Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for Community Risk Management (including prevention & protection staff) by Staff grouping

Total respondents: 68

Produced by People Insight in July 2016

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Community Risk Management (incl. Prev & Protect staff)				Questions in the "Goal Clarity" section	Uniformed				Non Uniformed			
G	97%	3%	0%	1. I understand the priorities or Missions & Aims of MFRA	G	100%	0%	0%	G	96%	4%	0%
G	91%	9%	0%	2. I am clear about what I am expected to achieve in my job	G	94%	6%	0%	G	90%	10%	0%
G	97%	3%	0%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	G	100%	0%	0%	G	96%	4%	0%
A	63%	19%	18%	4. Senior Managers provide a clear vision of the overall direction of MFRA	A	67%	22%	11%	A	62%	18%	20%
G	87%	8%	4%	**Section averages**	G	90%	7%	3%	G	86%	9%	5%

Community Risk Management (incl. Prev & Protect staff)			Questions in the "My Job" section	Uniformed			Non Uniformed		
G 90%	6%	4%	1. I enjoy my work	G 89%	11%	0%	G 90%	4%	6%
A 68%	15%	18%	2. My job makes the best use of the skills and abilities that I have	G 72%	17%	11%	A 66%	14%	20%
G 84%	15%	1%	3. I get a sense of personal accomplishment from my work	G 83%	17%	0%	G 84%	14%	2%
G 91%	6%	3%	4. I feel that my work contributes to Safer Stronger Communities	G 100%	0%	0%	G 88%	8%	4%
G 76%	15%	9%	5. I feel supported in my role	G 83%	11%	6%	G 74%	16%	10%
R 46%	22%	32%	6. I have a sense of good job security	G 83%	6%	11%	R 32%	28%	40%
G 76%	13%	11%	**Section averages**	G 85%	10%	5%	G 72%	14%	14%

Community Risk Management (incl. Prev & Protect staff)				Questions in the "Employee Involvement" section	Uniformed				Non Uniformed			
G	84%	9%	7%	1. I am able to use my own initiative at work to do my job	G	89%	11%	0%	G	82%	8%	10%
G	74%	19%	7%	2. I am encouraged to suggest new ideas for improvements	G	89%	11%	0%	A	68%	22%	10%
G	74%	15%	12%	3. I am comfortable to speak up and constructively challenge how things are done	G	78%	11%	11%	G	72%	16%	12%
R	54%	19%	26%	4. People communicate openly here regardless of position or level	G	72%	11%	17%	R	48%	22%	30%
G	71%	15%	13%	**Section averages**	G	82%	11%	7%	A	68%	17%	16%

Community Risk Management (incl. Prev & Protect staff)				Questions in the "Teamwork" section	Uniformed				Non Uniformed			
A	63%	22%	15%	1. Morale in my immediate team/watch/section is generally high	G	78%	11%	11%	A	58%	26%	16%
R	53%	31%	16%	2. We are good at sharing ideas to make things work better	R	44%	50%	6%	R	56%	24%	20%
R	53%	28%	19%	3. Different parts of the service work well together	R	44%	39%	17%	R	56%	24%	20%
A	56%	27%	17%	Section averages	A	56%	33%	11%	A	57%	25%	19%

Community Risk Management (incl. Prev & Protect staff)				Questions in the "Learning & Development" section	Uniformed				Non Uniformed			
A	69%	15%	16%	1. I have received the training and development I need to do my job well and safely	G	83%	6%	11%	A	64%	18%	18%
A	65%	16%	19%	2. I have the right opportunities to learn and grow at work	G	83%	11%	6%	A	58%	18%	24%
G	87%	10%	3%	3. I have the knowledge and skills I need to do my job well	G	89%	11%	0%	G	86%	10%	4%
R	53%	26%	21%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	A	56%	33%	11%	R	52%	24%	24%
G	72%	21%	7%	5. I have good quality equipment to help me do my job	G	72%	22%	6%	G	72%	20%	8%
A	69%	18%	13%	**Section averages**	G	77%	17%	7%	A	66%	18%	16%

Community Risk Management (incl. Prev & Protect staff)				Questions in the "Recognition & Reward" section	Uniformed				Non Uniformed			
A	66%	15%	19%	1. In the last week, I have received thanks or praise for doing good work	G	83%	11%	6%	A	60%	16%	24%
G	72%	19%	9%	2. I feel valued and recognised for the work that I do by my line manager	G	78%	17%	6%	A	70%	20%	10%
G	88%	7%	4%	3. I feel valued and recognised for the work that I do by other team members	G	94%	6%	0%	G	86%	8%	6%
A	54%	34%	12%	4. I feel valued and recognised for the work that I do by senior managers	G	83%	11%	6%	R	44%	42%	14%
A	60%	18%	22%	5. I receive feedback on my work	G	72%	17%	11%	R	56%	18%	26%
A	68%	19%	13%	**Section averages**	G	82%	12%	6%	A	63%	21%	16%

Community Risk Management (incl. Prev & Protect staff)	Questions in the "Management Effectiveness" section	Uniformed	Non Uniformed
G 78% 15% 7%	1. My manager communicates regularly about issues that affect my work	G 78% 17% 6%	G 78% 14% 8%
G 78% 13% 9%	2. My manager makes time for me	G 78% 11% 11%	G 78% 14% 8%
G 81% 12% 7%	3. My manager treats people fairly and with respect	G 83% 11% 6%	G 80% 12% 8%
A 63% 22% 15%	4. My manager gives me regular feedback on how I am doing	A 67% 22% 11%	A 62% 22% 16%
R 46% 34% 21%	5. Senior managers do what they say they are going to do	A 61% 33% 6%	R 40% 34% 26%
R 56% 25% 19%	6. Employees at my level are able to communicate their concerns to higher management	G 78% 11% 11%	R 48% 30% 22%
R 26% 38% 35%	7. MFRA Members engage well with staff at MFRA	R 28% 44% 28%	R 26% 36% 38%
R 29% 44% 26%	8. I have confidence in the future of MFRA	R 22% 50% 28%	R 32% 42% 26%
A 57% 25% 17%	**Section averages**	A 62% 25% 13%	R 56% 26% 19%

Community Risk Management (incl. Prev & Protect staff)				Questions in the "Culture & Values" section	Uniformed				Non Uniformed			
🚦	➕	🔄	➖		🚦	➕	🔄	➖	🚦	➕	🔄	➖
A	71%	16%	13%	1. Bullying, harassment and discrimination are not tolerated at MFRA	**A**	67%	17%	17%	**G**	72%	16%	12%
G	74%	9%	18%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	**G**	72%	11%	17%	**G**	74%	8%	18%
R	54%	21%	25%	3. I feel able to make decisions without fear of being blamed if things go wrong	**A**	67%	22%	11%	**R**	50%	20%	30%
G	72%	18%	10%	4. Generally we resolve any differences of opinion amicably	**G**	78%	17%	6%	**A**	70%	18%	12%
R	50%	31%	19%	5. Merseyside Fire and Rescue Authority promotes a culture of openness and transparency	**A**	56%	28%	17%	**R**	48%	32%	20%
R	31%	44%	25%	6. Merseyside Fire and Rescue Authority is a better place to work than it was 3 years ago	**A**	56%	33%	11%	**R**	22%	48%	30%
G	90%	6%	4%	7. I have a good understanding of Merseyside Fire and Rescue Authority values	**G**	89%	6%	6%	**G**	90%	6%	4%
G	78%	15%	7%	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	**G**	83%	11%	6%	**G**	76%	16%	8%
A	68%	21%	12%	9. I feel valued	**G**	83%	11%	6%	**A**	62%	24%	14%
G	78%	18%	4%	10. I am able to strike the right balance between my work and home life	**G**	67%	33%	0%	**G**	82%	12%	6%
A	66%	20%	14%	**Section averages**	**G**	72%	19%	9%	**A**	65%	20%	15%

Community Risk Management (incl. Prev & Protect staff)				Questions in the "Change Management" section	Uniformed				Non Uniformed			
	➕	🔄	➖			➕	🔄	➖		➕	🔄	➖
G	99%	1%	0%	1. I understand the need for change at MFRA given the cuts faced by the Authority	G	94%	6%	0%	G	100%	0%	0%
G	74%	16%	10%	2. I am communicated with about change that affects me in good time	G	78%	6%	17%	G	72%	20%	8%
A	57%	25%	18%	3. Change here is well managed overall	A	61%	28%	11%	R	56%	24%	20%
A	60%	18%	22%	4. Change within my team is well managed	A	61%	22%	17%	A	60%	16%	24%
R	41%	35%	24%	5. I feel that MFRA consider the impact on me and other people when making decisions	A	67%	28%	6%	R	32%	38%	30%
R	40%	41%	19%	6. A lot is done to help staff prepare for and cope with change	A	56%	28%	17%	R	34%	46%	20%
A	62%	23%	15%	**Section averages**	A	69%	19%	11%	A	59%	24%	17%

Community Risk Management (incl. Prev & Protect staff)				Questions in the "Overall" section	Uniformed				Non Uniformed			
G	93%	6%	1%	1. I am proud to say I work for MFRA	G	89%	11%	0%	G	94%	4%	2%
G	88%	10%	1%	2. Working here makes me want to do the best I can	G	83%	17%	0%	G	90%	8%	2%
G	75%	16%	9%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	G	78%	17%	6%	G	74%	16%	10%
G	94%	3%	3%	4. I care about the future of MFRA	G	94%	6%	0%	G	94%	2%	4%
G	88%	9%	3%	5. I would still like to be working at MFRA in two years' time	G	83%	17%	0%	G	90%	6%	4%
G	88%	9%	4%	**Section averages**	G	86%	13%	1%	G	88%	7%	4%

Breakdown of respondents for Merseyside Fire and Rescue: Community Risk Management (including prevention & protection staff)

Staff grouping	Total
Uniformed	18
Non Uniformed	50
Control	0
Total	**68**