



# Results of the Survey for Merseyside Fire and Rescue

## Data tables showing results for [Finance by Staff grouping]

Total respondents: 14

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

Finance	Questions in the "Goal Clarity" section	Non Uniformed
   		   
<b>G</b> 79% 21% 0%	1. I understand the priorities or Missions & Aims of MFRA	<b>G</b> 77% 23% 0%
<b>G</b> 86% 14% 0%	2. I am clear about what I am expected to achieve in my job	<b>G</b> 85% 15% 0%
<b>G</b> 86% 14% 0%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	<b>G</b> 85% 15% 0%
<b>G</b> 79% 14% 7%	4. Senior Managers provide a clear vision of the overall direction of MFRA	<b>G</b> 85% 8% 8%
<b>G</b> 82% 16% 2%	<b>Section averages</b>	<b>G</b> 83% 15% 2%

Finance	Questions in the "My Job" section	Non Uniformed
   		   
 79% 14% 7%	1. I enjoy my work	 85% 15% 0%
 79% 7% 14%	2. My job makes the best use of the skills and abilities that I have	 85% 8% 8%
 79% 21% 0%	3. I get a sense of personal accomplishment from my work	 85% 15% 0%
 50% 43% 7%	4. I feel that my work contributes to Safer Stronger Communities	 54% 38% 8%
 79% 7% 14%	5. I feel supported in my role	 85% 0% 15%
 36% 29% 36%	6. I have a sense of good job security	 38% 31% 31%
 67% 20% 13%	<b>Section averages</b>	 72% 18% 10%

Finance	Questions in the "Employee Involvement" section	Non Uniformed
   		   
<b>G</b> 93% 0% 7%	1. I am able to use my own initiative at work to do my job	<b>G</b> 100% 0% 0%
<b>G</b> 86% 7% 7%	2. I am encouraged to suggest new ideas for improvements	<b>G</b> 85% 8% 8%
<b>G</b> 93% 0% 7%	3. I am comfortable to speak up and constructively challenge how things are done	<b>G</b> 100% 0% 0%
<b>A</b> 57% 29% 14%	4. People communicate openly here regardless of position or level	<b>A</b> 62% 31% 8%
<b>G</b> 82% 9% 9%	<b>Section averages</b>	<b>G</b> 87% 10% 4%

Finance	Questions in the "Teamwork" section	Non Uniformed
		
 36% 43% 21%	1. Morale in my immediate team/watch/section is generally high	 38% 46% 15%
 71% 21% 7%	2. We are good at sharing ideas to make things work better	 77% 23% 0%
 79% 7% 14%	3. Different parts of the service work well together	 85% 8% 8%
 62% 24% 14%	<b>Section averages</b>	 67% 26% 8%

Finance	Questions in the "Learning & Development" section	Non Uniformed
   		   
<b>G</b> 86% 7% 7%	1. I have received the training and development I need to do my job well and safely	<b>G</b> 92% 0% 8%
<b>A</b> 64% 14% 21%	2. I have the right opportunities to learn and grow at work	<b>A</b> 69% 15% 15%
<b>G</b> 93% 7% 0%	3. I have the knowledge and skills I need to do my job well	<b>G</b> 92% 8% 0%
<b>R</b> 36% 50% 14%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	<b>R</b> 38% 46% 15%
<b>G</b> 86% 7% 7%	5. I have good quality equipment to help me do my job	<b>G</b> 85% 8% 8%
<b>G</b> 73% 17% 10%	<b>Section averages</b>	<b>G</b> 75% 15% 9%

Finance	Questions in the "Recognition & Reward" section	Non Uniformed
   		   
<b>R</b> 57% 14% 29%	1. In the last week, I have received thanks or praise for doing good work	<b>A</b> 62% 15% 23%
<b>A</b> 64% 21% 14%	2. I feel valued and recognised for the work that I do by my line manager	<b>A</b> 69% 15% 15%
<b>A</b> 64% 29% 7%	3. I feel valued and recognised for the work that I do by other team members	<b>G</b> 69% 23% 8%
<b>R</b> 50% 21% 29%	4. I feel valued and recognised for the work that I do by senior managers	<b>R</b> 54% 23% 23%
<b>R</b> 57% 14% 29%	5. I receive feedback on my work	<b>A</b> 62% 15% 23%
<b>A</b> 59% 20% 21%	<b>Section averages</b>	<b>A</b> 63% 18% 18%

Finance	Questions in the "Management Effectiveness" section	Non Uniformed
   		   
 71% 0% 29%	1. My manager communicates regularly about issues that affect my work	 69% 0% 31%
 71% 14% 14%	2. My manager makes time for me	 69% 15% 15%
 64% 29% 7%	3. My manager treats people fairly and with respect	 69% 23% 8%
 64% 21% 14%	4. My manager gives me regular feedback on how I am doing	 69% 15% 15%
 43% 21% 36%	5. Senior managers do what they say they are going to do	 46% 23% 31%
 64% 14% 21%	6. Employees at my level are able to communicate their concerns to higher management	 69% 15% 15%
 21% 50% 29%	7. MFRA Members engage well with staff at MFRA	 23% 54% 23%
 43% 29% 29%	8. I have confidence in the future of MFRA	 46% 31% 23%
 55% 22% 22%	<b>Section averages</b>	 58% 22% 20%

Finance	Questions in the "Culture & Values" section	Non Uniformed
   		   
 93% 0% 7%	1. Bullying, harassment and discrimination are not tolerated at MFRA	 92% 0% 8%
 93% 0% 7%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	 92% 0% 8%
 79% 7% 14%	3. I feel able to make decisions without fear of being blamed if things go wrong	 85% 0% 15%
 71% 29% 0%	4. Generally we resolve any differences of opinion amicably	 77% 23% 0%
 71% 14% 14%	5. Merseyside Fire and Rescue Authority promotes a culture of openness and transparency	 77% 15% 8%
 21% 57% 21%	6. Merseyside Fire and Rescue Authority is a better place to work than it was 3 years ago	 23% 62% 15%
 79% 14% 7%	7. I have a good understanding of Merseyside Fire and Rescue Authority values	 85% 8% 8%
 93% 0% 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	 92% 0% 8%
 43% 29% 29%	9. I feel valued	 46% 31% 23%
 71% 29% 0%	10. I am able to strike the right balance between my work and home life	 69% 31% 0%
 71% 18% 11%	<b>Section averages</b>	 74% 17% 9%

Finance	Questions in the "Change Management" section	Non Uniformed
   		   
<b>G</b> 86% 14% 0%	1. I understand the need for change at MFRA given the cuts faced by the Authority	<b>G</b> 85% 15% 0%
<b>G</b> 86% 14% 0%	2. I am communicated with about change that affects me in good time	<b>G</b> 85% 15% 0%
<b>G</b> 79% 14% 7%	3. Change here is well managed overall	<b>G</b> 77% 15% 8%
<b>G</b> 86% 7% 7%	4. Change within my team is well managed	<b>G</b> 85% 8% 8%
<b>A</b> 64% 21% 14%	5. I feel that MFRA consider the impact on me and other people when making decisions	<b>G</b> 69% 23% 8%
<b>G</b> 71% 14% 14%	6. A lot is done to help staff prepare for and cope with change	<b>G</b> 77% 15% 8%
<b>G</b> 79% 14% 7%	<b>Section averages</b>	<b>G</b> 79% 15% 5%

Finance	Questions in the "Overall" section	Non Uniformed
   		   
<b>G</b> 86% 14% 0%	1. I am proud to say I work for MFRA	<b>G</b> 92% 8% 0%
<b>G</b> 71% 29% 0%	2. Working here makes me want to do the best I can	<b>G</b> 77% 23% 0%
<b>G</b> 79% 14% 7%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	<b>G</b> 85% 15% 0%
<b>G</b> 93% 0% 7%	4. I care about the future of MFRA	<b>G</b> 92% 0% 8%
<b>A</b> 64% 29% 7%	5. I would still like to be working at MFRA in two years' time	<b>G</b> 69% 31% 0%
<b>G</b> 79% 17% 4%	<b>Section averages</b>	<b>G</b> 83% 15% 2%

## Breakdown of respondents for Merseyside Fire and Rescue: Finance

Staff grouping	Total
Uniformed	1
Non Uniformed	13
Control	0
<b>Total</b>	<b>14</b>