



Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for Merseyside Fire and Rescue by Working arrangements

Total respondents: 518
Response rate: 51%

Produced by People Insight in July 2016



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













MFRA	Questions in the "Goal Clarity" section	Fixed Hours	Flexi-time	Part time	LLAR	WT (224 (12/12))	24s
							
G 84% 12% 4%	1. I understand the priorities or Missions & Aims of MFRA	G 80% 15% 6%	G 95% 3% 1%	G 91% 9% 0%	G 76% 18% 6%	G 78% 16% 7%	G 90% 10% 0%
G 88% 9% 3%	2. I am clear about what I am expected to achieve in my job	G 90% 6% 4%	G 94% 5% 1%	G 91% 9% 0%	G 88% 6% 6%	G 80% 17% 2%	G 95% 5% 0%
G 84% 13% 3%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	G 83% 10% 7%	G 96% 3% 1%	G 91% 9% 0%	G 82% 18% 0%	G 73% 21% 6%	G 85% 15% 0%
R 52% 25% 22%	4. Senior Managers provide a clear vision of the overall direction of MFRA	R 52% 21% 27%	A 71% 17% 12%	G 91% 0% 9%	A 65% 18% 18%	R 30% 33% 37%	A 65% 33% 2%
G 77% 15% 8%	Section averages	G 76% 13% 11%	G 89% 7% 4%	G 91% 7% 2%	G 78% 15% 7%	A 65% 22% 13%	G 84% 16% 0%








MFRA	Questions in the "Goal Clarity" section	Prefer not to say (Working arrangements)
		
 84% 12% 4%	1. I understand the priorities or Missions & Aims of MFRA	 68% 26% 6%
 88% 9% 3%	2. I am clear about what I am expected to achieve in my job	 78% 14% 8%
 84% 13% 3%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	 76% 18% 6%
 52% 25% 22%	4. Senior Managers provide a clear vision of the overall direction of MFRA	 30% 34% 36%
 77% 15% 8%	Section averages	 63% 23% 14%











MFRA	Questions in the "My Job" section	Fixed Hours	Flexi-time	Part time	LLAR	WT (224 (12/12))	24s
							
G 76% 14% 10%	1. I enjoy my work	G 79% 12% 9%	G 87% 11% 2%	G 82% 0% 18%	A 65% 24% 12%	A 62% 22% 16%	G 88% 7% 5%
A 61% 18% 22%	2. My job makes the best use of the skills and abilities that I have	A 71% 13% 16%	G 77% 14% 10%	A 64% 9% 27%	R 53% 24% 24%	R 35% 26% 39%	G 82% 13% 5%
G 73% 16% 10%	3. I get a sense of personal accomplishment from my work	G 79% 11% 10%	G 86% 14% 1%	G 73% 18% 9%	G 71% 18% 12%	A 59% 22% 20%	G 80% 15% 5%
G 72% 22% 5%	4. I feel that my work contributes to Safer Stronger Communities	G 78% 15% 8%	G 78% 21% 1%	R 45% 45% 9%	G 71% 24% 6%	A 59% 32% 9%	G 87% 13% 0%
A 58% 19% 22%	5. I feel supported in my role	A 62% 13% 25%	G 77% 15% 8%	G 82% 0% 18%	R 29% 41% 29%	R 35% 26% 39%	G 80% 15% 5%
R 43% 25% 33%	6. I have a sense of good job security	R 54% 15% 31%	R 34% 32% 35%	R 27% 9% 64%	A 59% 29% 12%	R 36% 21% 43%	A 62% 27% 12%
A 64% 19% 17%	Section averages	A 70% 13% 16%	G 73% 18% 9%	A 62% 14% 24%	A 58% 26% 16%	R 48% 25% 28%	G 80% 15% 5%

MFRA	Questions in the "My Job" section	Prefer not to say (Working arrangements)
		
 76% 14% 10%	1. I enjoy my work	 64% 16% 20%
 61% 18% 22%	2. My job makes the best use of the skills and abilities that I have	 42% 20% 38%
 73% 16% 10%	3. I get a sense of personal accomplishment from my work	 60% 20% 20%
 72% 22% 5%	4. I feel that my work contributes to Safer Stronger Communities	 68% 22% 10%
 58% 19% 22%	5. I feel supported in my role	 36% 28% 36%
 43% 25% 33%	6. I have a sense of good job security	 38% 34% 28%
 64% 19% 17%	Section averages	 51% 23% 25%





















MFRA	Questions in the "Employee Involvement" section	Fixed Hours	Flexi-time	Part time	LLAR	WT (224 (12/12))	24s
A 67% 15% 18%	1. I am able to use my own initiative at work to do my job	A 72% 8% 20%	G 92% 5% 3%	G 82% 9% 9%	R 47% 18% 35%	R 39% 25% 36%	G 73% 17% 10%
A 59% 22% 19%	2. I am encouraged to suggest new ideas for improvements	A 71% 10% 19%	G 76% 18% 6%	G 91% 0% 9%	R 53% 29% 18%	R 33% 34% 33%	A 63% 28% 8%
R 58% 15% 28%	3. I am comfortable to speak up and constructively challenge how things are done	R 60% 9% 31%	G 77% 14% 8%	G 73% 9% 18%	R 41% 24% 35%	R 41% 16% 43%	A 62% 23% 15%
R 41% 19% 41%	4. People communicate openly here regardless of position or level	R 46% 11% 43%	A 65% 14% 21%	R 45% 45% 9%	R 18% 35% 47%	R 19% 17% 64%	R 45% 35% 20%
R 56% 18% 26%	Section averages	A 62% 10% 28%	G 78% 13% 9%	G 73% 16% 11%	R 40% 26% 34%	R 33% 23% 44%	A 61% 26% 13%

MFRA	Questions in the "Employee Involvement" section	Prefer not to say (Working arrangements)
		
 67% 15% 18%	1. I am able to use my own initiative at work to do my job	 54% 26% 20%
 59% 22% 19%	2. I am encouraged to suggest new ideas for improvements	 46% 22% 32%
 58% 15% 28%	3. I am comfortable to speak up and constructively challenge how things are done	 36% 14% 50%
 41% 19% 41%	4. People communicate openly here regardless of position or level	 16% 18% 66%
 56% 18% 26%	Section averages	 38% 20% 42%





















MFRA	Questions in the "Teamwork" section	Fixed Hours	Flexi-time	Part time	LLAR	WT (224 (12/12))	24s
							
A 58% 21% 21%	1. Morale in my immediate team/watch/section is generally high	R 49% 20% 30%	A 68% 21% 11%	R 55% 18% 27%	R 41% 35% 24%	R 49% 20% 32%	G 83% 15% 2%
R 40% 32% 27%	2. We are good at sharing ideas to make things work better	R 42% 35% 24%	A 58% 29% 14%	R 45% 18% 36%	R 41% 35% 24%	R 26% 30% 43%	R 40% 47% 13%
R 42% 25% 32%	3. Different parts of the service work well together	R 47% 22% 30%	A 58% 28% 14%	A 64% 27% 9%	R 29% 18% 53%	R 27% 25% 48%	R 37% 35% 28%
R 47% 26% 27%	Section averages	R 46% 26% 28%	A 61% 26% 13%	R 55% 21% 24%	R 37% 29% 33%	R 34% 25% 41%	R 53% 32% 14%

MFRA	Questions in the "Teamwork" section	Prefer not to say (Working arrangements)
		
 58% 21% 21%	1. Morale in my immediate team/watch/section is generally high	 48% 28% 24%
 40% 32% 27%	2. We are good at sharing ideas to make things work better	 22% 30% 48%
 42% 25% 32%	3. Different parts of the service work well together	 32% 18% 50%
 47% 26% 27%	Section averages	 34% 25% 41%





















MFRA	Questions in the "Learning & Development" section	Fixed Hours	Flexi-time	Part time	LLAR	WT (224 (12/12))	24s
G 72% 16% 12%	1. I have received the training and development I need to do my job well and safely	A 69% 16% 16%	G 80% 12% 8%	A 64% 18% 18%	R 53% 18% 29%	A 68% 19% 13%	G 88% 12% 0%
R 51% 26% 23%	2. I have the right opportunities to learn and grow at work	R 51% 25% 25%	A 68% 16% 16%	R 36% 18% 45%	R 41% 29% 29%	R 33% 36% 30%	G 68% 27% 5%
G 86% 10% 4%	3. I have the knowledge and skills I need to do my job well	G 84% 11% 4%	G 92% 6% 2%	G 91% 9% 0%	G 82% 12% 6%	G 80% 14% 6%	G 97% 3% 0%
R 48% 27% 25%	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% 26% 21%	A 63% 25% 12%	A 64% 9% 27%	R 41% 35% 24%	R 31% 30% 38%	R 52% 30% 18%
G 78% 13% 8%	5. I have good quality equipment to help me do my job	G 82% 10% 8%	G 75% 17% 8%	G 73% 27% 0%	G 88% 6% 6%	G 72% 17% 12%	G 92% 7% 2%
A 67% 18% 14%	Section averages	A 68% 18% 15%	G 75% 15% 9%	A 65% 16% 18%	A 61% 20% 19%	A 57% 23% 20%	G 79% 16% 5%

MFRA	Questions in the "Learning & Development" section	Prefer not to say (Working arrangements)
   		   
 72% 16% 12%	1. I have received the training and development I need to do my job well and safely	 56% 22% 22%
 51% 26% 23%	2. I have the right opportunities to learn and grow at work	 32% 32% 36%
 86% 10% 4%	3. I have the knowledge and skills I need to do my job well	 68% 20% 12%
 48% 27% 25%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	 36% 28% 36%
 78% 13% 8%	5. I have good quality equipment to help me do my job	 82% 6% 12%
 67% 18% 14%	Section averages	 55% 22% 24%

























MFRA	Questions in the "Recognition & Reward" section	Fixed Hours	Flexi-time	Part time	LLAR	WT (224 (12/12))	24s
R 53% 19% 27%	1. In the last week, I have received thanks or praise for doing good work	R 56% 19% 25%	A 64% 15% 21%	R 55% 9% 36%	R 24% 35% 41%	R 44% 18% 38%	A 57% 27% 17%
G 74% 15% 10%	2. I feel valued and recognised for the work that I do by my line manager	G 80% 12% 8%	G 73% 16% 10%	G 73% 9% 18%	A 59% 29% 12%	G 71% 20% 9%	G 87% 8% 5%
G 79% 15% 5%	3. I feel valued and recognised for the work that I do by other team members	G 81% 13% 6%	G 81% 14% 5%	G 91% 0% 9%	R 41% 53% 6%	G 81% 14% 5%	G 85% 12% 3%
R 37% 28% 34%	4. I feel valued and recognised for the work that I do by senior managers	R 43% 22% 35%	R 55% 27% 17%	A 64% 18% 18%	R 12% 53% 35%	R 16% 28% 57%	R 40% 40% 20%
R 52% 27% 21%	5. I receive feedback on my work	A 60% 25% 16%	A 59% 25% 16%	A 64% 27% 9%	R 18% 35% 47%	R 36% 30% 33%	A 62% 30% 8%
A 59% 21% 20%	Section averages	A 64% 18% 18%	A 66% 19% 14%	A 69% 13% 18%	R 31% 41% 28%	R 50% 22% 28%	A 66% 23% 11%

MFRA	Questions in the "Recognition & Reward" section	Prefer not to say (Working arrangements)
   		   
 53% 19% 27%	1. In the last week, I have received thanks or praise for doing good work	 46% 26% 28%
 74% 15% 10%	2. I feel valued and recognised for the work that I do by my line manager	 64% 12% 24%
 79% 15% 5%	3. I feel valued and recognised for the work that I do by other team members	 68% 24% 8%
 37% 28% 34%	4. I feel valued and recognised for the work that I do by senior managers	 28% 26% 46%
 52% 27% 21%	5. I receive feedback on my work	 54% 22% 24%
 59% 21% 20%	Section averages	 52% 22% 26%

















MFRA	Questions in the "Management Effectiveness" section	Fixed Hours	Flexi-time	Part time	LLAR	WT (224 (12/12))	24s
G 77% 15% 8%	1. My manager communicates regularly about issues that affect my work	G 78% 12% 10%	G 76% 14% 10%	G 82% 9% 9%	G 71% 29% 0%	G 75% 17% 7%	G 85% 13% 2%
G 77% 16% 7%	2. My manager makes time for me	G 81% 13% 6%	G 79% 12% 9%	G 73% 9% 18%	G 76% 24% 0%	G 74% 19% 7%	G 83% 15% 2%
G 82% 13% 5%	3. My manager treats people fairly and with respect	G 87% 9% 4%	G 82% 12% 6%	G 82% 9% 9%	G 88% 12% 0%	G 78% 16% 6%	G 92% 8% 0%
A 66% 23% 11%	4. My manager gives me regular feedback on how I am doing	A 70% 18% 12%	A 64% 26% 10%	R 55% 27% 18%	A 65% 29% 6%	A 66% 23% 11%	G 75% 17% 8%
R 31% 36% 33%	5. Senior managers do what they say they are going to do	R 36% 29% 35%	R 48% 33% 19%	R 36% 55% 9%	R 24% 47% 29%	R 14% 36% 50%	R 38% 45% 17%
R 45% 22% 33%	6. Employees at my level are able to communicate their concerns to higher management	R 55% 15% 30%	A 62% 23% 14%	R 45% 36% 18%	R 53% 24% 24%	R 28% 17% 54%	R 38% 38% 23%
R 24% 40% 36%	7. MFRA Members engage well with staff at MFRA	R 26% 42% 33%	R 30% 44% 26%	R 9% 64% 27%	R 29% 47% 24%	R 17% 36% 48%	R 33% 35% 32%
R 26% 33% 41%	8. I have confidence in the future of MFRA	R 24% 26% 51%	R 37% 41% 22%	R 27% 45% 27%	R 24% 47% 29%	R 16% 22% 62%	R 33% 45% 22%
R 54% 25% 22%	Section averages	R 57% 21% 23%	A 60% 26% 15%	R 51% 32% 17%	R 54% 32% 14%	R 46% 23% 31%	A 60% 27% 13%

MFRA	Questions in the "Management Effectiveness" section	Prefer not to say (Working arrangements)
		
 77% 15% 8%	1. My manager communicates regularly about issues that affect my work	 74% 16% 10%
 77% 16% 7%	2. My manager makes time for me	 68% 26% 6%
 82% 13% 5%	3. My manager treats people fairly and with respect	 70% 24% 6%
 66% 23% 11%	4. My manager gives me regular feedback on how I am doing	 56% 32% 12%
 31% 36% 33%	5. Senior managers do what they say they are going to do	 10% 42% 48%
 45% 22% 33%	6. Employees at my level are able to communicate their concerns to higher management	 22% 20% 58%
 24% 40% 36%	7. MFRA Members engage well with staff at MFRA	 12% 38% 50%
 26% 33% 41%	8. I have confidence in the future of MFRA	 14% 32% 54%
 54% 25% 22%	Section averages	 41% 29% 31%















MFRA	Questions in the "Culture & Values" section	Fixed Hours	Flexi-time	Part time	LLAR	WT (224 (12/12))	24s
A 67% 13% 20%	1. Bullying, harassment and discrimination are not tolerated at MFRA	A 69% 10% 21%	G 79% 12% 9%	G 91% 9% 0%	A 59% 18% 24%	R 57% 13% 30%	G 78% 13% 8%
G 75% 10% 15%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	G 78% 7% 16%	G 83% 8% 9%	G 91% 0% 9%	A 71% 0% 29%	A 64% 19% 17%	G 82% 8% 10%
R 45% 24% 31%	3. I feel able to make decisions without fear of being blamed if things go wrong	R 54% 19% 27%	A 66% 19% 15%	R 55% 18% 27%	R 35% 29% 35%	R 20% 30% 50%	R 47% 23% 30%
A 62% 26% 12%	4. Generally we resolve any differences of opinion amicably	A 66% 19% 15%	G 75% 18% 7%	G 91% 9% 0%	A 59% 29% 12%	R 43% 36% 21%	G 73% 23% 3%
R 42% 27% 31%	5. Merseyside Fire and Rescue Authority promotes a culture of openness and transparency	R 44% 29% 27%	A 62% 23% 15%	R 55% 27% 18%	R 47% 29% 24%	R 21% 28% 51%	R 47% 33% 20%
R 42% 35% 24%	6. Merseyside Fire and Rescue Authority is a better place to work than it was 3 years ago	R 45% 27% 28%	R 33% 46% 21%	R 27% 64% 9%	R 35% 41% 24%	R 36% 35% 29%	G 80% 15% 5%
G 77% 17% 6%	7. I have a good understanding of Merseyside Fire and Rescue Authority values	G 78% 13% 9%	G 89% 9% 2%	G 82% 18% 0%	G 82% 6% 12%	A 67% 22% 10%	G 78% 22% 0%
A 70% 14% 15%	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 72% 15% 13%	G 81% 10% 9%	G 91% 0% 9%	R 53% 18% 29%	R 54% 23% 23%	G 85% 8% 7%
R 43% 30% 27%	9. I feel valued	R 44% 26% 30%	A 64% 24% 12%	A 64% 18% 18%	R 18% 65% 18%	R 23% 29% 48%	A 58% 33% 8%
R 57% 17% 26%	10. I am able to strike the right balance between my work and home life	R 53% 21% 26%	G 75% 14% 11%	G 91% 9% 0%	R 35% 29% 35%	R 31% 20% 49%	G 88% 7% 5%
A 58% 21% 21%	Section averages	A 60% 19% 21%	G 71% 18% 11%	G 74% 17% 9%	R 49% 26% 24%	R 42% 25% 33%	G 72% 19% 10%

MFRA	Questions in the "Culture & Values" section	Prefer not to say (Working arrangements)
		
 67% 13% 20%	1. Bullying, harassment and discrimination are not tolerated at MFRA	 38% 22% 40%
 75% 10% 15%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	 60% 8% 32%
 45% 24% 31%	3. I feel able to make decisions without fear of being blamed if things go wrong	 28% 30% 42%
 62% 26% 12%	4. Generally we resolve any differences of opinion amicably	 42% 42% 16%
 42% 27% 31%	5. Merseyside Fire and Rescue Authority promotes a culture of openness and transparency	 22% 26% 52%
 42% 35% 24%	6. Merseyside Fire and Rescue Authority is a better place to work than it was 3 years ago	 32% 34% 34%
 77% 17% 6%	7. I have a good understanding of Merseyside Fire and Rescue Authority values	 66% 26% 8%
 70% 14% 15%	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	 60% 14% 26%
 43% 30% 27%	9. I feel valued	 18% 46% 36%
 57% 17% 26%	10. I am able to strike the right balance between my work and home life	 42% 20% 38%
 58% 21% 21%	Section averages	 41% 27% 32%

MFRA	Questions in the "Change Management" section	Fixed Hours	Flexi-time	Part time	LLAR	WT (224 (12/12))	24s
G 88% 9% 4%	1. I understand the need for change at MFRA given the cuts faced by the Authority	G 87% 7% 7%	G 93% 5% 1%	G 100% 0% 0%	G 94% 6% 0%	G 80% 14% 6%	G 93% 7% 0%
A 66% 19% 15%	2. I am communicated with about change that affects me in good time	A 58% 19% 22%	G 77% 14% 8%	G 91% 9% 0%	A 65% 29% 6%	R 55% 25% 20%	G 85% 10% 5%
R 47% 28% 25%	3. Change here is well managed overall	R 42% 33% 26%	A 60% 25% 14%	G 73% 27% 0%	A 65% 6% 29%	R 27% 32% 41%	G 70% 25% 5%
A 60% 25% 15%	4. Change within my team is well managed	A 57% 27% 16%	A 68% 18% 14%	G 73% 18% 9%	A 59% 18% 24%	R 48% 33% 20%	G 80% 18% 2%
R 34% 30% 36%	5. I feel that MFRA consider the impact on me and other people when making decisions	R 29% 30% 40%	R 51% 27% 21%	R 36% 55% 9%	R 47% 24% 29%	R 20% 22% 58%	R 37% 47% 17%
R 33% 36% 31%	6. A lot is done to help staff prepare for and cope with change	R 30% 31% 38%	R 47% 38% 15%	A 64% 27% 9%	R 35% 47% 18%	R 15% 33% 52%	R 40% 43% 17%
R 55% 24% 21%	Section averages	R 51% 25% 25%	A 66% 22% 12%	G 73% 23% 5%	A 61% 22% 18%	R 41% 26% 33%	A 68% 25% 8%

MFRA	Questions in the "Change Management" section	Prefer not to say (Working arrangements)
		
 88% 9% 4%	1. I understand the need for change at MFRA given the cuts faced by the Authority	 82% 12% 6%
 66% 19% 15%	2. I am communicated with about change that affects me in good time	 48% 24% 28%
 47% 28% 25%	3. Change here is well managed overall	 28% 34% 38%
 60% 25% 15%	4. Change within my team is well managed	 42% 34% 24%
 34% 30% 36%	5. I feel that MFRA consider the impact on me and other people when making decisions	 18% 36% 46%
 33% 36% 31%	6. A lot is done to help staff prepare for and cope with change	 24% 38% 38%
 55% 24% 21%	Section averages	 40% 30% 30%

MFRA	Questions in the "Overall" section	Fixed Hours	Flexi-time	Part time	LLAR	WT (224 (12/12))	24s
G 78% 15% 7%	1. I am proud to say I work for MFRA	G 80% 12% 8%	G 92% 7% 1%	G 82% 18% 0%	G 82% 12% 6%	A 59% 24% 17%	G 87% 13% 0%
G 73% 19% 8%	2. Working here makes me want to do the best I can	G 78% 16% 7%	G 88% 10% 2%	G 82% 18% 0%	A 65% 24% 12%	R 54% 32% 14%	G 90% 8% 2%
R 55% 20% 24%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	A 61% 18% 21%	G 77% 15% 8%	G 82% 0% 18%	R 53% 24% 24%	R 28% 26% 46%	A 62% 27% 12%
G 88% 9% 3%	4. I care about the future of MFRA	G 90% 6% 4%	G 95% 3% 2%	G 91% 9% 0%	G 88% 6% 6%	G 80% 16% 4%	G 90% 10% 0%
G 78% 12% 10%	5. I would still like to be working at MFRA in two years' time	G 78% 11% 11%	G 86% 10% 3%	G 82% 18% 0%	G 82% 6% 12%	A 67% 16% 17%	G 83% 7% 10%
G 74% 15% 11%	Section averages	G 77% 13% 10%	G 88% 9% 3%	G 84% 13% 4%	G 74% 14% 12%	A 58% 23% 19%	G 82% 13% 5%

MFRA	Questions in the "Overall" section	Prefer not to say (Working arrangements)
		
 78% 15% 7%	1. I am proud to say I work for MFRA	 66% 22% 12%
 73% 19% 8%	2. Working here makes me want to do the best I can	 54% 28% 18%
 55% 20% 24%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	 40% 24% 36%
 88% 9% 3%	4. I care about the future of MFRA	 82% 12% 6%
 78% 12% 10%	5. I would still like to be working at MFRA in two years' time	 70% 18% 12%
 74% 15% 11%	Section averages	 62% 21% 17%

Breakdown of Survey respondents for Merseyside Fire and Rescue

Working arrangements	Total
Fixed Hours	89
Flexi-time	146
Part time	11
Job Share	1
Alternative Shift Pattern	5
Compressed Hours	1
LLAR	17
WT (224 (12/12))	138
24s	60
Prefer not to say (Working arrangements)	50
Total	518