



Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for Operational Preparedness by Staff grouping

Total respondents: 66

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

Operational Preparedness	Questions in the "Goal Clarity" section	Uniformed	Non Uniformed	Control
   		   	   	   
 91% 6% 3%	1. I understand the priorities or Missions & Aims of MFRA	 92% 4% 4%	 96% 0% 4%	 81% 19% 0%
 95% 3% 2%	2. I am clear about what I am expected to achieve in my job	 92% 4% 4%	 100% 0% 0%	 94% 6% 0%
 91% 8% 2%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	 88% 8% 4%	 96% 4% 0%	 88% 13% 0%
 70% 18% 12%	4. Senior Managers provide a clear vision of the overall direction of MFRA	 63% 17% 21%	 77% 19% 4%	 69% 19% 13%
 87% 9% 5%	Section averages	 83% 8% 8%	 92% 6% 2%	 83% 14% 3%

Operational Preparedness	Questions in the "My Job" section	Uniformed	Non Uniformed	Control
				
G 86% 9% 5%	1. I enjoy my work	G 88% 4% 8%	G 88% 12% 0%	G 81% 13% 6%
G 76% 17% 8%	2. My job makes the best use of the skills and abilities that I have	G 83% 8% 8%	G 69% 27% 4%	G 75% 13% 13%
G 86% 9% 5%	3. I get a sense of personal accomplishment from my work	G 83% 8% 8%	G 85% 15% 0%	G 94% 0% 6%
G 80% 15% 5%	4. I feel that my work contributes to Safer Stronger Communities	G 79% 13% 8%	G 81% 19% 0%	G 81% 13% 6%
G 80% 11% 9%	5. I feel supported in my role	A 71% 13% 17%	G 85% 12% 4%	G 88% 6% 6%
R 39% 29% 32%	6. I have a sense of good job security	G 71% 17% 13%	R 27% 38% 35%	R 13% 31% 56%
G 75% 15% 10%	Section averages	G 79% 10% 10%	G 72% 21% 7%	G 72% 13% 16%

Operational Preparedness	Questions in the "Employee Involvement" section	Uniformed	Non Uniformed	Control
   		   	   	   
 86% 6% 8%	1. I am able to use my own initiative at work to do my job	 83% 4% 13%	 96% 4% 0%	 75% 13% 13%
 80% 11% 9%	2. I am encouraged to suggest new ideas for improvements	 75% 13% 13%	 77% 15% 8%	 94% 0% 6%
 71% 14% 15%	3. I am comfortable to speak up and constructively challenge how things are done	 63% 13% 25%	 77% 19% 4%	 75% 6% 19%
 62% 18% 20%	4. People communicate openly here regardless of position or level	 50% 13% 38%	 77% 19% 4%	 56% 25% 19%
 75% 12% 13%	Section averages	 68% 10% 22%	 82% 14% 4%	 75% 11% 14%

Operational Preparedness	Questions in the "Teamwork" section	Uniformed	Non Uniformed	Control
				
 65% 20% 15%	1. Morale in my immediate team/watch/section is generally high	 79% 8% 13%	 73% 23% 4%	 31% 31% 38%
 61% 27% 12%	2. We are good at sharing ideas to make things work better	 54% 29% 17%	 58% 35% 8%	 75% 13% 13%
 67% 20% 14%	3. Different parts of the service work well together	 54% 21% 25%	 69% 19% 12%	 81% 19% 0%
 64% 22% 14%	Section averages	 63% 19% 18%	 67% 26% 8%	 63% 21% 17%

Operational Preparedness	Questions in the "Learning & Development" section	Uniformed	Non Uniformed	Control
G 79% 11% 11%	1. I have received the training and development I need to do my job well and safely	G 79% 8% 13%	G 77% 15% 8%	G 81% 6% 13%
A 61% 23% 17%	2. I have the right opportunities to learn and grow at work	A 63% 21% 17%	A 62% 27% 12%	R 56% 19% 25%
G 92% 3% 5%	3. I have the knowledge and skills I need to do my job well	G 92% 4% 4%	G 92% 4% 4%	G 94% 0% 6%
A 65% 20% 15%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	R 50% 17% 33%	G 69% 23% 8%	G 81% 19% 0%
G 79% 15% 6%	5. I have good quality equipment to help me do my job	G 92% 4% 4%	A 58% 31% 12%	G 94% 6% 0%
G 75% 14% 11%	Section averages	G 75% 11% 14%	G 72% 20% 8%	G 81% 10% 9%

Operational Preparedness	Questions in the "Recognition & Reward" section	Uniformed	Non Uniformed	Control
R 50% 23% 27%	1. In the last week, I have received thanks or praise for doing good work	A 58% 17% 25%	R 46% 31% 23%	R 44% 19% 38%
G 73% 20% 8%	2. I feel valued and recognised for the work that I do by my line manager	A 63% 21% 17%	G 77% 19% 4%	G 81% 19% 0%
G 80% 15% 5%	3. I feel valued and recognised for the work that I do by other team members	G 88% 4% 8%	G 77% 19% 4%	G 75% 25% 0%
R 48% 27% 24%	4. I feel valued and recognised for the work that I do by senior managers	R 54% 13% 33%	R 54% 27% 19%	R 31% 50% 19%
A 62% 24% 14%	5. I receive feedback on my work	A 58% 21% 21%	A 58% 27% 15%	G 75% 25% 0%
A 63% 22% 15%	Section averages	A 64% 15% 21%	A 62% 25% 13%	A 61% 28% 11%

Operational Preparedness	Questions in the "Management Effectiveness" section	Uniformed	Non Uniformed	Control
68% 24% 8%	1. My manager communicates regularly about issues that affect my work	67% 25% 8%	58% 31% 12%	88% 13% 0%
71% 26% 3%	2. My manager makes time for me	63% 33% 4%	65% 31% 4%	94% 6% 0%
86% 12% 2%	3. My manager treats people fairly and with respect	79% 17% 4%	85% 15% 0%	100% 0% 0%
59% 32% 9%	4. My manager gives me regular feedback on how I am doing	58% 29% 13%	50% 38% 12%	75% 25% 0%
41% 38% 21%	5. Senior managers do what they say they are going to do	54% 21% 25%	38% 50% 12%	25% 44% 31%
55% 27% 18%	6. Employees at my level are able to communicate their concerns to higher management	46% 17% 38%	58% 42% 0%	63% 19% 19%
24% 52% 24%	7. MFRA Members engage well with staff at MFRA	17% 50% 33%	31% 58% 12%	25% 44% 31%
33% 36% 30%	8. I have confidence in the future of MFRA	46% 17% 38%	38% 42% 19%	6% 56% 38%
55% 31% 14%	Section averages	54% 26% 20%	53% 38% 9%	59% 26% 15%

Operational Preparedness	Questions in the "Culture & Values" section	Uniformed	Non Uniformed	Control
G 77% 14% 9%	1. Bullying, harassment and discrimination are not tolerated at MFRA	A 67% 21% 13%	G 85% 12% 4%	G 81% 6% 13%
G 86% 9% 5%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	G 79% 13% 8%	G 88% 12% 0%	G 94% 0% 6%
A 58% 26% 17%	3. I feel able to make decisions without fear of being blamed if things go wrong	R 50% 17% 33%	A 58% 38% 4%	A 69% 19% 13%
G 77% 15% 8%	4. Generally we resolve any differences of opinion amicably	A 71% 8% 21%	G 77% 23% 0%	G 88% 13% 0%
A 59% 23% 18%	5. Merseyside Fire and Rescue Authority promotes a culture of openness and transparency	R 46% 25% 29%	G 73% 15% 12%	A 56% 31% 13%
R 45% 39% 15%	6. Merseyside Fire and Rescue Authority is a better place to work than it was 3 years ago	A 67% 13% 21%	R 31% 58% 12%	R 38% 50% 13%
G 91% 8% 2%	7. I have a good understanding of Merseyside Fire and Rescue Authority values	G 92% 8% 0%	G 88% 12% 0%	G 94% 0% 6%
G 79% 12% 9%	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	A 67% 13% 21%	G 85% 15% 0%	G 88% 6% 6%
A 59% 24% 17%	9. I feel valued	R 58% 8% 33%	A 65% 31% 4%	R 50% 38% 13%
G 76% 11% 14%	10. I am able to strike the right balance between my work and home life	A 67% 17% 17%	G 88% 12% 0%	A 69% 0% 31%
G 71% 18% 11%	Section averages	A 66% 14% 20%	G 74% 23% 3%	G 73% 16% 11%

Operational Preparedness	Questions in the "Change Management" section	Uniformed	Non Uniformed	Control
G 80% 15% 5%	1. I understand the need for change at MFRA given the cuts faced by the Authority	G 83% 8% 8%	G 77% 23% 0%	G 81% 13% 6%
A 65% 21% 14%	2. I am communicated with about change that affects me in good time	G 79% 8% 13%	A 62% 31% 8%	R 50% 25% 25%
R 52% 33% 15%	3. Change here is well managed overall	A 63% 21% 17%	A 58% 38% 4%	R 25% 44% 31%
A 62% 26% 12%	4. Change within my team is well managed	A 67% 25% 8%	G 73% 23% 4%	R 38% 31% 31%
R 41% 38% 21%	5. I feel that MFRA consider the impact on me and other people when making decisions	R 46% 25% 29%	A 54% 46% 0%	R 13% 44% 44%
R 38% 45% 17%	6. A lot is done to help staff prepare for and cope with change	R 42% 29% 29%	R 46% 54% 0%	R 19% 56% 25%
A 56% 30% 14%	Section averages	A 63% 19% 17%	A 62% 36% 3%	R 38% 35% 27%

Operational Preparedness	Questions in the "Overall" section	Uniformed	Non Uniformed	Control
   		   	   	   
 89% 8% 3%	1. I am proud to say I work for MFRA	 83% 8% 8%	 96% 4% 0%	 88% 13% 0%
 86% 9% 5%	2. Working here makes me want to do the best I can	 79% 13% 8%	 92% 8% 0%	 88% 6% 6%
 77% 17% 6%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	 67% 25% 8%	 85% 15% 0%	 81% 6% 13%
 97% 3% 0%	4. I care about the future of MFRA	 96% 4% 0%	 100% 0% 0%	 94% 6% 0%
 91% 5% 5%	5. I would still like to be working at MFRA in two years' time	 79% 13% 8%	 100% 0% 0%	 94% 0% 6%
 88% 8% 4%	Section averages	 81% 13% 7%	 95% 5% 0%	 89% 6% 5%

Breakdown of respondents for Merseyside Fire and Rescue: Operational Preparedness

Staff grouping	Total
Uniformed	24
Non Uniformed	26
Control	16
Total	66