



Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for Uniformed Staff by Age Range

Total respondents: 335

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

Uniformed	Questions in the "Goal Clarity" section	25-35	36-45	46-55	Prefer not to say (Age)
G 79% 15% 5%	1. I understand the priorities or Missions & Aims of MFRA	G 73% 9% 18%	G 86% 12% 2%	G 80% 16% 4%	A 64% 21% 15%
G 86% 11% 3%	2. I am clear about what I am expected to achieve in my job	G 82% 9% 9%	G 89% 11% 0%	G 87% 11% 2%	A 70% 12% 18%
G 79% 16% 5%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	G 82% 0% 18%	G 83% 17% 0%	G 80% 16% 4%	A 58% 24% 18%
R 43% 30% 27%	4. Senior Managers provide a clear vision of the overall direction of MFRA	R 36% 27% 36%	R 44% 39% 17%	R 47% 25% 27%	R 21% 27% 52%
G 72% 18% 10%	Section averages	A 68% 11% 20%	G 76% 20% 5%	G 74% 17% 9%	R 53% 21% 26%

Uniformed	Questions in the "My Job" section	25-35	36-45	46-55	Prefer not to say (Age)
					
G 71% 17% 12%	1. I enjoy my work	G 82% 18% 0%	G 77% 18% 6%	G 72% 18% 11%	R 48% 15% 36%
R 55% 19% 26%	2. My job makes the best use of the skills and abilities that I have	A 64% 9% 27%	A 58% 20% 22%	R 57% 19% 24%	R 33% 18% 48%
A 67% 19% 14%	3. I get a sense of personal accomplishment from my work	G 73% 18% 9%	G 72% 18% 10%	A 67% 20% 13%	R 48% 21% 30%
G 70% 23% 7%	4. I feel that my work contributes to Safer Stronger Communities	G 82% 9% 9%	G 77% 17% 7%	G 71% 24% 5%	A 55% 36% 9%
R 48% 23% 29%	5. I feel supported in my role	R 45% 27% 27%	A 60% 18% 22%	R 47% 24% 28%	R 24% 24% 52%
R 51% 21% 27%	6. I have a sense of good job security	R 36% 45% 18%	R 54% 21% 24%	R 53% 20% 26%	R 36% 24% 39%
A 60% 20% 19%	Section averages	A 64% 21% 15%	A 66% 19% 15%	A 61% 21% 18%	R 41% 23% 36%

Uniformed	Questions in the "Employee Involvement" section	25-35	36-45	46-55	Prefer not to say (Age)
   		   	   	   	   
R 56% 19% 26%	1. I am able to use my own initiative at work to do my job	G 82% 0% 18%	A 66% 16% 19%	R 52% 21% 26%	R 42% 18% 39%
R 50% 26% 24%	2. I am encouraged to suggest new ideas for improvements	R 55% 27% 18%	R 56% 23% 21%	R 50% 27% 23%	R 33% 24% 42%
R 47% 16% 37%	3. I am comfortable to speak up and constructively challenge how things are done	A 64% 27% 9%	R 47% 14% 39%	R 51% 17% 32%	R 21% 12% 67%
R 31% 19% 51%	4. People communicate openly here regardless of position or level	R 27% 27% 45%	R 32% 16% 52%	R 32% 21% 48%	R 15% 15% 70%
R 46% 20% 34%	Section averages	R 57% 20% 23%	R 50% 17% 33%	R 46% 22% 32%	R 28% 17% 55%

Uniformed	Questions in the "Teamwork" section	25-35	36-45	46-55	Prefer not to say (Age)
					
A 59% 19% 23%	1. Morale in my immediate team/watch/section is generally high	A 64% 9% 27%	A 67% 18% 16%	R 56% 20% 24%	R 52% 18% 30%
R 31% 35% 34%	2. We are good at sharing ideas to make things work better	R 45% 27% 27%	R 40% 30% 30%	R 27% 37% 35%	R 18% 39% 42%
R 31% 26% 43%	3. Different parts of the service work well together	R 45% 27% 27%	R 39% 23% 38%	R 27% 30% 43%	R 18% 21% 61%
R 40% 26% 33%	Section averages	R 52% 21% 27%	R 49% 24% 28%	R 37% 29% 34%	R 29% 26% 44%

Uniformed	Questions in the "Learning & Development" section	25-35	36-45	46-55	Prefer not to say (Age)
A 70% 18% 13%	1. I have received the training and development I need to do my job well and safely	A 64% 36% 0%	G 79% 11% 10%	G 71% 19% 10%	R 45% 24% 30%
R 45% 30% 24%	2. I have the right opportunities to learn and grow at work	R 45% 9% 45%	R 54% 28% 18%	R 45% 33% 22%	R 21% 30% 48%
G 84% 12% 4%	3. I have the knowledge and skills I need to do my job well	G 91% 9% 0%	G 86% 12% 2%	G 87% 10% 3%	A 58% 21% 21%
R 39% 30% 30%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	R 45% 18% 36%	R 43% 36% 21%	R 39% 29% 32%	R 27% 24% 48%
G 80% 12% 8%	5. I have good quality equipment to help me do my job	G 73% 27% 0%	G 78% 14% 8%	G 82% 9% 8%	G 73% 15% 12%
A 64% 20% 16%	Section averages	A 64% 20% 16%	A 68% 20% 12%	A 65% 20% 15%	R 45% 23% 32%

Uniformed	Questions in the "Recognition & Reward" section	25-35	36-45	46-55	Prefer not to say (Age)
					
R 50% 20% 30%	1. In the last week, I have received thanks or praise for doing good work	G 73% 18% 9%	A 58% 26% 17%	R 48% 20% 33%	R 36% 12% 52%
G 75% 15% 10%	2. I feel valued and recognised for the work that I do by my line manager	G 73% 18% 9%	G 84% 10% 6%	G 75% 13% 12%	R 48% 33% 18%
G 79% 16% 5%	3. I feel valued and recognised for the work that I do by other team members	G 73% 27% 0%	G 88% 7% 6%	G 78% 17% 5%	A 64% 30% 6%
R 29% 28% 43%	4. I feel valued and recognised for the work that I do by senior managers	R 18% 45% 36%	R 31% 34% 34%	R 31% 23% 46%	R 15% 33% 52%
R 46% 29% 24%	5. I receive feedback on my work	R 45% 18% 36%	R 52% 28% 20%	R 43% 32% 25%	R 45% 24% 30%
R 56% 21% 23%	Section averages	A 56% 25% 18%	A 63% 21% 16%	R 55% 21% 24%	R 42% 27% 32%

Uniformed	Questions in the "Management Effectiveness" section	25-35	36-45	46-55	Prefer not to say (Age)
G 79% 15% 6%	1. My manager communicates regularly about issues that affect my work	G 91% 9% 0%	G 81% 17% 2%	G 78% 16% 6%	A 70% 12% 18%
G 77% 17% 6%	2. My manager makes time for me	G 100% 0% 0%	G 82% 12% 6%	G 77% 18% 6%	A 55% 36% 9%
G 82% 13% 5%	3. My manager treats people fairly and with respect	G 91% 9% 0%	G 87% 11% 2%	G 84% 11% 5%	R 55% 30% 15%
A 68% 22% 10%	4. My manager gives me regular feedback on how I am doing	G 73% 18% 9%	G 70% 21% 9%	A 68% 22% 10%	R 55% 30% 15%
R 25% 36% 39%	5. Senior managers do what they say they are going to do	R 9% 55% 36%	R 29% 44% 27%	R 26% 33% 40%	R 12% 27% 61%
R 36% 22% 42%	6. Employees at my level are able to communicate their concerns to higher management	R 36% 36% 27%	R 36% 26% 39%	R 39% 20% 41%	R 21% 21% 58%
R 22% 39% 39%	7. MFRA Members engage well with staff at MFRA	R 45% 45% 9%	R 24% 37% 39%	R 19% 41% 39%	R 18% 36% 45%
R 23% 29% 48%	8. I have confidence in the future of MFRA	R 36% 27% 36%	R 26% 32% 42%	R 23% 29% 48%	R 12% 24% 64%
R 51% 24% 24%	Section averages	A 60% 25% 15%	R 54% 25% 21%	R 52% 24% 24%	R 37% 27% 36%

Uniformed	Questions in the "Culture & Values" section	25-35	36-45	46-55	Prefer not to say (Age)
A 59% 14% 27%	1. Bullying, harassment and discrimination are not tolerated at MFRA	G 73% 18% 9%	A 64% 16% 20%	A 63% 12% 25%	R 21% 18% 61%
A 68% 13% 19%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	G 91% 0% 9%	G 74% 10% 16%	A 67% 16% 17%	R 48% 12% 39%
R 34% 27% 39%	3. I feel able to make decisions without fear of being blamed if things go wrong	R 55% 18% 27%	R 32% 28% 40%	R 36% 27% 37%	R 15% 21% 64%
R 54% 30% 16%	4. Generally we resolve any differences of opinion amicably	G 73% 18% 9%	A 64% 22% 13%	R 54% 31% 15%	R 24% 45% 30%
R 32% 27% 41%	5. Merseyside Fire and Rescue Authority promotes a culture of openness and transparency	R 36% 27% 36%	R 34% 33% 32%	R 33% 26% 41%	R 18% 18% 64%
R 48% 27% 24%	6. Merseyside Fire and Rescue Authority is a better place to work than it was 3 years ago	R 36% 27% 36%	A 63% 28% 9%	R 48% 26% 26%	R 15% 39% 45%
G 72% 21% 7%	7. I have a good understanding of Merseyside Fire and Rescue Authority values	G 73% 9% 18%	G 78% 20% 2%	G 72% 21% 8%	A 61% 27% 12%
A 64% 16% 20%	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	R 45% 27% 27%	G 77% 9% 14%	A 63% 18% 19%	R 42% 21% 36%
R 34% 32% 34%	9. I feel valued	R 45% 36% 18%	R 46% 36% 19%	R 32% 30% 38%	R 9% 36% 55%
R 48% 19% 33%	10. I am able to strike the right balance between my work and home life	R 55% 0% 45%	R 56% 19% 26%	R 46% 20% 34%	R 36% 21% 42%
R 51% 23% 26%	Section averages	A 58% 18% 24%	A 59% 22% 19%	R 51% 23% 26%	R 29% 26% 45%

Uniformed	Questions in the "Change Management" section	25-35	36-45	46-55	Prefer not to say (Age)
G 85% 10% 5%	1. I understand the need for change at MFRA given the cuts faced by the Authority	G 73% 18% 9%	G 93% 6% 1%	G 85% 10% 5%	A 64% 18% 18%
A 64% 19% 17%	2. I am communicated with about change that affects me in good time	R 45% 18% 36%	A 68% 18% 14%	A 68% 18% 15%	R 42% 24% 33%
R 42% 29% 29%	3. Change here is well managed overall	R 45% 18% 36%	R 50% 31% 19%	R 42% 28% 29%	R 18% 30% 52%
A 57% 29% 14%	4. Change within my team is well managed	R 45% 36% 18%	A 67% 24% 9%	A 58% 28% 14%	R 33% 39% 27%
R 29% 29% 42%	5. I feel that MFRA consider the impact on me and other people when making decisions	R 27% 36% 36%	R 32% 31% 37%	R 28% 30% 41%	R 18% 24% 58%
R 27% 34% 39%	6. A lot is done to help staff prepare for and cope with change	R 18% 55% 27%	R 32% 31% 37%	R 26% 35% 39%	R 15% 42% 42%
R 51% 25% 24%	Section averages	R 42% 30% 27%	A 57% 24% 19%	R 51% 25% 24%	R 32% 30% 38%

Uniformed	Questions in the "Overall" section	25-35	36-45	46-55	Prefer not to say (Age)
					
G 70% 19% 11%	1. I am proud to say I work for MFRA	G 73% 18% 9%	G 72% 23% 4%	G 71% 19% 10%	A 61% 9% 30%
A 65% 24% 10%	2. Working here makes me want to do the best I can	A 55% 36% 9%	G 72% 21% 7%	A 66% 25% 9%	R 48% 24% 27%
R 44% 24% 32%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	R 45% 27% 27%	R 50% 30% 20%	R 43% 23% 34%	R 36% 15% 48%
G 84% 12% 4%	4. I care about the future of MFRA	G 91% 0% 9%	G 92% 6% 2%	G 82% 16% 3%	G 76% 12% 12%
G 73% 13% 13%	5. I would still like to be working at MFRA in two years' time	G 82% 9% 9%	G 84% 12% 3%	G 73% 13% 15%	R 55% 21% 24%
A 68% 18% 14%	Section averages	A 69% 18% 13%	G 74% 18% 7%	A 67% 19% 14%	R 55% 16% 28%

Breakdown of respondents for Merseyside Fire and Rescue: Uniformed Staff

Age range	Total
16	0
17-24	3
25-35	11
36-45	90
46-55	193
56-65	4
66+	1
Prefer not to say (Age)	33
Total	335