



Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for Other Function by Staff grouping

Total respondents: 24

Produced by People Insight in July 2016



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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

Other Function	Questions in the "Goal Clarity" section	Uniformed	Non Uniformed
			
G 71% 25% 4%	1. I understand the priorities or Missions & Aims of MFRA	A 55% 36% 9%	G 85% 15% 0%
G 79% 13% 8%	2. I am clear about what I am expected to achieve in my job	G 91% 9% 0%	A 69% 15% 15%
G 83% 8% 8%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	G 82% 9% 9%	G 85% 8% 8%
R 54% 21% 25%	4. Senior Managers provide a clear vision of the overall direction of MFRA	R 45% 18% 36%	A 62% 23% 15%
G 72% 17% 11%	Section averages	A 68% 18% 14%	G 75% 15% 10%

Other Function	Questions in the "My Job" section	Uniformed	Non Uniformed
			
R 54% 29% 17%	1. I enjoy my work	R 45% 27% 27%	A 62% 31% 8%
A 63% 13% 25%	2. My job makes the best use of the skills and abilities that I have	R 55% 18% 27%	A 69% 8% 23%
G 71% 25% 4%	3. I get a sense of personal accomplishment from my work	G 73% 18% 9%	G 69% 31% 0%
A 58% 33% 8%	4. I feel that my work contributes to Safer Stronger Communities	A 64% 18% 18%	A 54% 46% 0%
R 46% 17% 38%	5. I feel supported in my role	R 45% 9% 45%	R 46% 23% 31%
R 38% 29% 33%	6. I have a sense of good job security	R 55% 18% 27%	R 23% 38% 38%
R 55% 24% 21%	Section averages	R 56% 18% 26%	R 54% 29% 17%

Other Function	Questions in the "Employee Involvement" section	Uniformed	Non Uniformed
   		   	   
 71% 17% 13%	1. I am able to use my own initiative at work to do my job	 64% 9% 27%	 77% 23% 0%
 54% 21% 25%	2. I am encouraged to suggest new ideas for improvements	 45% 9% 45%	 62% 31% 8%
 54% 13% 33%	3. I am comfortable to speak up and constructively challenge how things are done	 55% 0% 45%	 54% 23% 23%
 42% 8% 50%	4. People communicate openly here regardless of position or level	 36% 0% 64%	 46% 15% 38%
 55% 15% 30%	Section averages	 50% 5% 45%	 60% 23% 17%

Other Function	Questions in the "Teamwork" section	Uniformed	Non Uniformed
   		   	   
R 50% 17% 33%	1. Morale in my immediate team/watch/section is generally high	R 55% 18% 27%	R 46% 15% 38%
R 54% 21% 25%	2. We are good at sharing ideas to make things work better	R 55% 18% 27%	R 54% 23% 23%
A 63% 13% 25%	3. Different parts of the service work well together	A 64% 0% 36%	A 62% 23% 15%
R 56% 17% 28%	Section averages	R 58% 12% 30%	R 54% 21% 26%

Other Function	Questions in the "Learning & Development" section	Uniformed	Non Uniformed
   		   	   
R 54% 17% 29%	1. I have received the training and development I need to do my job well and safely	R 55% 9% 36%	R 54% 23% 23%
R 42% 21% 38%	2. I have the right opportunities to learn and grow at work	R 36% 36% 27%	R 46% 8% 46%
G 75% 17% 8%	3. I have the knowledge and skills I need to do my job well	G 82% 9% 9%	G 69% 23% 8%
R 46% 25% 29%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	R 36% 27% 36%	R 54% 23% 23%
A 63% 21% 17%	5. I have good quality equipment to help me do my job	G 82% 18% 0%	R 46% 23% 31%
R 56% 20% 24%	Section averages	A 58% 20% 22%	R 54% 20% 26%

Other Function	Questions in the "Recognition & Reward" section	Uniformed	Non Uniformed
   		   	   
 54% 8% 38%	1. In the last week, I have received thanks or praise for doing good work	 36% 9% 55%	 69% 8% 23%
 67% 13% 21%	2. I feel valued and recognised for the work that I do by my line manager	 73% 18% 9%	 62% 8% 31%
 75% 17% 8%	3. I feel valued and recognised for the work that I do by other team members	 91% 9% 0%	 62% 23% 15%
 33% 29% 38%	4. I feel valued and recognised for the work that I do by senior managers	 36% 27% 36%	 31% 31% 38%
 38% 42% 21%	5. I receive feedback on my work	 45% 36% 18%	 31% 46% 23%
 53% 22% 25%	Section averages	 56% 20% 24%	 51% 23% 26%

Other Function	Questions in the "Management Effectiveness" section	Uniformed	Non Uniformed
   		   	   
 63% 21% 17%	1. My manager communicates regularly about issues that affect my work	 64% 18% 18%	 62% 23% 15%
 67% 17% 17%	2. My manager makes time for me	 82% 9% 9%	 54% 23% 23%
 71% 25% 4%	3. My manager treats people fairly and with respect	 82% 9% 9%	 62% 38% 0%
 54% 25% 21%	4. My manager gives me regular feedback on how I am doing	 64% 27% 9%	 46% 23% 31%
 33% 29% 38%	5. Senior managers do what they say they are going to do	 36% 18% 45%	 31% 38% 31%
 46% 13% 42%	6. Employees at my level are able to communicate their concerns to higher management	 36% 9% 55%	 54% 15% 31%
 29% 46% 25%	7. MFRA Members engage well with staff at MFRA	 18% 55% 27%	 38% 38% 23%
 29% 33% 38%	8. I have confidence in the future of MFRA	 36% 18% 45%	 23% 46% 31%
 49% 26% 25%	Section averages	 52% 20% 27%	 46% 31% 23%

Other Function	Questions in the "Culture & Values" section	Uniformed	Non Uniformed
63% 8% 29%	1. Bullying, harassment and discrimination are not tolerated at MFRA	55% 0% 45%	69% 15% 15%
71% 8% 21%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	73% 9% 18%	69% 8% 23%
63% 8% 29%	3. I feel able to make decisions without fear of being blamed if things go wrong	55% 9% 36%	69% 8% 23%
58% 17% 25%	4. Generally we resolve any differences of opinion amicably	55% 18% 27%	62% 15% 23%
54% 13% 33%	5. Merseyside Fire and Rescue Authority promotes a culture of openness and transparency	45% 18% 36%	62% 8% 31%
29% 29% 42%	6. Merseyside Fire and Rescue Authority is a better place to work than it was 3 years ago	45% 9% 45%	15% 46% 38%
71% 21% 8%	7. I have a good understanding of Merseyside Fire and Rescue Authority values	64% 27% 9%	77% 15% 8%
67% 17% 17%	8. I feel Merseyside Fire and Rescue Authority treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	64% 18% 18%	69% 15% 15%
38% 25% 38%	9. I feel valued	45% 9% 45%	31% 38% 31%
54% 13% 33%	10. I am able to strike the right balance between my work and home life	64% 9% 27%	46% 15% 38%
57% 16% 28%	Section averages	56% 13% 31%	57% 18% 25%

Other Function	Questions in the "Change Management" section	Uniformed	Non Uniformed
			
 75% 13% 13%	1. I understand the need for change at MFRA given the cuts faced by the Authority	 64% 9% 27%	 85% 15% 0%
 67% 17% 17%	2. I am communicated with about change that affects me in good time	 55% 27% 18%	 77% 8% 15%
 50% 21% 29%	3. Change here is well managed overall	 45% 9% 45%	 54% 31% 15%
 63% 25% 13%	4. Change within my team is well managed	 64% 27% 9%	 62% 23% 15%
 38% 17% 46%	5. I feel that MFRA consider the impact on me and other people when making decisions	 36% 9% 55%	 38% 23% 38%
 38% 21% 42%	6. A lot is done to help staff prepare for and cope with change	 36% 18% 45%	 38% 23% 38%
 55% 19% 26%	Section averages	 50% 17% 33%	 59% 21% 21%

Other Function	Questions in the "Overall" section	Uniformed	Non Uniformed
			
G 71% 21% 8%	1. I am proud to say I work for MFRA	G 73% 9% 18%	G 69% 31% 0%
G 75% 13% 13%	2. Working here makes me want to do the best I can	G 73% 18% 9%	G 77% 8% 15%
R 58% 4% 38%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	R 45% 9% 45%	A 69% 0% 31%
G 79% 21% 0%	4. I care about the future of MFRA	G 73% 27% 0%	G 85% 15% 0%
A 67% 21% 13%	5. I would still like to be working at MFRA in two years' time	A 64% 9% 27%	G 69% 31% 0%
A 70% 16% 14%	Section averages	A 65% 15% 20%	G 74% 17% 9%

Breakdown of respondents for Merseyside Fire and Rescue: Other Function

Staff grouping	Total
Uniformed	11
Non Uniformed	13
Control	0
Total	24