



# Results of the Survey for Merseyside Fire and Rescue

## Data tables showing results for Legal Procurement and Democratic Services by Staff grouping

Total respondents: 11

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

Legal Procurement and Democratic Services	Questions in the "Goal Clarity" section	Non Uniformed
		
 82% 0% 18%	1. I understand the priorities or Missions & Aims of MFRA	 90% 0% 10%
 82% 0% 18%	2. I am clear about what I am expected to achieve in my job	 90% 0% 10%
 82% 9% 9%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	 90% 0% 10%
 73% 9% 18%	4. Senior Managers provide a clear vision of the overall direction of MFRA	 80% 10% 10%
 80% 5% 16%	<b>Section averages</b>	 88% 3% 10%

Legal Procurement and Democratic Services	Questions in the "My Job" section	Non Uniformed
		
 64% 9% 27%	1. I enjoy my work	 70% 10% 20%
 55% 9% 36%	2. My job makes the best use of the skills and abilities that I have	 60% 10% 30%
 64% 9% 27%	3. I get a sense of personal accomplishment from my work	 70% 10% 20%
 36% 45% 18%	4. I feel that my work contributes to Safer Stronger Communities	 40% 50% 10%
 73% 9% 18%	5. I feel supported in my role	 80% 10% 10%
 0% 18% 82%	6. I have a sense of good job security	 0% 20% 80%
 48% 17% 35%	<b>Section averages</b>	 53% 18% 28%

Legal Procurement and Democratic Services	Questions in the "Employee Involvement" section	Non Uniformed
   		   
 82% 0% 18%	1. I am able to use my own initiative at work to do my job	 90% 0% 10%
 64% 18% 18%	2. I am encouraged to suggest new ideas for improvements	 70% 20% 10%
 73% 9% 18%	3. I am comfortable to speak up and constructively challenge how things are done	 80% 10% 10%
 55% 18% 27%	4. People communicate openly here regardless of position or level	 60% 20% 20%
 68% 11% 20%	<b>Section averages</b>	 75% 13% 13%

Legal Procurement and Democratic Services	Questions in the "Teamwork" section	Non Uniformed
   		   
 45% 27% 27%	1. Morale in my immediate team/watch/section is generally high	 50% 20% 30%
 36% 27% 36%	2. We are good at sharing ideas to make things work better	 40% 30% 30%
 27% 55% 18%	3. Different parts of the service work well together	 30% 60% 10%
 36% 36% 27%	<b>Section averages</b>	 40% 37% 23%

Legal Procurement and Democratic Services	Questions in the "Learning & Development" section	Non Uniformed
   		   
 73% 9% 18%	1. I have received the training and development I need to do my job well and safely	 80% 10% 10%
 55% 27% 18%	2. I have the right opportunities to learn and grow at work	 60% 30% 10%
 64% 27% 9%	3. I have the knowledge and skills I need to do my job well	 70% 20% 10%
 64% 27% 9%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	 70% 20% 10%
 64% 18% 18%	5. I have good quality equipment to help me do my job	 70% 20% 10%
 64% 22% 15%	<b>Section averages</b>	 70% 20% 10%

Legal Procurement and Democratic Services	Questions in the "Recognition & Reward" section	Non Uniformed
   		   
 27% 27% 45%	1. In the last week, I have received thanks or praise for doing good work	 20% 30% 50%
 73% 18% 9%	2. I feel valued and recognised for the work that I do by my line manager	 70% 20% 10%
 55% 36% 9%	3. I feel valued and recognised for the work that I do by other team members	 50% 40% 10%
 36% 27% 36%	4. I feel valued and recognised for the work that I do by senior managers	 40% 30% 30%
 36% 45% 18%	5. I receive feedback on my work	 40% 40% 20%
 45% 31% 24%	<b>Section averages</b>	 44% 32% 24%

Legal Procurement and Democratic Services	Questions in the "Management Effectiveness" section	Non Uniformed
   		   
 64% 9% 27%	1. My manager communicates regularly about issues that affect my work	 70% 0% 30%
 73% 0% 27%	2. My manager makes time for me	 70% 0% 30%
 64% 9% 27%	3. My manager treats people fairly and with respect	 60% 10% 30%
 45% 36% 18%	4. My manager gives me regular feedback on how I am doing	 40% 40% 20%
 45% 27% 27%	5. Senior managers do what they say they are going to do	 50% 30% 20%
 64% 9% 27%	6. Employees at my level are able to communicate their concerns to higher management	 70% 10% 20%
 18% 36% 45%	7. MFRA Members engage well with staff at MFRA	 20% 40% 40%
 0% 27% 73%	8. I have confidence in the future of MFRA	 0% 30% 70%
 47% 19% 34%	<b>Section averages</b>	 48% 20% 33%

Legal Procurement and Democratic Services	Questions in the "Culture & Values" section	Non Uniformed
		
 73% 9% 18%	1. Bullying, harassment and discrimination are not tolerated at MFRA	 80% 10% 10%
 73% 9% 18%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	 80% 10% 10%
 45% 27% 27%	3. I feel able to make decisions without fear of being blamed if things go wrong	 50% 30% 20%
 55% 18% 27%	4. Generally we resolve any differences of opinion amicably	 60% 20% 20%
 64% 18% 18%	5. Merseyside Fire and Rescue Authority promotes a culture of openness and transparency	 70% 20% 10%
 36% 36% 27%	6. Merseyside Fire and Rescue Authority is a better place to work than it was 3 years ago	 40% 40% 20%
 82% 0% 18%	7. I have a good understanding of Merseyside Fire and Rescue Authority values	 90% 0% 10%
 82% 0% 18%	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	 90% 0% 10%
 18% 55% 27%	9. I feel valued	 20% 60% 20%
 36% 18% 45%	10. I am able to strike the right balance between my work and home life	 40% 20% 40%
 56% 19% 25%	<b>Section averages</b>	 62% 21% 17%

Legal Procurement and Democratic Services	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%
 82% 9% 9%	2. I am communicated with about change that affects me in good time	 90% 0% 10%
 36% 36% 27%	3. Change here is well managed overall	 40% 40% 20%
 55% 27% 18%	4. Change within my team is well managed	 60% 30% 10%
 55% 18% 27%	5. I feel that MFRA consider the impact on me and other people when making decisions	 60% 20% 20%
 36% 27% 36%	6. A lot is done to help staff prepare for and cope with change	 40% 30% 30%
 61% 20% 20%	<b>Section averages</b>	 65% 20% 15%

Legal Procurement and Democratic Services	Questions in the "Overall" section	Non Uniformed
   		   
 64% 18% 18%	1. I am proud to say I work for MFRA	 70% 20% 10%
 64% 18% 18%	2. Working here makes me want to do the best I can	 70% 20% 10%
 55% 27% 18%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	 60% 30% 10%
 82% 9% 9%	4. I care about the future of MFRA	 90% 10% 0%
 73% 0% 27%	5. I would still like to be working at MFRA in two years' time	 80% 0% 20%
 67% 15% 18%	<b>Section averages</b>	 74% 16% 10%

## Breakdown of respondents for Merseyside Fire and Rescue: Legal Procurement and Democratic Services

Staff grouping	Total
Uniformed	1
Non Uniformed	10
Control	0
<b>Total</b>	<b>11</b>