



Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for Strategy & Performance by Staff grouping

Total respondents: 18

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

Strategy Performance	Questions in the "Goal Clarity" section	Non Uniformed
   		   
G 94% 6% 0%	1. I understand the priorities or Missions & Aims of MFRA	G 94% 6% 0%
G 100% 0% 0%	2. I am clear about what I am expected to achieve in my job	G 100% 0% 0%
G 94% 6% 0%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	G 94% 6% 0%
G 89% 11% 0%	4. Senior Managers provide a clear vision of the overall direction of MFRA	G 89% 11% 0%
G 94% 6% 0%	Section averages	G 94% 6% 0%

Strategy Performance	Questions in the "My Job" section	Non Uniformed
   		   
G 94% 6% 0%	1. I enjoy my work	G 94% 6% 0%
G 89% 11% 0%	2. My job makes the best use of the skills and abilities that I have	G 89% 11% 0%
G 100% 0% 0%	3. I get a sense of personal accomplishment from my work	G 100% 0% 0%
G 67% 33% 0%	4. I feel that my work contributes to Safer Stronger Communities	G 67% 33% 0%
G 89% 6% 6%	5. I feel supported in my role	G 89% 6% 6%
R 33% 28% 39%	6. I have a sense of good job security	R 33% 28% 39%
G 79% 14% 7%	Section averages	G 79% 14% 7%

Strategy Performance	Questions in the "Employee Involvement" section	Non Uniformed
   		   
G 94% 6% 0%	1. I am able to use my own initiative at work to do my job	G 94% 6% 0%
G 83% 11% 6%	2. I am encouraged to suggest new ideas for improvements	G 83% 11% 6%
G 89% 0% 11%	3. I am comfortable to speak up and constructively challenge how things are done	G 89% 0% 11%
G 83% 6% 11%	4. People communicate openly here regardless of position or level	G 83% 6% 11%
G 88% 6% 7%	Section averages	G 88% 6% 7%

Strategy Performance	Questions in the "Teamwork" section	Non Uniformed
		
G 72% 28% 0%	1. Morale in my immediate team/watch/section is generally high	G 72% 28% 0%
A 61% 33% 6%	2. We are good at sharing ideas to make things work better	A 61% 33% 6%
G 72% 22% 6%	3. Different parts of the service work well together	G 72% 22% 6%
G 69% 28% 4%	Section averages	G 69% 28% 4%

Strategy Performance	Questions in the "Learning & Development" section	Non Uniformed
   		   
 89% 11% 0%	1. I have received the training and development I need to do my job well and safely	 89% 11% 0%
 72% 11% 17%	2. I have the right opportunities to learn and grow at work	 72% 11% 17%
 100% 0% 0%	3. I have the knowledge and skills I need to do my job well	 100% 0% 0%
 89% 6% 6%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	 89% 6% 6%
 83% 11% 6%	5. I have good quality equipment to help me do my job	 83% 11% 6%
 87% 8% 6%	Section averages	 87% 8% 6%

Strategy Performance	Questions in the "Recognition & Reward" section	Non Uniformed
   		   
 94% 0% 6%	1. In the last week, I have received thanks or praise for doing good work	 94% 0% 6%
 89% 6% 6%	2. I feel valued and recognised for the work that I do by my line manager	 89% 6% 6%
 89% 6% 6%	3. I feel valued and recognised for the work that I do by other team members	 89% 6% 6%
 89% 11% 0%	4. I feel valued and recognised for the work that I do by senior managers	 89% 11% 0%
 89% 11% 0%	5. I receive feedback on my work	 89% 11% 0%
 90% 7% 3%	Section averages	 90% 7% 3%

Strategy Performance	Questions in the "Management Effectiveness" section	Non Uniformed
   		   
 94% 6% 0%	1. My manager communicates regularly about issues that affect my work	 94% 6% 0%
 94% 6% 0%	2. My manager makes time for me	 94% 6% 0%
 100% 0% 0%	3. My manager treats people fairly and with respect	 100% 0% 0%
 89% 11% 0%	4. My manager gives me regular feedback on how I am doing	 89% 11% 0%
 72% 22% 6%	5. Senior managers do what they say they are going to do	 72% 22% 6%
 94% 0% 6%	6. Employees at my level are able to communicate their concerns to higher management	 94% 0% 6%
 56% 33% 11%	7. MFRA Members engage well with staff at MFRA	 56% 33% 11%
 39% 44% 17%	8. I have confidence in the future of MFRA	 39% 44% 17%
 80% 15% 5%	Section averages	 80% 15% 5%

Strategy Performance	Questions in the "Culture & Values" section	Non Uniformed
   		   
 94% 0% 6%	1. Bullying, harassment and discrimination are not tolerated at MFRA	 94% 0% 6%
 100% 0% 0%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	 100% 0% 0%
 83% 17% 0%	3. I feel able to make decisions without fear of being blamed if things go wrong	 83% 17% 0%
 83% 17% 0%	4. Generally we resolve any differences of opinion amicably	 83% 17% 0%
 72% 17% 11%	5. Merseyside Fire and Rescue Authority promotes a culture of openness and transparency	 72% 17% 11%
 33% 44% 22%	6. Merseyside Fire and Rescue Authority is a better place to work than it was 3 years ago	 33% 44% 22%
 89% 11% 0%	7. I have a good understanding of Merseyside Fire and Rescue Authority values	 89% 11% 0%
 94% 0% 6%	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	 94% 0% 6%
 83% 17% 0%	9. I feel valued	 83% 17% 0%
 78% 17% 6%	10. I am able to strike the right balance between my work and home life	 78% 17% 6%
 81% 14% 5%	Section averages	 81% 14% 5%

Strategy Performance	Questions in the "Change Management" section	Non Uniformed
		
 100% 0% 0%	1. I understand the need for change at MFRA given the cuts faced by the Authority	 100% 0% 0%
 89% 6% 6%	2. I am communicated with about change that affects me in good time	 89% 6% 6%
 78% 11% 11%	3. Change here is well managed overall	 78% 11% 11%
 89% 11% 0%	4. Change within my team is well managed	 89% 11% 0%
 67% 17% 17%	5. I feel that MFRA consider the impact on me and other people when making decisions	 67% 17% 17%
 78% 17% 6%	6. A lot is done to help staff prepare for and cope with change	 78% 17% 6%
 83% 10% 6%	Section averages	 83% 10% 6%

Strategy Performance	Questions in the "Overall" section	Non Uniformed
		
 100% 0% 0%	1. I am proud to say I work for MFRA	 100% 0% 0%
 100% 0% 0%	2. Working here makes me want to do the best I can	 100% 0% 0%
 89% 6% 6%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	 89% 6% 6%
 100% 0% 0%	4. I care about the future of MFRA	 100% 0% 0%
 83% 17% 0%	5. I would still like to be working at MFRA in two years' time	 83% 17% 0%
 94% 4% 1%	Section averages	 94% 4% 1%

Breakdown of respondents for Merseyside Fire and Rescue: Strategy & Performance

Staff grouping	Total
Uniformed	0
Non Uniformed	18
Control	0
Total	18