



# Results of the Survey for Merseyside Fire and Rescue

## Data tables showing results for Operational Preparedness 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: 105

Produced by People Insight in July 2014



Tel: 0870 742 4810  
Email: [enquiry@peopleinsight.co.uk](mailto:enquiry@peopleinsight.co.uk)  
Website: [www.peopleinsight.co.uk](http://www.peopleinsight.co.uk)

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 Staff	Non Uniformed Staff	Control Staff
   		   	   	   
 78% 15% 7%	1. I understand the priorities or Missions & Aims of MFRA	 74% 16% 10%	 89% 11% 0%	 74% 21% 5%
 87% 9% 5%	2. I am clear about what I am expected to achieve in my job	 83% 10% 7%	 93% 7% 0%	 89% 5% 5%
 78% 12% 10%	3. I understand how the work I do helps MFRA to achieve its missions & aims	 71% 14% 16%	 93% 7% 0%	 79% 16% 5%
 46% 23% 31%	4. Senior managers provide a clear vision of the overall direction of MFRA	 43% 17% 40%	 54% 32% 14%	 42% 26% 32%
 72% 15% 13%	<b>Section averages</b>	 68% 14% 18%	 82% 14% 4%	 71% 17% 12%

Operational Preparedness	Questions in the "My Job" section	Uniformed Staff	Non Uniformed Staff	Control Staff
   		   	   	   
 64% 11% 25%	1. I enjoy my work	 50% 12% 38%	 86% 14% 0%	 74% 5% 21%
 57% 20% 23%	2. My job makes the best use of the skills and abilities that I have	 52% 14% 34%	 71% 21% 7%	 53% 37% 11%
 66% 12% 22%	3. I get a sense of personal accomplishment from my work	 57% 12% 31%	 79% 18% 4%	 74% 5% 21%
 73% 14% 12%	4. I feel that my work contributes to Safer Stronger Communities	 67% 16% 17%	 86% 11% 4%	 74% 16% 11%
 56% 14% 30%	5. I feel supported in my role	 48% 9% 43%	 71% 18% 11%	 58% 26% 16%
 63% 14% 22%	<b>Section averages</b>	 55% 12% 33%	 79% 16% 5%	 66% 18% 16%

Operational Preparedness	Questions in the "Employee Involvement" section	Uniformed Staff	Non Uniformed Staff	Control Staff
   		   	   	   
<b>A</b> 62% 6% 32%	1. I am able to use my own initiative at work to do my job	<b>R</b> 52% 3% 45%	<b>G</b> 89% 7% 4%	<b>R</b> 53% 11% 37%
<b>A</b> 60% 15% 25%	2. I am encouraged to suggest new ideas for improvements	<b>R</b> 50% 14% 36%	<b>G</b> 82% 14% 4%	<b>A</b> 58% 21% 21%
<b>R</b> 58% 14% 28%	3. I am comfortable to speak up and constructively challenge how things are done	<b>R</b> 47% 16% 38%	<b>G</b> 82% 14% 4%	<b>R</b> 58% 11% 32%
<b>R</b> 45% 12% 43%	4. People can communicate openly with each other here regardless of position or level	<b>R</b> 34% 7% 59%	<b>G</b> 71% 21% 7%	<b>R</b> 37% 16% 47%
<b>R</b> 56% 12% 32%	<b>Section averages</b>	<b>R</b> 46% 10% 44%	<b>G</b> 81% 14% 4%	<b>R</b> 51% 14% 34%

Operational Preparedness	Questions in the "Teamwork" section	Uniformed Staff	Non Uniformed Staff	Control Staff
   		   	   	   
<b>R</b> 40% 11% 49%	1. Morale in my immediate team/watch/section is generally high	<b>R</b> 43% 7% 50%	<b>A</b> 57% 25% 18%	<b>R</b> 5% 5% 89%
<b>A</b> 68% 13% 19%	2. We are good at sharing ideas to make things work better	<b>A</b> 60% 10% 29%	<b>G</b> 79% 18% 4%	<b>G</b> 74% 16% 11%
<b>R</b> 39% 20% 41%	3. Different parts of the service work well together	<b>R</b> 28% 10% 62%	<b>A</b> 57% 29% 14%	<b>R</b> 47% 37% 16%
<b>R</b> 49% 15% 36%	<b>Section averages</b>	<b>R</b> 44% 9% 47%	<b>A</b> 64% 24% 12%	<b>R</b> 42% 19% 39%

Operational Preparedness	Questions in the "Learning & Development" section	Uniformed Staff	Non Uniformed Staff	Control Staff
   		   	   	   
<b>A</b> 70% 16% 13%	1. I have received the training and development I need to do my job well and safely	<b>G</b> 72% 12% 16%	<b>A</b> 64% 32% 4%	<b>G</b> 74% 5% 21%
<b>R</b> 45% 19% 36%	2. I have the right opportunities to learn and grow at work	<b>R</b> 43% 10% 47%	<b>A</b> 57% 32% 11%	<b>R</b> 32% 26% 42%
<b>G</b> 83% 10% 8%	3. I have the knowledge and skills I need to do my job	<b>G</b> 84% 7% 9%	<b>G</b> 79% 18% 4%	<b>G</b> 84% 5% 11%
<b>R</b> 55% 24% 21%	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> 48% 24% 28%	<b>A</b> 64% 21% 14%	<b>A</b> 63% 26% 11%
<b>G</b> 73% 17% 10%	5. I have good quality equipment to help me do my job	<b>G</b> 78% 12% 10%	<b>A</b> 68% 25% 7%	<b>A</b> 68% 21% 11%
<b>A</b> 65% 17% 18%	<b>Section averages</b>	<b>A</b> 65% 13% 22%	<b>A</b> 66% 26% 8%	<b>A</b> 64% 17% 19%

Operational Preparedness	Questions in the "Recognition & Reward" section	Uniformed Staff	Non Uniformed Staff	Control Staff
				
<b>R</b> 51% 11% 37%	1. In the last week, I have received thanks or praise for doing good work	<b>R</b> 53% 7% 40%	<b>A</b> 64% 18% 18%	<b>R</b> 26% 16% 58%
<b>G</b> 76% 13% 10%	2. I feel valued and recognised for the work that I do by my line manager	<b>G</b> 76% 10% 14%	<b>G</b> 82% 18% 0%	<b>A</b> 68% 16% 16%
<b>G</b> 75% 18% 7%	3. I feel valued and recognised for the work that I do by other team members	<b>G</b> 76% 16% 9%	<b>G</b> 82% 18% 0%	<b>A</b> 63% 26% 11%
<b>R</b> 40% 20% 40%	4. I feel valued and recognised for the work that I do by senior managers	<b>R</b> 43% 9% 48%	<b>R</b> 39% 46% 14%	<b>R</b> 32% 16% 53%
<b>R</b> 49% 26% 26%	5. I receive feedback on my work	<b>R</b> 48% 16% 36%	<b>R</b> 43% 43% 14%	<b>A</b> 58% 32% 11%
<b>A</b> 58% 18% 24%	<b>Section averages</b>	<b>R</b> 59% 11% 29%	<b>A</b> 62% 29% 9%	<b>R</b> 49% 21% 29%

Operational Preparedness	Questions in the "Management Effectiveness" section	Uniformed Staff	Non Uniformed Staff	Control Staff
   		   	   	   
<b>G</b> 78% 16% 6%	1. My manager communicates regularly about issues that affect my work	<b>G</b> 78% 17% 5%	<b>G</b> 75% 18% 7%	<b>G</b> 84% 11% 5%
<b>G</b> 77% 16% 7%	2. My manager makes time for me	<b>G</b> 78% 14% 9%	<b>G</b> 82% 14% 4%	<b>G</b> 68% 26% 5%
<b>G</b> 85% 9% 7%	3. My manager treats people fairly and with respect	<b>G</b> 91% 5% 3%	<b>G</b> 82% 14% 4%	<b>A</b> 68% 11% 21%
<b>A</b> 55% 30% 15%	4. My manager gives me regular feedback on how I am doing	<b>A</b> 64% 22% 14%	<b>R</b> 50% 43% 7%	<b>R</b> 37% 32% 32%
<b>R</b> 30% 30% 41%	5. Senior managers do what they say they are going to do	<b>R</b> 29% 21% 50%	<b>R</b> 39% 39% 21%	<b>R</b> 16% 42% 42%
<b>R</b> 39% 18% 43%	6. Employees at my level are able to communicate their concerns to higher management	<b>R</b> 34% 12% 53%	<b>R</b> 50% 32% 18%	<b>R</b> 37% 16% 47%
<b>R</b> 11% 26% 63%	7. Fire Authority Council Members engage well with staff at MFRA	<b>R</b> 16% 12% 72%	<b>R</b> 11% 54% 36%	<b>R</b> 0% 26% 74%
<b>R</b> 33% 14% 52%	8. I have confidence in the future of MFRA	<b>R</b> 29% 10% 60%	<b>R</b> 46% 29% 25%	<b>R</b> 26% 5% 68%
<b>R</b> 51% 20% 29%	<b>Section averages</b>	<b>R</b> 52% 14% 33%	<b>R</b> 54% 30% 15%	<b>R</b> 42% 21% 37%

Operational Preparedness	Questions in the "Culture & Values" section	Uniformed Staff	Non Uniformed Staff	Control Staff
<b>R</b> 54% 10% 35%	1. Bullying, harassment and discrimination are not tolerated at MFRA	<b>R</b> 43% 9% 48%	<b>G</b> 75% 18% 7%	<b>R</b> 58% 5% 37%
<b>A</b> 69% 4% 28%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	<b>R</b> 59% 5% 36%	<b>G</b> 89% 4% 7%	<b>A</b> 68% 0% 32%
<b>R</b> 44% 15% 41%	3. I feel able to make decisions without fear of being blamed if things go wrong	<b>R</b> 38% 14% 48%	<b>G</b> 79% 11% 11%	<b>R</b> 11% 26% 63%
<b>R</b> 50% 25% 25%	4. Generally we resolve any differences of opinion amicably	<b>R</b> 48% 17% 34%	<b>G</b> 75% 25% 0%	<b>R</b> 21% 47% 32%
<b>R</b> 35% 19% 46%	5. Merseyside Fire and Rescue Authority promotes a culture of openness and transparency	<b>R</b> 34% 12% 53%	<b>R</b> 54% 29% 18%	<b>R</b> 11% 26% 63%
<b>R</b> 26% 24% 50%	6. Merseyside Fire and Rescue Authority is a better place to work than it was 3 years ago	<b>R</b> 28% 14% 59%	<b>R</b> 32% 43% 25%	<b>R</b> 11% 26% 63%
<b>A</b> 60% 20% 20%	7. I have a good understanding of Merseyside Fire and Rescue Authority values	<b>R</b> 57% 14% 29%	<b>G</b> 71% 21% 7%	<b>R</b> 53% 37% 11%
<b>R</b> 57% 18% 25%	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	<b>R</b> 47% 17% 36%	<b>G</b> 75% 14% 11%	<b>A</b> 63% 26% 11%
<b>R</b> 43% 18% 39%	9. I feel valued	<b>R</b> 41% 9% 50%	<b>A</b> 54% 39% 7%	<b>R</b> 32% 16% 53%
<b>R</b> 49% 14% 37%	10. I am able to strike the right balance between my work and home life	<b>R</b> 41% 5% 53%	<b>G</b> 71% 25% 4%	<b>R</b> 37% 26% 37%
<b>R</b> 49% 17% 35%	<b>Section averages</b>	<b>R</b> 44% 12% 45%	<b>A</b> 68% 23% 10%	<b>R</b> 36% 24% 40%

Operational Preparedness	Questions in the "Change Management" section	Uniformed Staff	Non Uniformed Staff	Control Staff
76%  7%  17%	1. I understand the need for change at MFRA given the cuts faced by the Authority	66%  9%  26%	93%  4%  4%	84%  5%  11%
54%  26%  20%	2. I am communicated with about change that affects me in good time	59%  26%  16%	57%  32%  11%	37%  16%  47%
37%  19%  44%	3. Change here is well managed overall	34%  10%  55%	54%  36%  11%	21%  21%  58%
58%  22%  20%	4. Change within my team is well managed	62%  16%  22%	61%  25%  14%	42%  37%  21%
30%  17%  52%	5. I feel that MFRA consider the impact on me and other people when making decisions	28%  16%  57%	46%  29%  25%	16%  5%  79%
30%  20%  50%	6. A lot is done to help staff prepare for and cope with change	28%  17%  55%	36%  32%  32%	26%  11%  63%
48%  18%  34%	<b>Section averages</b>	46%  16%  39%	58%  26%  16%	38%  16%  46%

Operational Preparedness	Questions in the "Overall" section	Uniformed Staff	Non Uniformed Staff	Control Staff
   		   	   	   
 68% 13% 19%	1. I am proud to say I work for MFRA	 57% 14% 29%	 89% 11% 0%	 68% 16% 16%
 65% 16% 19%	2. Working here makes me want to do the best work I can	 59% 14% 28%	 79% 21% 0%	 63% 16% 21%
 49% 12% 39%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	 34% 12% 53%	 82% 14% 4%	 42% 11% 47%
 87% 10% 3%	4. I care about the future of MFRA	 88% 7% 5%	 93% 7% 0%	 74% 26% 0%
 39% 18% 43%	5. I have a sense of good job security	 45% 17% 38%	 39% 21% 39%	 21% 16% 63%
 61% 14% 25%	<b>Section averages</b>	 57% 13% 31%	 76% 15% 9%	 54% 17% 29%

## Breakdown of respondents for Merseyside Fire and Rescue: Function/Dept [Operational Preparedness]

Staff Grouping	Total
Uniformed Staff	58
Non Uniformed Staff	28
Control Staff	19
<b>Total</b>	<b>105</b>