Uniformed incl control	Questions in the "Change Management" section	Yes	No	Prefer not to say disability
91% 7% 2%	1. I understand the need for change at MFRA given the cuts faced by the Authority	93% 7% 0%	91% 8% 2%	92% 4% 4%
65% 25% 10%	2. I am communicated with about change that affects me in good time	67% 27% 7%	64% 27% 9%	67% 17% 17%
55% 32% 13%	3. Change here is well managed overall	60% 33% 7%	56% 31% 12%	42% 33% 25%
63% 26% 11%	4. Change within my team is well managed	53% 33% 13%	65% 25% 10%	54% 29% 17%
41% 38% 21%	5. I feel that MFRA consider the impact on me and other people when making decisions	40% 33% 27%	43% 39% 18%	29% 29% 42%
41% 39% 20%	6. A lot is done to help staff prepare for and cope with change	47% 33% 20%	41% 40% 19%	38% 29% 33%
59% 28% 13%	Section averages	60% 28% 12%	60% 28% 12%	53% 24% 23%

Non Uniformed incl control	Questions in the "Health and Wellbeing" section	Yes	No	Prefer not to say disability
G 86% 10% 5%	1. In general I would say my health is good	A 60% 20% 20%	G 88% 9% 3%	G 88% 8% 4%
G 87% 11% 2%	2. I consider that I benefited from the support I received through the Occupational Health Team	G 80% 10% 10%	G 88% 12% 0%	G 86% 7% 7%
G 86% 10% 4%	Section averages	A 68% 16% 16%	G 88% 10% 2%	G 87% 8% 5%

Non Uniformed incl control	Questions in the "Overall" section	Yes	No	Prefer not to say disability
G 91% 6% 2%	1. I am proud to say I work for MFRA	G 87% 13% 0%	G 92% 6% 2%	G 88% 8% 4%
G 88% 9% 3%	2. Working here makes me want to do the best I can	G 93% 7% 0%	G 89% 8% 3%	G 75% 21% 4%
G 78% 15% 6%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	G 73% 27% 0%	G 80% 13% 7%	G 71% 25% 4%
G 95% 4% 1%	4. I care about the future of MFRA	G 93% 7% 0%	G 96% 3% 1%	G 92% 4% 4%
G 83% 10% 7%	5. I would still like to be working at MFRA in two years' time	G 93% 0% 7%	G 83% 10% 7%	G 75% 17% 8%
G 87% 9% 4%	Section averages	G 88% 11% 1%	G 88% 8% 4%	G 80% 15% 5%

Breakdown of respondents for Merseyside Fire and Rescue: Staff groupings1 [Non Uniformed (incl. control)]

Disability	Total
Yes	15
No	181
Prefer not to say (disability)	24
Total	220