



Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for Assets / ICT / Finance by Staff Grouping

(Results for individual cohorts within Staff Grouping are shown only if there were enough respondents [10] within that cohort to meet the minimum requirement for publication of data)

Total respondents: 24

Produced by People Insight in July 2014



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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

Assets / ICT / Finance	Questions in the "Goal Clarity" section	Non Uniformed Staff
   		   
 92% 8% 0%	1. I understand the priorities or Missions & Aims of MFRA	 91% 9% 0%
 96% 4% 0%	2. I am clear about what I am expected to achieve in my job	 96% 4% 0%
 96% 4% 0%	3. I understand how the work I do helps MFRA to achieve its missions & aims	 96% 4% 0%
 63% 29% 8%	4. Senior managers provide a clear vision of the overall direction of MFRA	 61% 30% 9%
 86% 11% 2%	Section averages	 86% 12% 2%

Assets / ICT / Finance	Questions in the "My Job" section	Non Uniformed Staff
   		   
G 83% 8% 8%	1. I enjoy my work	G 87% 4% 9%
R 54% 17% 29%	2. My job makes the best use of the skills and abilities that I have	R 57% 17% 26%
A 67% 25% 8%	3. I get a sense of personal accomplishment from my work	G 70% 22% 9%
A 63% 25% 13%	4. I feel that my work contributes to Safer Stronger Communities	A 65% 22% 13%
A 58% 29% 13%	5. I feel supported in my role	A 61% 30% 9%
A 65% 21% 14%	Section averages	A 68% 19% 13%

Assets / ICT / Finance	Questions in the "Employee Involvement" section	Non Uniformed Staff
   		   
 83% 8% 8%	1. I am able to use my own initiative at work to do my job	 87% 9% 4%
 75% 13% 13%	2. I am encouraged to suggest new ideas for improvements	 74% 13% 13%
 79% 8% 13%	3. I am comfortable to speak up and constructively challenge how things are done	 83% 9% 9%
 50% 33% 17%	4. People can communicate openly with each other here regardless of position or level	 52% 35% 13%
 72% 16% 13%	Section averages	 74% 16% 10%

Assets / ICT / Finance	Questions in the "Teamwork" section	Non Uniformed Staff
   		   
 50% 29% 21%	1. Morale in my immediate team/watch/section is generally high	 52% 30% 17%
 79% 8% 13%	2. We are good at sharing ideas to make things work better	 83% 9% 9%
 58% 17% 25%	3. Different parts of the service work well together	 61% 17% 22%
 63% 18% 19%	Section averages	 65% 19% 16%

Assets / ICT / Finance	Questions in the "Learning & Development" section	Non Uniformed Staff
   		   
G 75% 8% 17%	1. I have received the training and development I need to do my job well and safely	G 78% 9% 13%
R 50% 25% 25%	2. I have the right opportunities to learn and grow at work	R 52% 26% 22%
G 96% 0% 4%	3. I have the knowledge and skills I need to do my job	G 96% 0% 4%
R 50% 38% 13%	4. My last appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	R 52% 39% 9%
G 75% 13% 13%	5. I have good quality equipment to help me do my job	G 74% 13% 13%
A 69% 17% 14%	Section averages	A 70% 17% 12%

Assets / ICT / Finance	Questions in the "Recognition & Reward" section	Non Uniformed Staff
   		   
R 33% 29% 38%	1. In the last week, I have received thanks or praise for doing good work	R 35% 30% 35%
A 58% 29% 13%	2. I feel valued and recognised for the work that I do by my line manager	A 57% 30% 13%
A 54% 33% 13%	3. I feel valued and recognised for the work that I do by other team members	R 52% 35% 13%
R 33% 29% 38%	4. I feel valued and recognised for the work that I do by senior managers	R 35% 30% 35%
R 38% 38% 25%	5. I receive feedback on my work	R 39% 35% 26%
R 43% 32% 25%	Section averages	R 43% 32% 24%

Assets / ICT / Finance	Questions in the "Management Effectiveness" section	Non Uniformed Staff
   		   
G 71% 25% 4%	1. My manager communicates regularly about issues that affect my work	G 74% 22% 4%
A 67% 25% 8%	2. My manager makes time for me	A 65% 26% 9%
G 83% 13% 4%	3. My manager treats people fairly and with respect	G 83% 13% 4%
R 54% 29% 17%	4. My manager gives me regular feedback on how I am doing	A 57% 26% 17%
R 25% 58% 17%	5. Senior managers do what they say they are going to do	R 26% 61% 13%
R 54% 17% 29%	6. Employees at my level are able to communicate their concerns to higher management	R 57% 17% 26%
R 21% 38% 42%	7. Fire Authority Council Members engage well with staff at MFRA	R 22% 39% 39%
R 46% 21% 33%	8. I have confidence in the future of MFRA	R 48% 22% 30%
R 53% 28% 19%	Section averages	R 54% 28% 18%

Assets / ICT / Finance	Questions in the "Culture & Values" section	Non Uniformed Staff
		
 75% 21% 4%	1. Bullying, harassment and discrimination are not tolerated at MFRA	 78% 22% 0%
 83% 8% 8%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	 87% 9% 4%
 58% 25% 17%	3. I feel able to make decisions without fear of being blamed if things go wrong	 61% 26% 13%
 75% 17% 8%	4. Generally we resolve any differences of opinion amicably	 78% 17% 4%
 63% 25% 13%	5. Merseyside Fire and Rescue Authority promotes a culture of openness and transparency	 65% 26% 9%
 25% 42% 33%	6. Merseyside Fire and Rescue Authority is a better place to work than it was 3 years ago	 26% 43% 30%
 92% 4% 4%	7. I have a good understanding of Merseyside Fire and Rescue Authority values	 91% 4% 4%
 83% 13% 4%	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	 83% 13% 4%
 46% 29% 25%	9. I feel valued	 48% 30% 22%
 71% 13% 17%	10. I am able to strike the right balance between my work and home life	 74% 9% 17%
 67% 20% 13%	Section averages	 69% 20% 11%

Assets / ICT / Finance	Questions in the "Change Management" section	Non Uniformed Staff
   		   
 92% 8% 0%	1. I understand the need for change at MFRA given the cuts faced by the Authority	 96% 4% 0%
 71% 25% 4%	2. I am communicated with about change that affects me in good time	 70% 26% 4%
 46% 46% 8%	3. Change here is well managed overall	 48% 48% 4%
 67% 25% 8%	4. Change within my team is well managed	 70% 22% 9%
 50% 33% 17%	5. I feel that MFRA consider the impact on me and other people when making decisions	 52% 35% 13%
 42% 29% 29%	6. A lot is done to help staff prepare for and cope with change	 43% 30% 26%
 61% 28% 11%	Section averages	 63% 28% 9%

Assets / ICT / Finance	Questions in the "Overall" section	Non Uniformed Staff
   		   
 92% 4% 4%	1. I am proud to say I work for MFRA	 91% 4% 4%
 79% 13% 8%	2. Working here makes me want to do the best work I can	 83% 9% 9%
 79% 13% 8%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	 78% 13% 9%
 96% 4% 0%	4. I care about the future of MFRA	 96% 4% 0%
 21% 13% 67%	5. I have a sense of good job security	 17% 13% 70%
 73% 9% 18%	Section averages	 73% 9% 18%

Breakdown of respondents for Merseyside Fire and Rescue: Function/Dept [Assets / ICT / Finance]

Staff Grouping	Total
Uniformed Staff	1
Non Uniformed Staff	23
Control Staff	0
Total	24